

Higher Skills Project

Top-line skills, Bottom-line benefits

Higher level skills for your business
...the way you want them

Dorset Heritage and
Cultural Tourism Event

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Business Intermediary

Higher Learning

Greater Success

Better Growth

What's it all about?

- Leitch Report makes Skills Development & Employer Engagement a national priority
- Providing HE level, flexible, demand lead training for the regional workforce
- To embed workforce development in HE providers' strategies, initiating a culture change within HE

The facts

For too long the supply-side in education has dominated what gets delivered by the education and skills system. And the demand-side has been interpreted as being 'what young people want' rather than 'what employers need'. A move to a system that gives employers the strongest voice is now essential. (*Leitch Report, December 2006*)



A solution has been provided through the
SW Higher Level Skills Project

THE INTERMEDIARY SERVICE

Working with employers to identify higher level training needs

Working for employers to source higher level training solutions



Intermediaries

- 11 intermediaries embedded in HEIs defining, translating and sourcing demand from employers
- Diverse regional expertise e.g. Animation, Architecture, Music Management, Lean Engineering, Aerospace, Health, Leadership & Management across the sectors
- Contact with Sector Skills Councils, industry groups and regional partners e.g. Train to Gain, LLN, Aimhigher, FDF
- Promoting the HE & Skills offer to business in a holistic manner through a seamless service



The Service

1. **Translate** business goals and objectives into higher-level training needs
2. **Specify** types of provision from Colleges and Universities that could meet those needs
3. **Interpret** and unpick relevant higher education provision
4. **Identify** the University and/or Colleges that have appropriate expertise
5. **Liase** and negotiate to source provision from HE providers (new, employer led, where needed)
6. **Provide** employer with options and proposals for training delivery – bespoke where appropriate.
7. **Signpost** to other providers for intermediate and lower level needs



Projects

Current projects include:

- A new technical management mini-qualification for **SW Food and Drink** Manufacturers using a blended learning approach will be delivered by Duchy College Cornwall (University of Plymouth)
- Arts Institute at Bournemouth are delivering bespoke training in image production to **Dorset Police Air Support Unit**.
- University of Bath is accrediting in-house training at **Airbus** and delivering experience in composites
- University of West of England is creating pod-casts of microbiology techniques for **Wessex Water**
- Group of **SMEs** benefiting from leadership and management course with Bournemouth and Poole College



Skills for your organisation

- People management skills for managers, supervisors and team leaders
- Strategy development/business planning
- Problem solving
- Effective change management
- Finance for non financial managers
- Project planning, implementation and evaluation
- Managing and improving performance
- Appraisals and reviews
- HR, recruitment, and training
- Time management
- Communication – written, verbal, presentation



Fact

‘Around two thirds of all firms in the UK provide training for their staff: in the worst performing sectors the proportion falls to one half. On the other hand, in the best performing sectors more than 95% of firms provide training’. *(Leitch 2006)*



Fact

‘Only 27% of the adults in the South West are qualified to Level 4 or above.’

(South West Regional Skills Enterprise and Employment Analysis 07/08)



Next steps

- Intermediaries can visit your company/organisation to discuss needs
- HEIs approached to deliver current; or develop new training
- Key points: demand led, flexible and innovative



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