

# The Post-Election Skills Landscape

## Leeds City Region Skills Network Annual Conference 2015: Aligning Skills For Growth

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**NIACE** The National Voice  
for Lifelong Learning

# The system is broken

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- Current system will not deliver “a productive nation” for young people, employment or skills
- Adult skills essential to equitable, sustainable economic growth
- *Pathways* to skills and learning are as important as *accredited* learning....
- ....there is a new devolution settlement: LEAs, Combined Authorities, business voice
- Low skills, low wages, poor labour market mobility, and poor productivity are the biggest competitiveness challenges facing the UK

# A perfect storm?

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**Falling behind** in the OECD - out of 34 countries, the UK is:

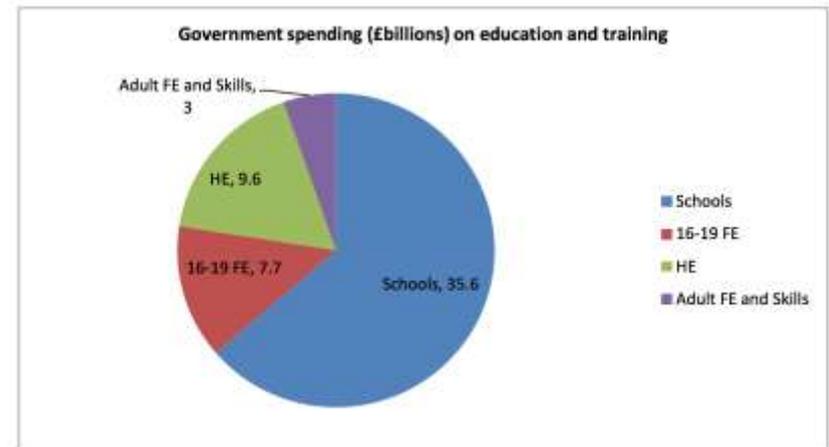
- 15th for literacy
- 17th for numeracy
- Nearly one in five lack these basic skills
- 19th for low skills, with one in five adults lacking GCSE equivalent qualifications
- 24th for intermediate skills (level 3)
- 11th for higher level skills (degree equivalent)

**Demography, labour markets, budgets**

- Ageing – 13.5m jobs vs. 7m new labour market entrants in the next decade
- Most Government £ still goes on young people
- Differential 16-18 and 18+ funding rates
- FE facing 24% funding cut
- Gradual growth in loans for 24+
- ***A million+ learning opportunities for adults have been lost over the 2010-2015 parliament***

# Political Settlement post-2015

- A minister “open to ideas”
- 3M+ apprenticeships, apprenticeships, apprenticeships (...starts)
- Budgets still focus on young people at expense of working age adults
- Poor integration of skills and employment support systems
- Loan funding will expand – and not just for HE: 19+ or 21+ for all L2 or above?
- Adult Skills Budget now £2bn for 2015/16 – an 11% reduction from 14/15 and a 35% reduction since 2009
- Community learning review?
- Continuing role for ESF
- Growing role for Combined Authorities in skills planning and delivery



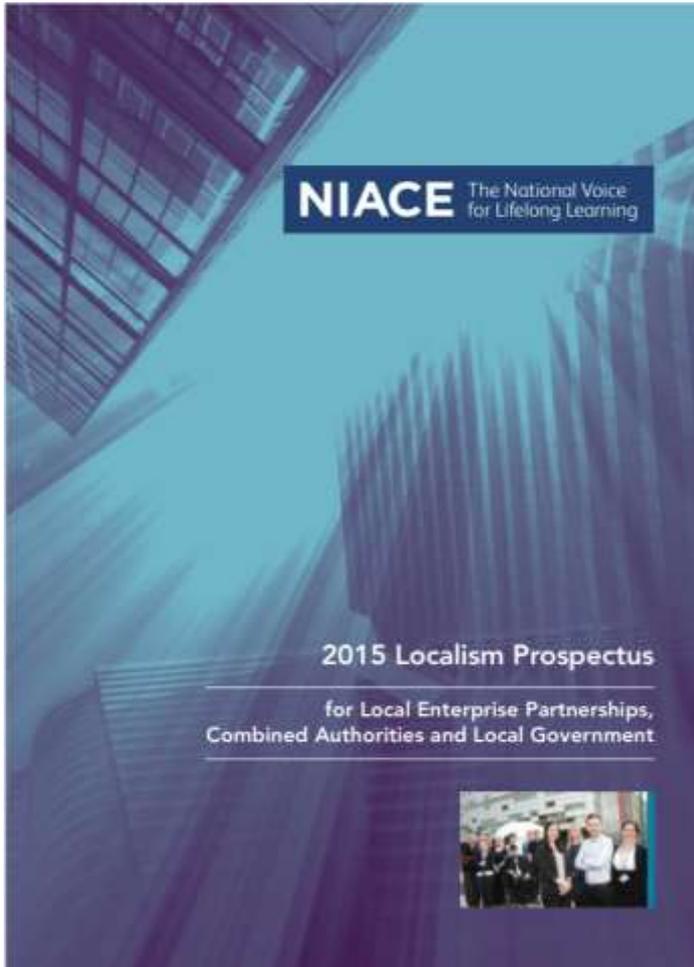
# A campaigning agenda



***An exclusive focus on new entrants to the labour market is misguided and economically unsustainable***

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# A central role for localism



We are helping Councils, LEPs, CAs and CL providers:

1. Employability, pathways to work/work programme support
2. European Social Fund
3. Mid-life Career Review Programme
4. Learning and skills market development
5. College and employer engagement
6. Key sector skills interventions
7. Labour market intelligence and analysis
8. Informal routes to learning and skills

Fieldwork to date including Leeds City Region/ Yorkshire, Dorset, Humber, Birmingham, London, Greater London Authority/London LEP

# A central role for personalisation

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centre for economic & social  
**Inclusion**

## TEN POLICIES FOR TEN PEOPLE

Practical changes to improve  
opportunity in the first 100 days  
of a new Government

Policy Solutions Number 3  
April 2015



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1. **Helping low-paid workers progress and earn more money:** establish a new Career Advancement Service.
2. **Better support for disabled people and those with health conditions:** introduce a new Employment Support Programme.
3. **Putting people in charge of their own learning and careers support:** set-up Personal Career Accounts for adults.
4. **Making migration work:** introduce new rights and responsibilities to learn English.
5. **Ensuring everyone has the skills they need:** create a Citizens' Curriculum programme.
6. **High quality Apprenticeships:** launch an Apprentice Charter quality mark.
7. **Learning and earning routes for young people:** establish a new Youth Allowance.
8. **Unlocking the talents of our Young Adult Carers:** instigate fairer support to allow Young Adult Carers to access learning and training opportunities.
9. **Helping older people gain digital skills for the 21st century:** recognise digital skills as the third basic skill alongside maths and English.
10. **Work and career support for the long-term unemployed:** introduce a better Work Programme.

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# Closing thoughts

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## Develop a “package for productivity” for the Leeds City Region:

1. **Demonstrate adult skills demand:** create new routes into work (eg Traineeships), progression in work, and sector skills gaps - build provider, college and HE engagement in our Leeds City Region ESF work next year
2. Pilot the **Career Advancement Service** as part of the City Deal process
3. Improve **quality and quantity of Apprenticeships** - co-design the Apprentice Charter quality mark with us and LCR providers/employers
4. Consider a locality trial of the “**help to train ISA**” – an accounts device using Advanced Learning Loan budgets and employer contributions
5. A **better deal for ESA claimants** – locally commissioned employment support for ESA
6. **Future of ESIF** – inclusion in devolution deals for LAs to become accountable body
7. **Campaign with us** for a better employment and skills system for all

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