

Tackling the Global Talent Challenge

The Challenge and Drivers For Schools and Colleges

Further Education and Apprenticeships

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Global Talent Challenges: Existing Workforce

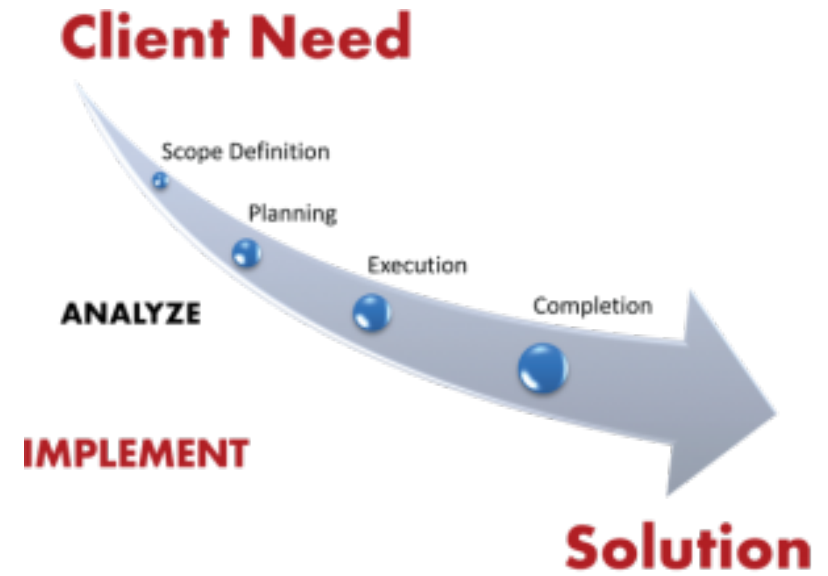
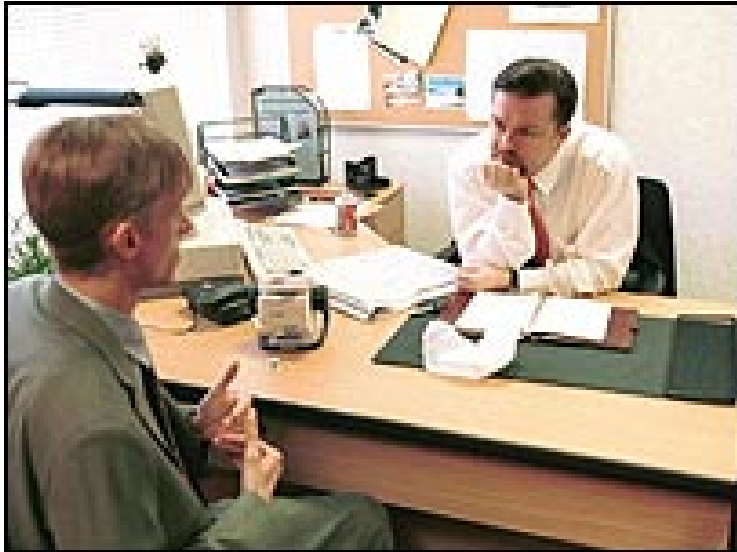
- Identifying current skill/knowledge deficits
- Identifying future talent needs: how do we know? Who do we ask?
- Communicating any deficit needs to current and future workforce
- Supplementing Skills in existing workforce
- Delivering RELEVANT learning to busy people at PACE, TIME & PLACE to suit and with specialist input
- Matching Government £s with Employers needs and talking the same language

Global Talent Challenges: Future Workforce

- Communicating any deficit needs to the future workforce
- Inspiring young people; 11yrs onwards
- Developing high performance work ready behaviours in young people
- Investing in learning and facilities to match ambition

People in Businesses know most skill needs

- Staff Appraisals 'One to Ones'
- Know their clients needs and their workforce capability



Identifying current skill/knowledge deficits (LMI)

- Skills survey data (industry organisations)

SSC: Lantra					
SOC2000 Major groups	<i>Employment levels (000s)</i>				
	1994	1999	2004	2009	2014
1. Managers & Senior Officials	68	50	41	40	38
2. Professional Occupations	11	11	10	11	11
3. Associate Professional & Tech.	20	21	20	21	21
4. Administrative, Clerical and Sec.	22	19	14	13	11
5. Skilled Trades Occupations	221	187	173	175	174
6. Personal Service Occupations	37	45	43	41	43
7. Sales & Customer Service Occs.	5	5	4	4	4
8. Machine & Transport Operatives	50	43	30	25	20
9. Elementary Occupations	168	156	116	91	64
Total employment	602	537	451	421	387
SOC2000 Major groups	<i>Employment shares (%)</i>				
	1994	1999	2004	2009	2014
1. Managers & Senior Officials	11	9	9	10	10
2. Professional Occupations	2	2	2	3	3
3. Associate Professional & Tech.	3	4	4	5	5
4. Administrative, Clerical and Sec.	4	4	3	3	3
5. Skilled Trades Occupations	37	35	38	42	45
6. Personal Service Occupations	6	8	9	10	11
7. Sales & Customer Service Occs.	1	1	1	1	1
8. Machine & Transport Operatives	8	8	7	6	5
9. Elementary Occupations	28	29	26	22	17
Total employment	100	100	100	100	100

Identifying current skill/knowledge deficits

- Direct relationships with Businesses and 'Business Mentors & Trainers'



Delivering Skills and Knowledge

- One to One in the workplace
- Course at Workplace for groups
- Part Time Attendance at College
- On-line Courses
- 'Blended Learning'; combo of 'On-line & block/part time'

Part Time Courses

Business and Administration - Certificate Level 2

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Business and Administration - Diploma Level 3

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Business and Administration - Diploma Level 4

[MORE »](#)

Coaching and Mentoring - CMI Certificate Level 3

[MORE »](#)

Communication in the Workplace

[MORE »](#)

Customer Service Diploma - Level 3

[MORE »](#)

Customer Service NVQ Certificate (QCF) - Level 2

[MORE »](#)

Customer Service Skills

[MORE »](#)

Dazzle 'em - Presenting With Impact

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Developing Assertiveness Skills

[MORE »](#)

Financial Considerations for a New Business

[MORE »](#)

First Line Management - CMI Diploma Level 3

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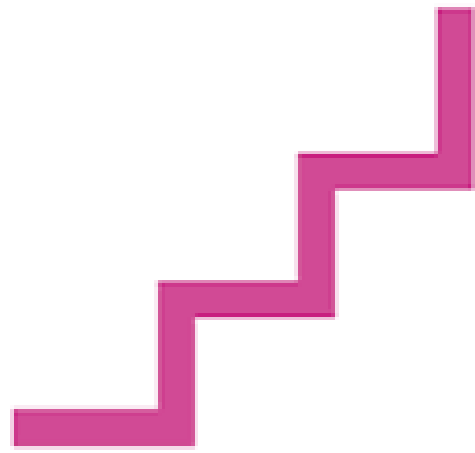
Improve Your Business Writing Skills

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Inspire and Influence - NLP Toolkit for Managers

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MOOCs



Future Learn

Our courses

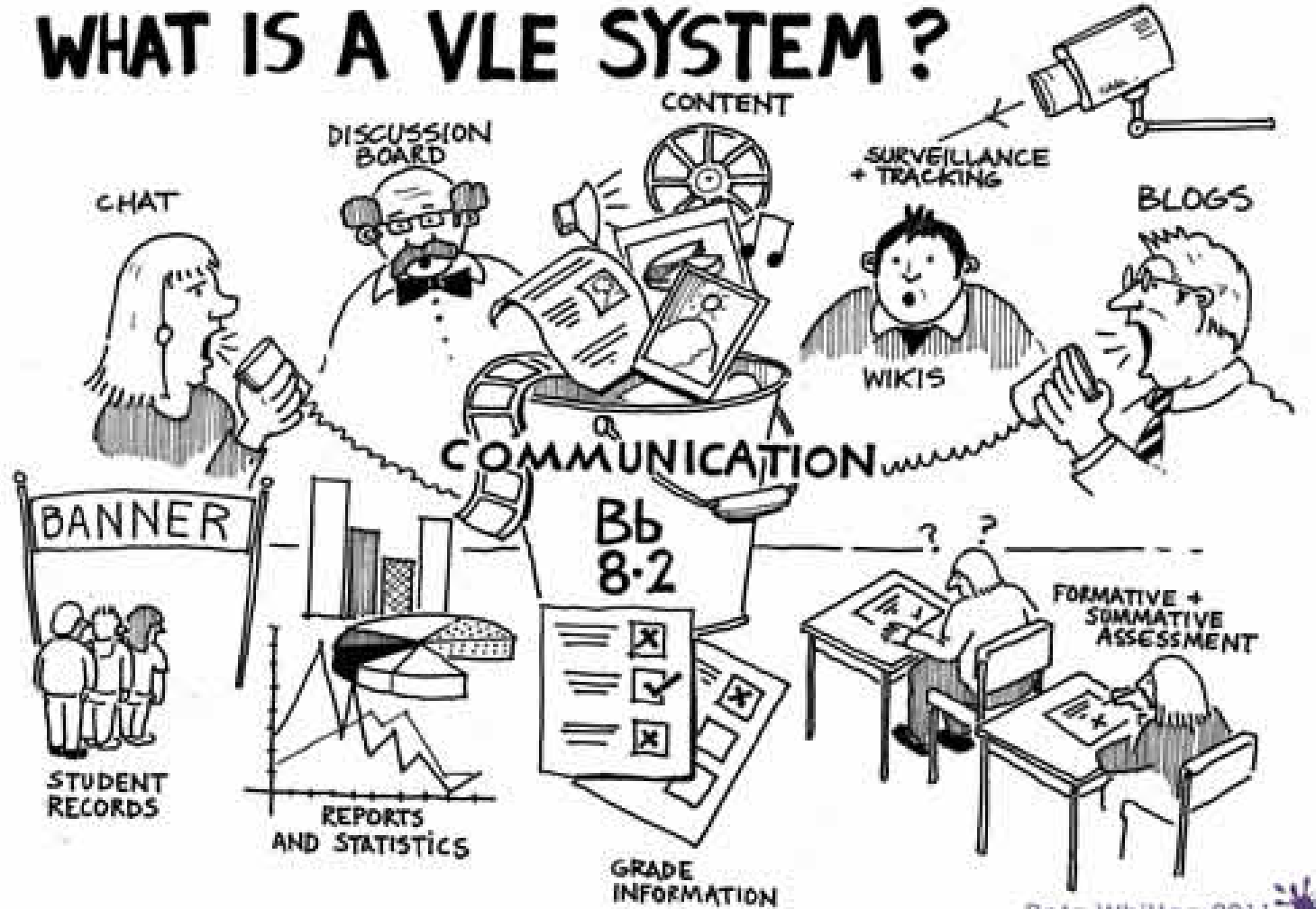
We offer a diverse selection of courses from leading universities and cultural institutions from around the world. These are delivered one step at a time, and are accessible on mobile, tablet and desktop, so you can fit learning around your life.

We believe learning should be an enjoyable, social experience, so our courses offer the opportunity to discuss what you're learning with others as you go, helping you make fresh discoveries and form new ideas.

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Virtual Learning Environment

WHAT IS A VLE SYSTEM?



Enterprise M3 Area Skills Shortages

- At Level 4 and Level 5 (HNC, HND, Foundation degree level)
- Employers want chunks of Level 4 & Level 5
- Reducing Govmt £s to fund (other than 24+ loans = Qualifications)
- Whole Quals by Credit accumulation
- Bite sized modules of study...employer and employee benefit
- Government £s for Apprenticeships (vouchers)
- Apprenticeships at Level 3 now Level 4 (higher Apprenticeship)

[APPLY NOW](#)

[Study](#)

[Information](#)

[The College](#)

[Employers](#)



Apprenticeships

GET IN. GO FAR

APPRENTICESHIPS

APPRENTICESHIPS

- Environmental Conservation



How to employ an Apprentice

It couldn't be easier to employ an apprentice with Sparsholt. Simply contact our Apprenticeship Team on 0845 850 0916 or e-mail apprenticeships@sparsholt.ac.uk to discuss your requirements.

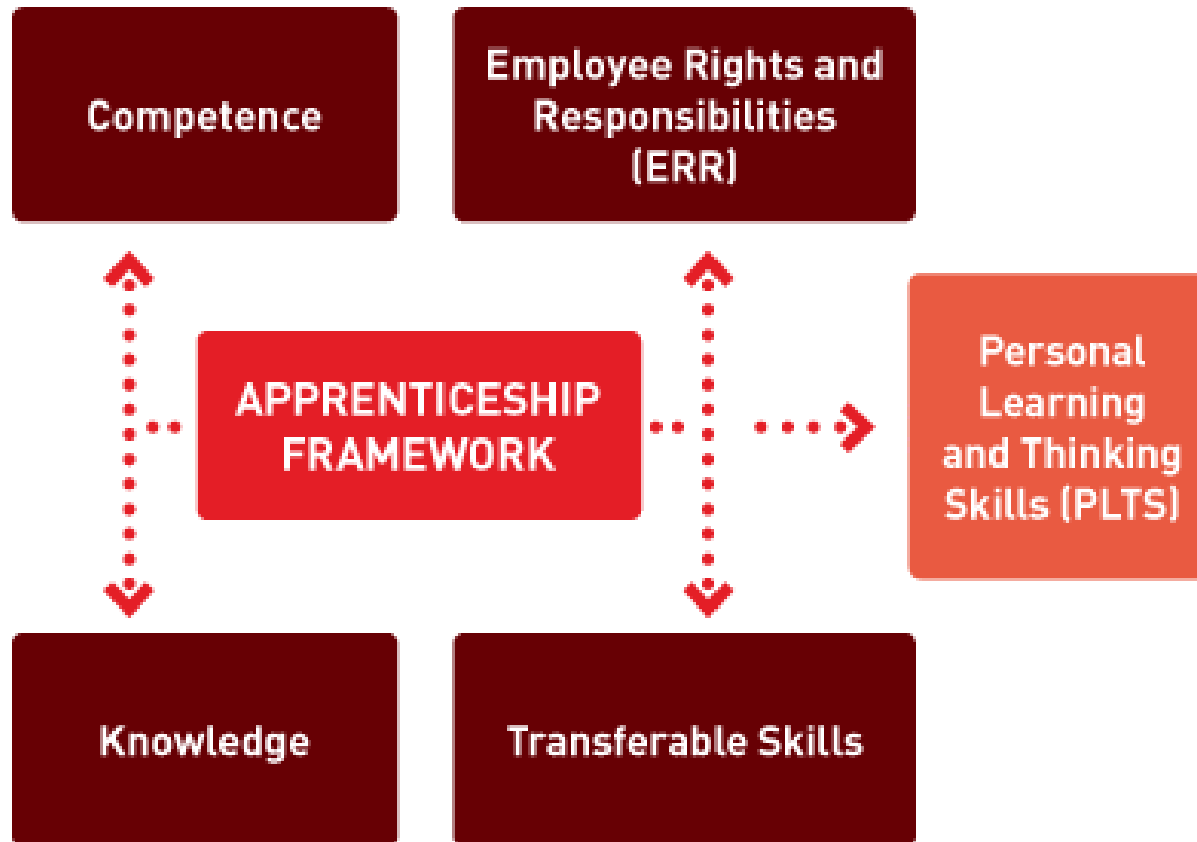
- Game and Wildlife
- Hair
- Health and Social Care
- Horticulture
- Hospitality and Catering
- IT and Telecoms
- Land Based Engineering
- Marketing
- Motor Vehicle Repair
- Support Teaching and Learning in Schools
- Trees and Timber
- Vet Assistants and Vet Nursing



SPARSHOLT
COLLEGE HAMPSHIRE

ANDOVER COLLEGE
••• prepared for life

Apprenticeships Framework 'set-menu of Main & Sides'





Care Sector



Future Workforce

- What will it look like?
- Answer = Different
- How do we prepare?
- Answer = Research emerging trends
- Talk to recruiters...e.g. 'Hays' and 'Reed' etc.

POWERING THE WORLD OF WORK WITH OUR RECRUITING EXPERTISE

SEARCH 21,011 UK JOBS

e.g. Accounts Assistant

in

City/Town

Only search job title

FIND JOBS

HAYS SALARY GUIDE 2015 [↗](#)

Are you being paid enough? Compare your salary to the market and get insights into the trends shaping [pay and benefits across the UK](#) [↗](#)



[UK SALARY GUIDE 2015](#) [↗](#)
[SALARY GUIDE OVERVIEW](#) ▶

GENDER DIVERSITY SURVEY

Over half of UK women don't believe pay and equal career opportunities are available to all. Find out more about our report on gender diversity in the work place.



[FIND OUT MORE](#) ▶

CAREER ADVICE

Our [career advice](#) pages cover all stages of the job search process, [Cover Letters](#), [CV and Interview Tips](#) and [more](#).



[CAREER ADVICE](#) ▶

HAYS JOURNAL

View our 8th Issue of the Hays Journal looking ahead where economies are improving and recruitment is positive.



[HAYS JOURNAL ISSUE 8](#) ▶

OFFICE LOCATOR



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FEATURED EMPLOYERS NOW RECRUITING



MEET GEN Y IN THE UK



HAYS

UK

**GEN Y AND THE
WORLD OF WORK**

A report into the working world
of the UK's youngest generation



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TOP 5 FACTORS DECIDING ON A POTENTIAL EMPLOYER :

53%

TRAINING AND
DEVELOPMENT

41%

BENEFITS
OFFERED

37%

FLEXIBILITY

31%

ABILITY TO
PROGRESS
QUICKLY

29%

DEFINED
CAREER PATH

Young people & 'future' workforce

- 11yrs, 12yrs & 13 yr olds = **Careers Education**
- **Careers Education** = informs, engages & entices interest
- “I like the sound of that”, “I think I might be interested in that”
- 14yrs+ = **Careers Information, Advice and Guidance (IAG)**
- “If I want to do that then what subjects do I need and what's my next move after school”?....16 onwards [Pathways]
- Experiencing the world of work....

Young people need more support to make transition from education to work, says BCC

- The BCC publishes its Workforce Survey
- *“stronger links must be formed between educators (schools, colleges and universities) and business to better prepare young people for work”*





- 88% of businesses think “**school leavers** are unprepared for the workplace”
- 57% said that young people are lacking basic ‘soft’ skills, such as communication and team working, to succeed in the working world
- 76%) report a lack of work experience as one of the key reasons young people are unprepared for work
- John Longworth: *“it isn’t about pointing the finger at young people - it is a joint responsibility between businesses, educators and government”*

Conclusion

“Tackling the Global Talent Challenge”

We can and must do this together; it is a joint activity between businesses, business trainers, educators [and government]”