

Intelligence>Investment>Impact

A guide to the UK Commission for Employment and Skills

V1.0
23.09.11

Introduction

The UK Commission for Employment and Skills is a Non-Departmental Public Body providing strategic leadership on skills and employment issues in the four nations of the UK. Together, our Commissioners comprise a social partnership that includes CEOs of large and small employers across a wide range of sectors; trade unions and representatives from the Devolved Administrations.

Our mission is to work with and through our partners to secure a greater commitment to invest in the skills of people to drive, enterprise, jobs and growth.

Our strategic objectives are:

- To provide world-class labour market **intelligence** which helps businesses and people make the best choices for them
- To work with sectors and business leaders to develop and deliver the best solutions to generate greater employer **investment** in skills
- To maximise the **impact** of changed employment and skills policies and employer behaviour to help drive jobs, growth and an internationally competitive skills base

Within these strategic objectives, our Commissioners' priority outcomes are:

- To make and win the economic argument for greater investment in skills
- To enhance the value and accessibility of vocational training, especially apprenticeships
- To galvanise industries and sectors to improve the skills and productivity of their workforces
- To work with sectors to ensure the creation of more and better jobs, maximising opportunities for unemployed people.

"There is an urgent need to raise UK skills levels to help drive productivity, growth and job creation."

Vince Cable, Secretary of State for Business, Innovation and Skills



Charlie Mayfield
Chairman of the UK Commission
for Employment and Skills

"The skills and capabilities of our people are ultimately the basis for our long-term competitiveness."

Charlie Mayfield, Chairman

Our Commissioners



Our Commissioners are leaders in their fields who contribute their expertise and resources to the full range of UK Commission activities.

From Left to Right Key: Chairman Devolved Administrations Large Employers Small/Medium Enterprises Trade Unions Voluntary Sector FE and HE

Charlie Mayfield, Chairman of John Lewis Partnership

Sir Adrian Webb, Chairman Wales Employment and Skills Board

Dr Bill McGinnis, N. Ireland Advisor, Employment and Skills

Willy Roe, Chairman Highlands and Islands Enterprise

Chris Hyman, Chief Executive of Serco Group PLC

David Fairhurst, Chief People Officer, McDonalds Europe

James Wates, Deputy Chairman of Wates Construction Ltd

Larry Hirst, Former Chairman of IBM Europe, Middle East and Africa

Valerie Todd, Director of Talent and Resources at Crossrail Ltd

Trevor Matthews, Director of Aviva UK

Nigel Whitehead, Group Managing Director of programmes and support, BAE Systems

Lucy Adams, Director of Business Operations, BBC

Jeremy Anderson, Chairman Global Financial Services, KPMG LLP

John Cridland, Director General, CBI

Sean Taggart, Owner and Chief Executive, The Albatross Group

Julie Kenny, Managing Director of Pyronix Ltd

Grahame Smith, General Secretary of the Scottish Trade Union Congress

Dave Prentis, General Secretary, UNISON

Brendan Barber, General Secretary, TUC

Seyi Obakin, Chief Executive, Centrepont

Liz Sayce, Chief Executive, Radar

Lord Victor Adebawale, Chief Executive, Turning Point

Dr. Deidre Hughes, Lead Consultant European Lifelong Guidance Policy Network

Tony Lau-Walker, Chief Executive Officer, Eastleigh College

Prof. John Coyne, Vice Chancellor, University of Derby

Across the UK

The UK Commission for Employment and Skills is remitted by the UK Government **and the three Devolved Administrations** to provide strategic leadership on skills and employment issues across the four nations of the UK.

Collectively, the UK's **skills levels** are not increasing fast enough relative to our international competitors: and others are **up-skilling faster**.

We currently trail countries such as USA, Japan, Korea, Canada, Denmark, Norway and Finland. On the same trends as the last ten years, we will fall further behind. New and emerging economies such as China and India represent a major shift in competition for jobs and skills.

There are also questions about the balance of our economy: we are growing increasing numbers of high skilled jobs but... are we growing enough **high quality jobs** that make full use of people's skills, especially in the private sector?

We are growing high skilled people **seven times faster than high skilled jobs**.

"The UKCES is one of the very few truly UK-wide bodies, and is uniquely placed to bring a UK-wide perspective on skills, jobs and growth."

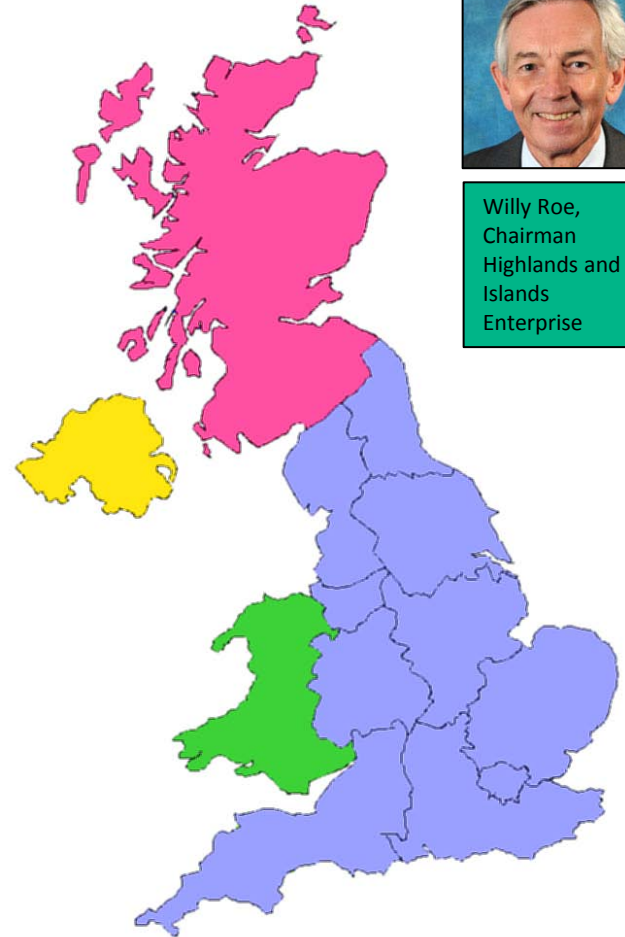
Vince Cable, Secretary of State for Business, Innovation and Skills



Dr Bill
McGinnis, NI
Advisor on
Employment
and Skills



Sir Adrian
Webb,
Chairman
Wales
Employment
and Skills board



Willy Roe,
Chairman
Highlands and
Islands
Enterprise

2011/12: a year of change

The UK Commission has changed during 2011/12. We now have:

- A fundamentally **different relationship with SSCs**, empowering the market by buying and investing in skills solutions, ie through the Employer Investment Fund (EIF) and the Growth and Innovation Fund (GIF) – from 2012-13 we will **no longer grant-fund Sector Skills Councils**.

In the first half of this this year, we have also **‘down-sized’ from around 125 staff to 90** (excluding interns and Apprentices) and:

- Re-organised internally to become leaner; not least because we are working to make necessary **savings of 40% running costs** between 2010/11 and 2014/15
- Achieved Investor in People Bronze status
- Recruited nine new Commissioners and our new permanent CEO
- Introduced a matrix management system to ensure our people and resources are deployed to best effect
- Begun working on office moves in both South Yorkshire and London to reduce our costs further
- Continued to support the repositioning of IiP across the UK.

Investors in People

In April 2010, responsibility for the Investors in People standard was passed from government to the UK Commission placing it at the heart of our agenda to strengthen management, leadership and skills utilisation across the UK.

These arrangements mean that the Commission has taken over the guardianship of the IiP standard and framework, including responsibility for ensuring continued high quality through the licensing of regional and national delivery centres across the UK.

Following a competitive process run by the Commission, IiP now has a more robust delivery structure across the UK, including an element of competition for new business.



Our 2011/12 Business Plan at-a-glance

Our remit is to raise UK skills to help drive enterprise, jobs and growth

Our strategic objectives from Government for 2011/14 are to:

Provide outstanding labour market **intelligence** which helps businesses and people make the best choices for them

Work with businesses to develop the best market solutions which leverage greater **investment** in skills

Maximise the **impact** of employment and skills policies and employer behaviour to support jobs and growth and secure an internationally competitive skills base

As a UK social partnership we will be open, collaborative, focused and credible advocates

Within this, our Commissioner priority outcomes for 2011/12 are to:

P1. Make and win the economic argument for greater investment in skills

P2. Enhance the value and accessibility of vocational training, especially apprenticeships

P3. Galvanise industries and sectors to improve the skills and productivity of their workforces

P4. Work with employers to maximise opportunities for unemployed and disadvantaged people

To deliver these priorities our key actions are to:

- Distil and deploy evidence to reframe and refresh the debate
- Provide high quality and accessible Labour Market Information and Analysis
- Support compelling Commissioner messages

- Ensure fit-for-purpose occupational standards and frameworks
- Support preparation for work and competence in work for adults and young people

- Develop and communicate a compelling vision for sector leadership
- Develop Best Market Solutions through investment funds
- Reposition and promote Investors in People

- Create and communicate a clear evidence base on how to tackle the employment challenge
- Build sectoral and employer support to get the UK working
- Improve Information, Advice and Guidance

Supported by Executive Objectives of:

Refocus and reform

Delivery and accountability

Robust evidence base

Partnership working

Priorities in 2011/12

Our goal is to ensure that good market **intelligence** drives increased **investment** to achieve greater **impact** on skills, jobs and economic growth. To achieve this, in 2011/12 we are focussing on the following, outwardly-facing priorities:
(Click on a priority for more information)

- 1. Making and winning the economic argument for greater investment in skills
- 2. Enhancing the value and accessibility of vocational training, especially apprenticeships
- 3. Galvanising industries and sectors to improve the skills and productivity of their workforces
- 4. Working with employers to maximise opportunities for unemployed and disadvantaged people

Priority 1

Making and winning the economic argument for greater investment in skills

In absolute terms the skills of Britain's workforce are higher than ever and still increasing. However, relative to the rest of the world we are not improving our skills fast enough to secure economic growth and an internationally competitive workforce. As the UK government seeks to rebalance the economy towards the private sector, so we need a rebalancing of investment in skills.

The main areas of our work for this priority are:

- Reframe and refresh the debate about the value of skills
- Provide high quality and accessible Labour Market Intelligence and analysis

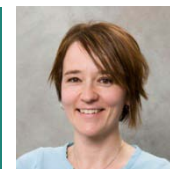


Lead Commissioner:
Jeremy Anderson
Chairman of Global Financial
Services, KPMG LLP

Other Commissioners working on Priority 1:

- Julie Kenny
- Brendan Barber
- Lucy Adams
- Dr Deidre Hughes

Lead
Commission
staff member:
Lesley Giles



Priority 2

Enhancing the value and accessibility of vocational training, especially apprenticeships

Success in increasing the numbers and quality of Apprenticeships (Modern Apprenticeships in Scotland) and vocational training will rely on greater leadership from the business community. Vocational training, qualifications and Apprenticeships are important in attracting potential recruits, supporting workplace progression, improving the productivity of businesses, and fulfilling the aspirations of individuals.

The main areas of work for this priority are:

- Apprenticeship/ Modern Apprenticeships
- Education/business links, work experience and internships.
- Future delivery system: LMI, NOS, Apprenticeships
- National Occupational Standards (NOS)
- Programmes of study
- Evaluation of vocational qualifications (still TBC)



Lead Commissioner:
Nigel Whitehead
Group Managing Director
Programmes and Support, BAE
Systems

Other Commissioners working on Priority 2:

- James Wates
- Sir Adrian Webb
- Dave Prentis
- Professor John Coyne
- Tony Lau-Walker
- Seyi Obakin

Lead
Commission
staff member:
Ian Kinder



Priority 3

Galvanising industries and sectors to improve the skills and productivity of their workforces

The quality of the workforce in the UK, when compared to other leading economies, is not developing quickly enough and that needs to change. Business is best placed to effect that change, so we are working with SSCs and others to boost sector leadership, and we are deploying our EIF and GIF funds to help support innovative, scalable and employer-led solutions to bring about beneficial change. See '[our new investment approach](#)' for more on this.

The main areas of work for this priority are:

- Sector leadership - including continuing to work with [Sector Skills Councils](#)
- [Employer Investment Fund](#)
- [Growth and Innovation Fund](#)
- [Investors in People](#)



Lead Commissioner:

Chris Hyman

Chief Executive of Serco Group,
PLC

Other Commissioners on Priority 3:

- Valerie Todd
- Grahame Smith
- Willy Roe
- Bill McGinnis
- Sean Taggart
- Professor John Coyne
- Lord Victor Adebawale
- Trevor Matthews

Lead
Commission
staff member:
Simon Perryman



Priority 4

Working with employers to maximise opportunities for unemployed and disadvantaged people

World-class productivity requires as many people as possible to be in jobs returning a high economic value. There are also many social benefits to high employment. While employment in the UK has, historically, been relatively high there are regions and sections of the population facing significant barriers to sustained employment. As the government seeks to shrink the public sector, reduce the welfare budget and stimulate economic recovery, it is more important than ever that the private sector aspires to growth that creates new and higher value jobs.

The main areas of work for this priority are:

- Employment challenge - evidence base
- The interventions and actions that work from an employer perspective
- Improve career guidance



Lead Commissioner:
Liz Sayce
Chief Executive of Radar

Other Commissioners working on Priority 4:

- Seyi Obakin
- Lord Victor Adebawale
- Dr Deirdre Hughes
- Tony Lau-Walker
- Valerie Todd

Lead Commission
staff member:
Moir
McKerracher



Investors in People (IiP)

The UK Commission has three strategic priorities for Investors in People:

- More businesses improve using IiP
- IiP impacts on growth
- IiP promotes leading-edge business practice

Together these feed into an overall vision to make IiP "The choice for leaders who want to deliver business impact and growth".

Working with Commissioners Valerie Todd, Sean Taggart and the IiP Advisory Board, our work focuses on:

- Developing and managing the IiP Centre network
- Re-positioning and celebrating IiP's 20-year achievements at WorldSkills – on **5 October 2011** at ExCel London
- Developing the IiP Product offering - including a new SME offer, reviewing Leadership and Management and Health and Wellbeing, and developing IiP's benchmarking capability.
- Research and evaluation - understanding what works and why
- CRM development work

Following a successful marketing exemption bid to government on behalf of IiP, the UK Commission will be running a B2B campaign boosting awareness and take-up of IiP among SMEs.

The integrated campaign will feature a series of case studies drawn from IiP. It will run in two phases between October 2011 and February 2012, and use a blend of online advertising, telemarketing, and new marketing collateral all of which will be supported by the UK-wide delivery network.

Sample creative:



**INVESTORS
IN PEOPLE**

Bronze

Intelligence and impact

Our Commissioners are supported in setting a forward-looking agenda through the delivery of a robust evidence base. This is built on a solid platform of leading labour market intelligence. We now run, for **the first time**, the UK-wide Employer Skills survey. Interviewing over 80,000 employers across the UK, the survey provides the most accurate 'temperature check' on a wide range of important labour market trends and comparative results across all four nations.

Other core UK labour market information products are forecasts of UK employment trends in **Working Futures**, and the **Employer Perspectives Survey** which measures employer views of a variety of skills and employment programmes such as Apprenticeships and vocational qualifications.

The findings of these and our other internationally validated LMI and analysis contribute to our policy advice and development of products such as **National Occupational Standards**. The findings also enable our Commissioners to draw from both their experience and our **intelligence** to 'win the argument' on skills, on employer **investment** and ambition to leverage the greatest **impact**.

Our research programme spans five key areas:

LMI - the UK Commission's statistics and surveys

Progress into and on in employment - an evidence base on the journey of individuals as they enter and advance in employment

Raising ambition - providing a narrative broadly from the employer perspective

Methodological developments - exploring new ways of thinking about how we define and measure different aspects of skills development

Knowledge exchange - access to our Intelligence e-briefing, and more.

Our new 'investment' approach

The UK Commission is now investing for skills solutions. From 2012/13 we will no longer 'core-fund' Sector Skills Councils. Instead, we will buy, on behalf of government, 'universal services' and invest in new solutions through the Employer Investment Fund (EIF) and the Growth and Innovation Fund (GIF).

Universal Services

Commissioning the provision of the minimum requirements to support the skills systems of each nation including Sector Skills Assessments (SSAs), National Occupational Standards (NOS), Apprenticeship frameworks and qualification-related activities

Employer Investment Fund

Investing seed capital to build solutions that significantly increase employer ambition to have the greatest impact on securing increased enterprise, jobs and growth

Growth & Innovation Fund - England only

Investing to accelerate the delivery of increased sustainable employer ambition and investment by leveraging employer leadership to secure increased enterprise, jobs and growth

What do we mean by 'investment'?

To make the UK more competitive we need to secure a much greater commitment from business to invest in skills to drive enterprise, jobs and growth. So the UK Commission is set on galvanising industries and sectors to raise their game.

As well as making a persuasive case to businesses and individuals about the importance of investing in skills, we will also use the Employer Investment Fund and the Growth and Innovation Fund, in partnership with the Skills Funding Agency and wider government, to invest in new and innovative skills solutions developed by businesses to increase the contribution that skills make to growth in their sectors.

Working together...

IiP Delivery Centres

- IBP
- EMB Excellence Limited
- IDG
- G4S
- Investors in People Scotland
- Investors in People Wales
- Investors in People Northern Ireland

Sector Skills Councils

- Asset Skills
- Cogent
- ConstructionSkills
- Creative & Cultural Skills
- Energy & Utility Skills

▪ E-skills UK

▪ Financial Skills Partnership

▪ IMI

▪ Improve

▪ Lantra (also offering IiP to their sector)

▪ People 1st (inc. GoSkills)

▪ ProSkills

▪ SEMTA

▪ SkillsActive

▪ Skillset

▪ Skillsmart Retail

▪ Skills for Care and Development

▪ Skills for Health

▪ Skills for Justice

▪ Skills for Logistics

▪ Summit Skills

System, including sponsors

▪ Joint sponsors: BIS, DWP

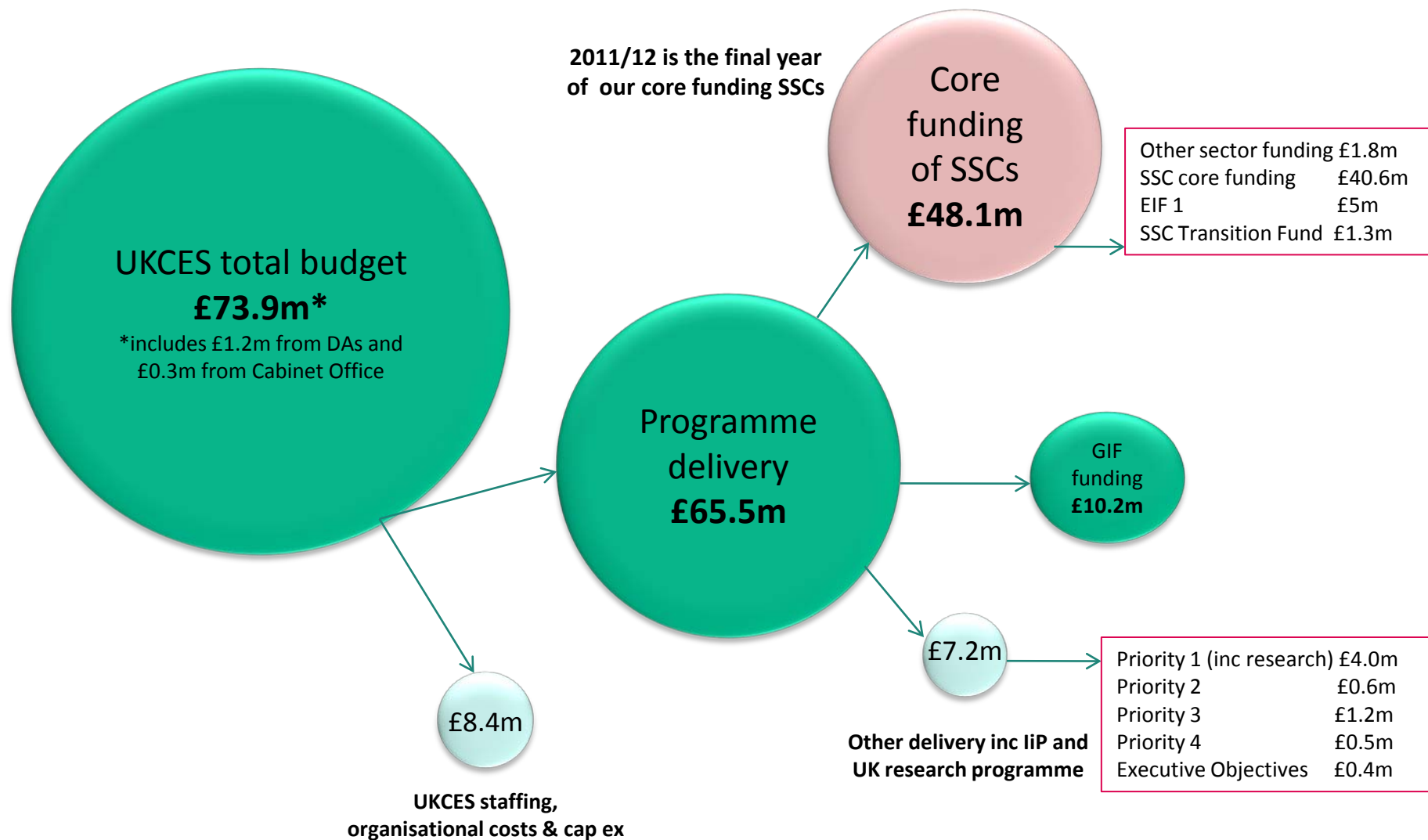
▪ Co-sponsors: Scottish Government, Welsh Assembly Government, DELNI, HMT, DfE

▪ Skills Funding Agency, National Apprenticeship Service

▪ OfQual, Standard Setting Bodies

▪ Other government departments, Non Departmental Public Bodies.

Our Budget 2011/12



Our Leadership Team

Charlie Mayfield
Chairman



Our Current Chairman Charlie Mayfield was appointed in November 2010.

Our Chief Executive and Executive Directors form the UK Commission's Executive Leadership Team. They all have high-level expertise and experience in their chosen professions, and lead the work of the UK Commission.

Michael Davis
Chief Executive



Simon Perryman
Executive Director



Kay Dickinson
Executive Director



Ian Kinder
Executive Director

For further details...

Please get in touch with us if you would like more information about the UK Commission for Employment and Skills.

We have offices in Yorkshire and London.

You can email us at info@ukces.org.uk or call our main reception on 01709 774800

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