

Welcome to the Livery Skills Event

Tuesday 21 April 2021



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Strategic Education and Skills Director at
The City of London Corporation

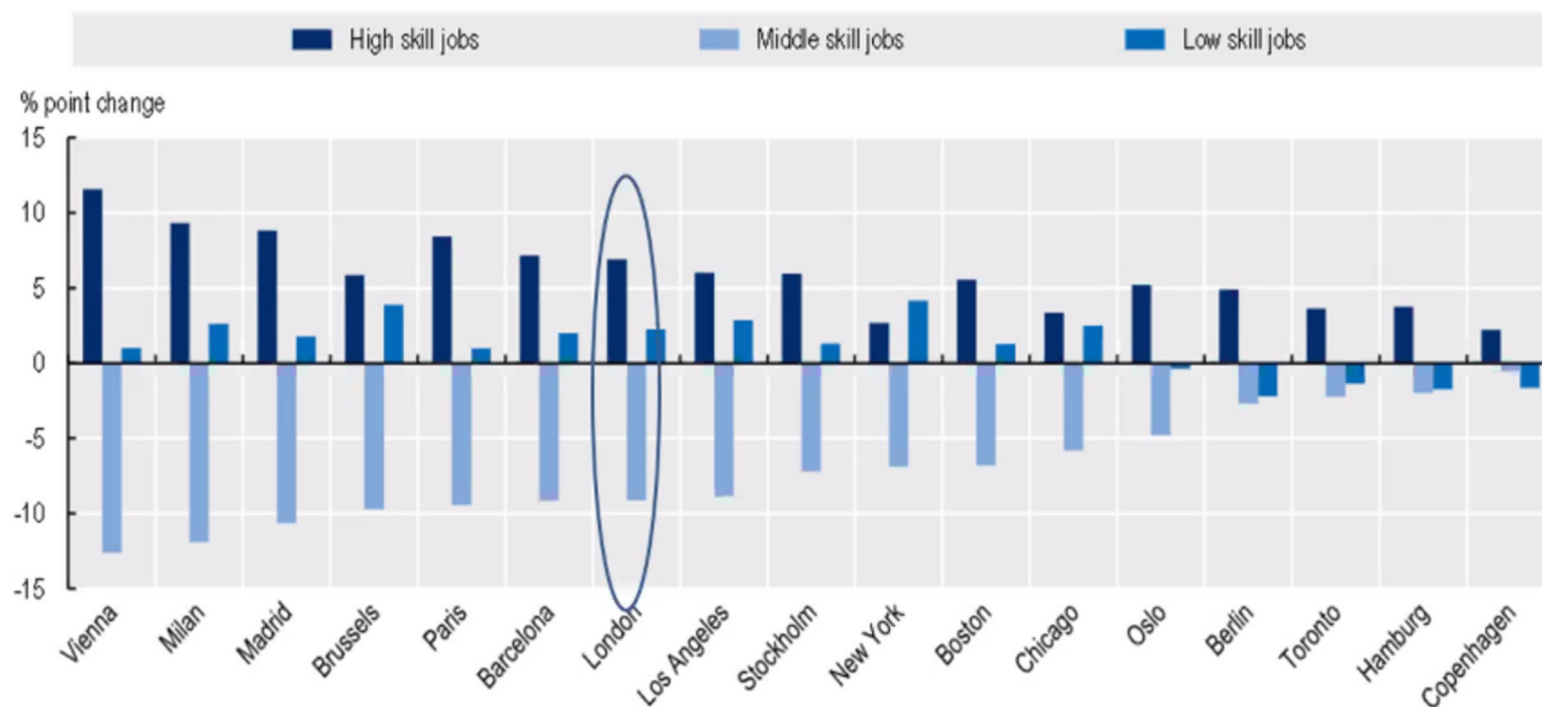


Job Polarization



Job polarisation has led to a decline in middle-skill jobs of 9 percentage points

Relative change in jobs by skill level across London and other cities, 2000-18

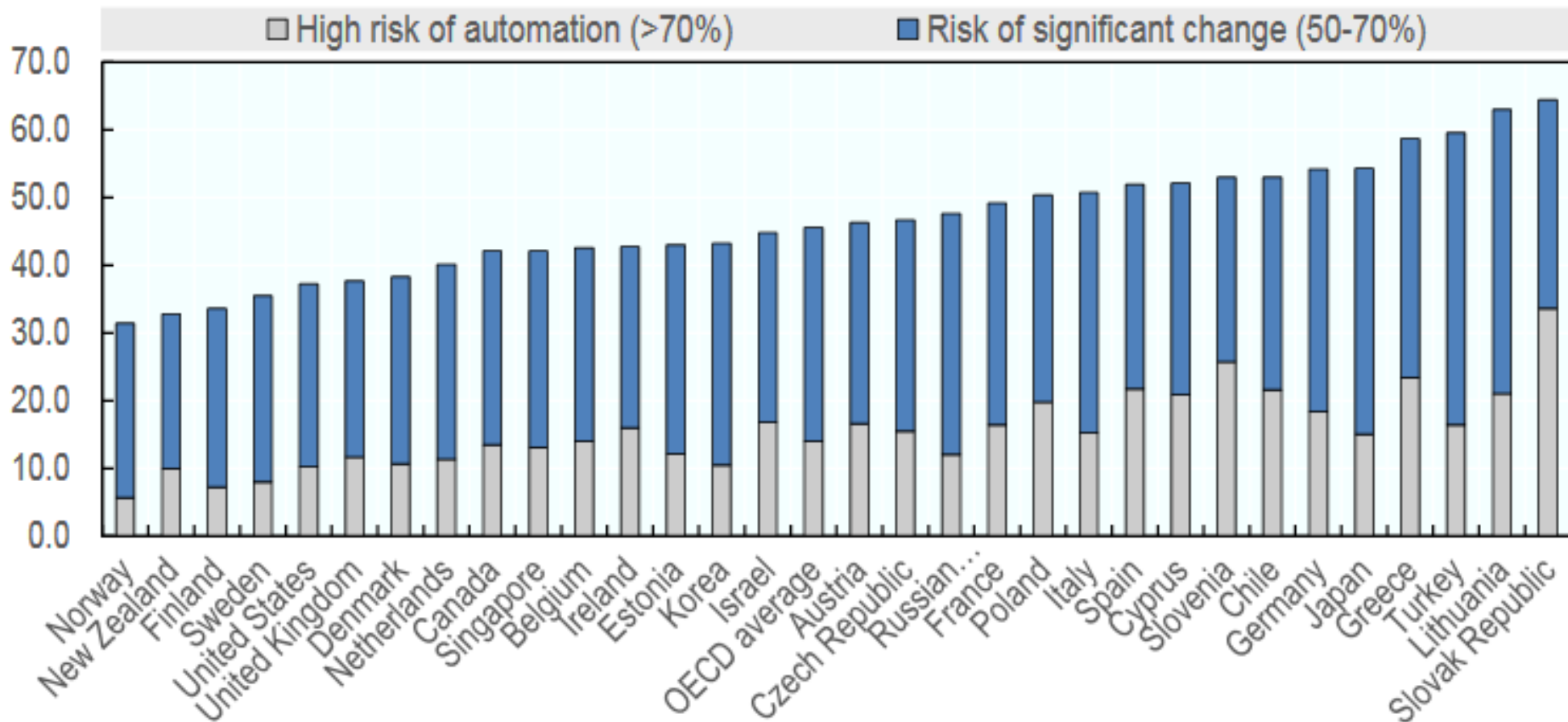


Note: The data correspond to the TL2 regions that compose the respective metropolitan area.
Source: OECD calculations based on Labour Force Survey data.



Chart 1. Large shares of jobs are at risk of automation or significant change

Percentage of jobs at risk by degree of risk



Notes High risk – more than 70% probability of automation; risk of significant change – between 50 and 70% probability.

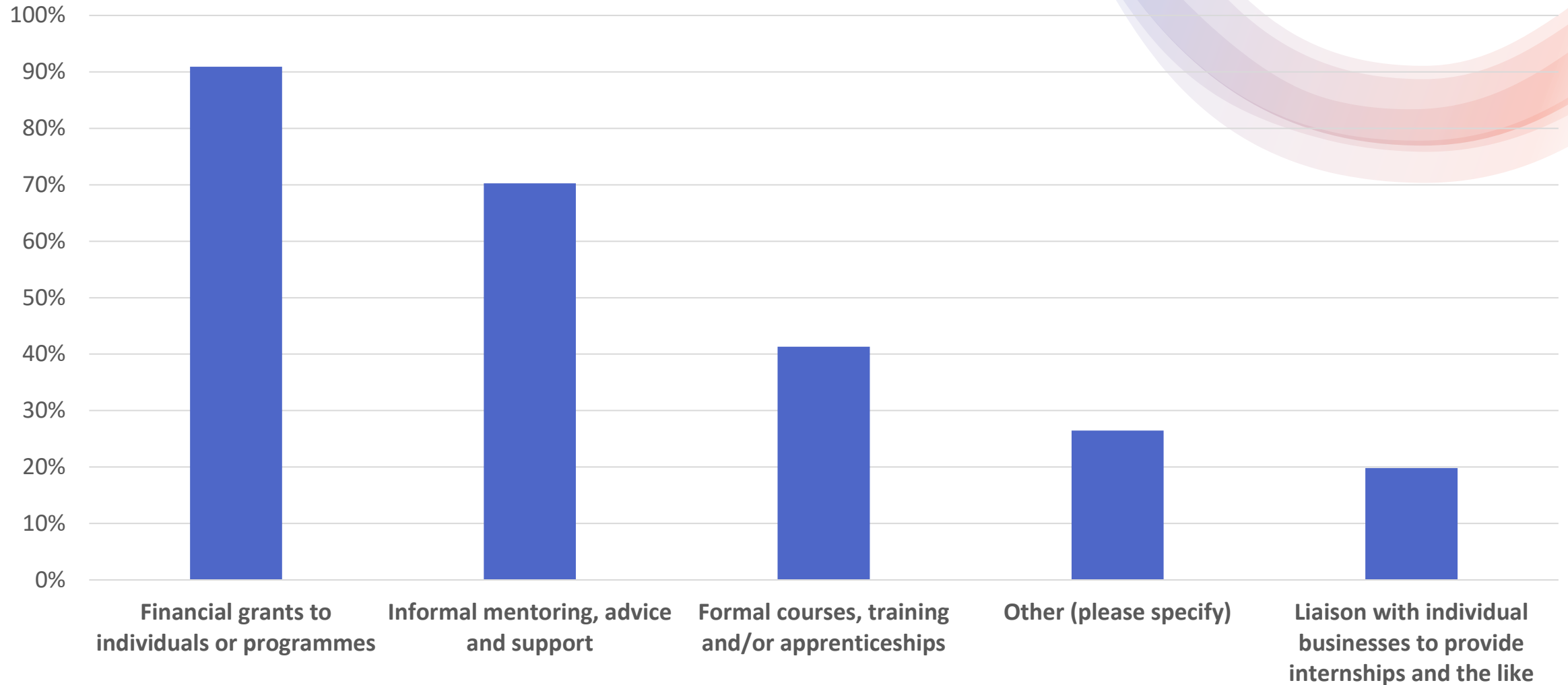
Source: OECD (2018), Survey of Adult Skills (PIAAC) 2012, 2015.



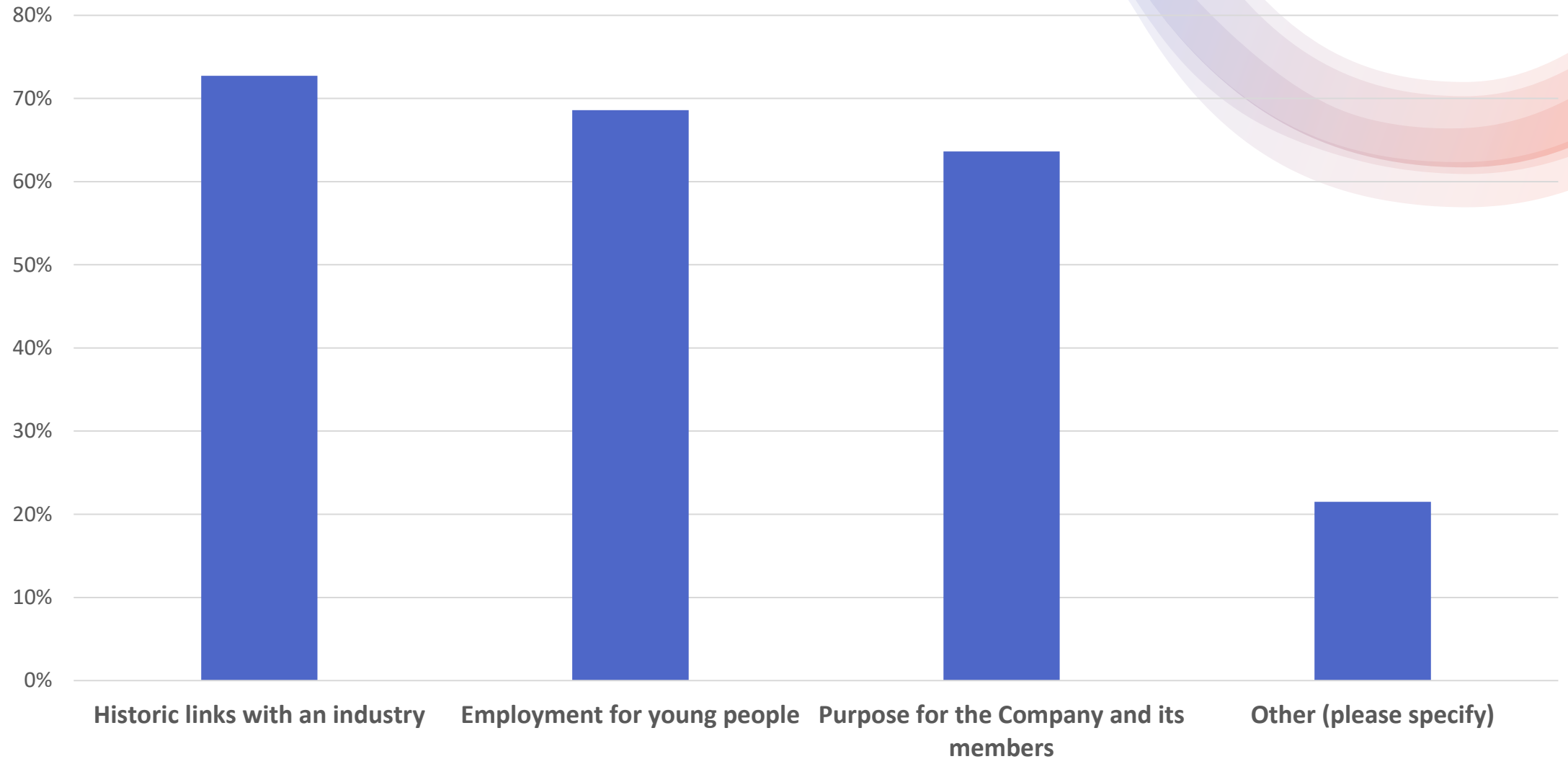
Overall survey findings

- 121/125 Liveries and Guilds completed the survey (95%)
- 92/121 Liveries spend over £10K per year on skills development (76%)
- 23/121 Liveries spend over 100K per year on skills development (19%)
- The estimated value of expenditure annually on skills development by the Liveries is in excess of £7.9 million annually.
- The Livery Companies have more than 3,562 strong and regular links with business

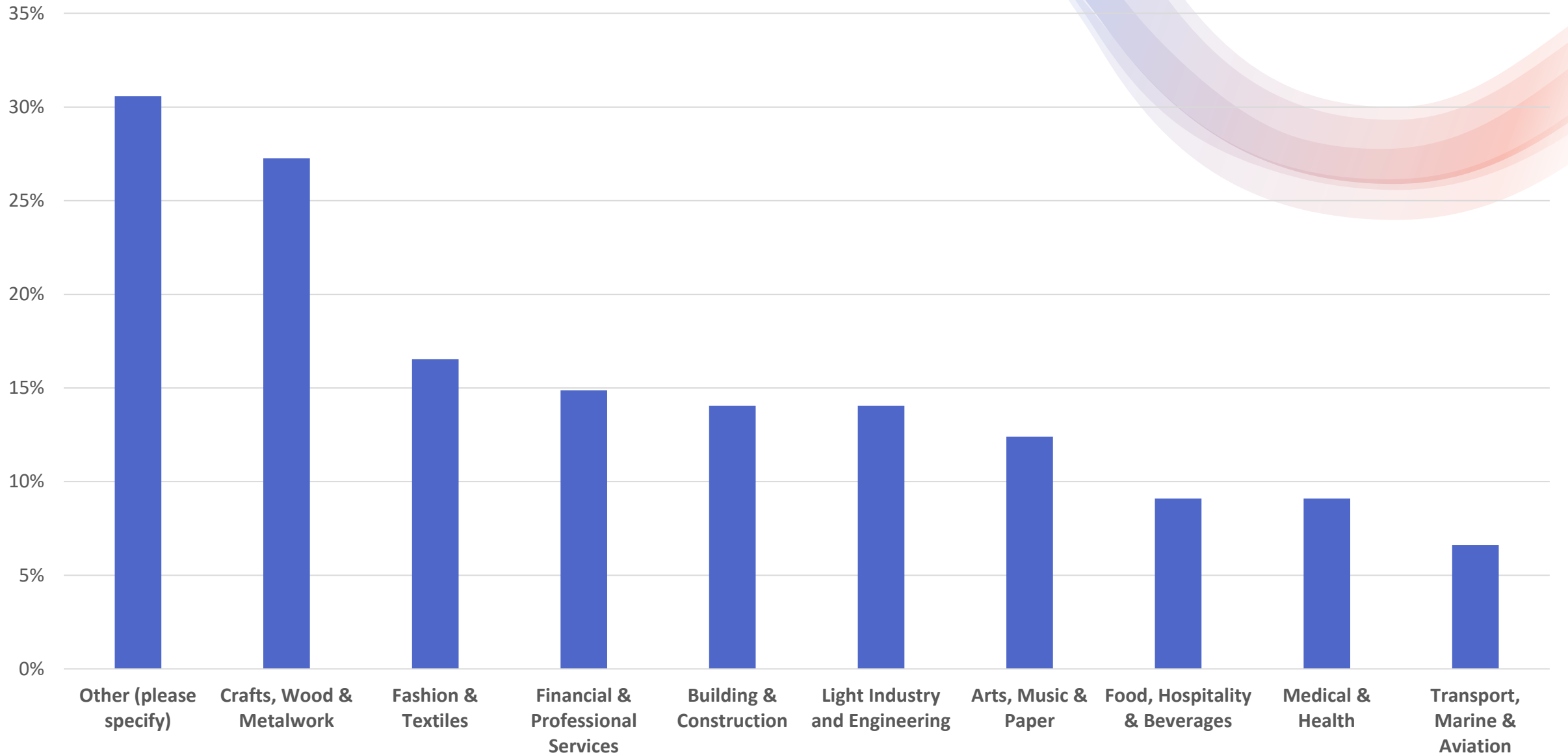
Types of activity



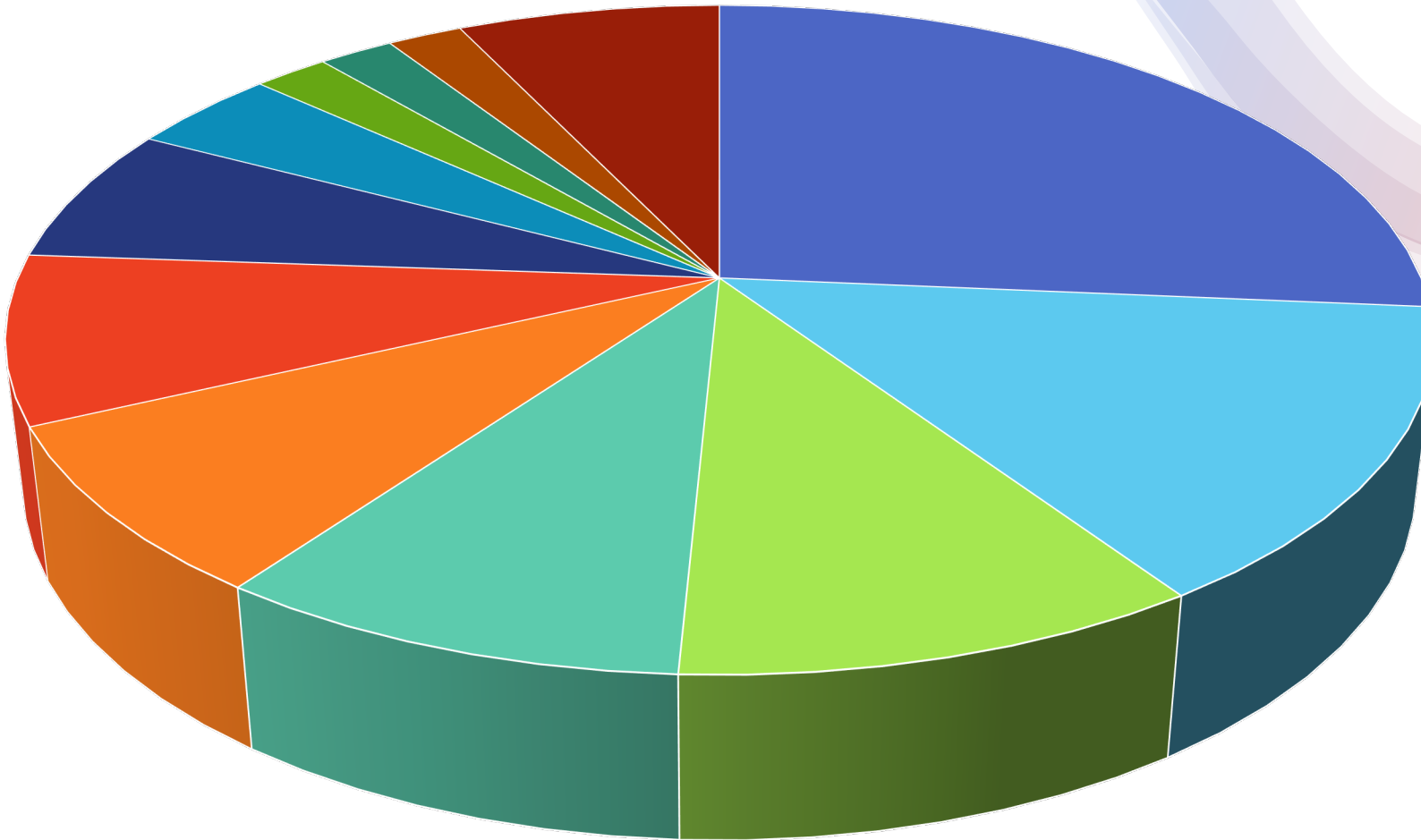
Motivation



Main Industry Clusters



Purpose of support



- Industry link/specialist skills
- Apprenticeship support
- Subject/school support
- Youth development
- Entrepreneurial development
- Lifelong/fusion learning
- Social mobility/diversity
- Technology
- Mentoring
- Sustainability
- Policy influence
- Livery promotion/development



Role of each entity

- Expertise
- Knowledge
- Involvement

“There is no better time for a concerted effort across a number of constituents to develop this idea. The Livery, The City Electorate, The Corporation and others.”

Collective Leadership

- “Build back better”
- Drive positive change
- Force the pace of actions
- Strengthen ambition and quality
- Reduce inequality
- Shape the future together
- “Who can be the firework?”



Why so fast?

- Need to avoid the alienation...
- Provide for all backgrounds
- Well-designed and joined-up pathways
- A moral responsibility
- Fusion skills are valuable for everyone
- Fusion Skills are at the heart of success in the 21st century



Resources available

- £39 million **ESF** Priorities 1 and 2 – Inclusive Labour Markets and Skills for Growth
- Compulsory for all schools to meet the **Gatsby Benchmarks** (Gatsby, 2014)
<https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>
- £2.5 billion **National Skills Fund**
- £1.5 billion of **capital upgrades** FE colleges
- This £95 million investment is part of the **Lifetime Skills Guarantee**
- A **Lifelong Loan Entitlement** from 2025, people can access flexible student finance so they can train and retrain throughout their lives
- Workforce **Industry Exchange Programme**
- £43 million to extend **Skills Bootcamps** further across the country from April in 2021.
- **T levels** are new technical study programmes that sit alongside apprenticeships within a reformed skills training system
- **Kick Start/Kick Start Simple:** FREE Young Talent For 6 Month Placements, £1,500 grant for training & setup costs, Sector Specific Employee Training, automated payments & updates for SMEs

Kirstie Donnelly MBE

Chief Executive Officer at City and Guilds



Existing options and potential opportunities

Introducing Skills Bridges and 'Step into...' programmes - helping people get back into work

Skills Bridges provide individuals with the insights, know-how and skills awareness to 'bridge' them into employment

- Help those out of work transition to sectors with employment opportunities
- Offered in sectors with strong employability prospects
- 100% online
- Results in a branded digital credential
- Signposting to employers and further support

'Step into' programmes provide the new skills needed for individuals to transition into new jobs

- Understand the course
- Self assessment of suitability
- Intro to the sector
- Understand the values and behaviours needed
- Appreciate the health and safety issues
- Responsibilities and associated rewards
- Future personal and professional development
- Additional resources available

Existing options and potential opportunities

Government initiatives aimed at bringing young people into the workplace

Apprenticeships

- All ages and should be linked to a real job and the transition to a real job at the end
- Training is funded through the Levy or subsidised for SMEs – minimum of 20% off the job training
- Must be at least 12 months and wages are paid by the employer
- Apprentices starts have fallen since Covid-19 hit

Traineeships

- Aimed at 16 – 24 year olds and is a programme of study with work placement for between 6 weeks and 6 months. They prepare a young person for either an apprenticeship or higher levels of learning
- There is no wage payable and no guarantee of a job at the end though employers are encouraged to offer an interview experience.

Kickstart

- 6 month paid work experience for 16 – 24 year olds currently on Universal Credit and introduced through the DWP / JobCentre placement service
- Aimed at developing the skills needed to access the job market and safeguard against long term unemployment
- Government pays National Minimum Wage for 25 hours plus NI contributions
- In addition £1500 per placement to pay for set up costs, training and support
- It mustn't replace existing or planned vacancies.

Existing options and potential opportunities

How employers can help young people get into work

- Stop asking for CVs for entry level jobs
- Ask yourself if the qualifications on the job description are really necessary
- Use plain English to describe what's actually expected of the role, not HR speak
- Recruit for behaviour – you can train people for the technical skills
- Create a supportive environment – if the world of work is a challenge to those of us in today – think what it looks like to new entrants
- Make sure new recruits are supported and mentored into their jobs
- Be clear what you are looking for and support applicants to apply – explain what the process is and offer guidance so they can access it

Existing options and potential opportunities

City & Guilds is offering to:

- Make £50,000 available for bursaries in London to help individuals access the skills training needed to gain them sustainable employment that they couldn't otherwise afford
- Provide 1000 'Step into Digital' courses to help address the skills shortage in London
- Work with the City of London to produce a simple guide to the various initiatives and good practice for employers and available through the Livery
- Provide support to Livery companies through the Youth Engagement lead in the City & Guilds Foundation

Tim Campbell MBE

The Haberdasher's Company
Bright Ideas Trust



bright ideas
trust

Possible options for consideration

- Increase existing involvements – an opportunity for EVERY Livery/Guild
- Funding optimisation - strategic coordination of grant applications
- Central exchange – information and business contacts
- New industry groupings e.g. Logistics and Medicine
- Expanded industry groupings e.g. Construction and Creativity
- Your thoughts and ideas – think outside the box
- Mayoralty 2021/22 – chance to increase awareness

These young people need your help!