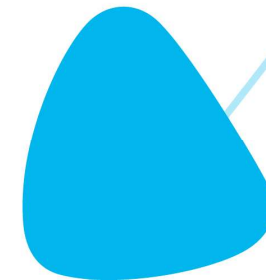


Collaborating Between Employers and Training Providers to Create New Apprenticeships

Neil Coates
Chief Operating Office
London South East Colleges

Session topics

1. Introduction to a membership approach
2. Understanding employer demand to identify employers to engage with
3. Developing personalised training programmes
4. Using detailed skills scans to ensure the apprentice is on the right programme and making progress



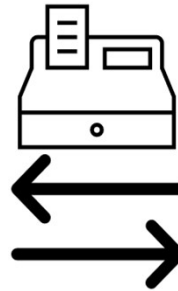
Introduction



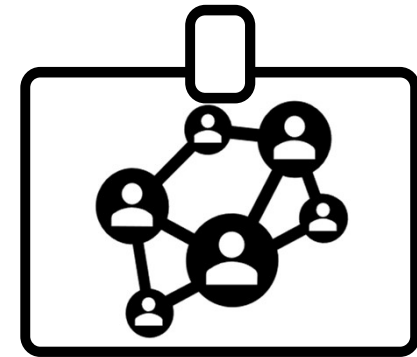
Increase
productivity



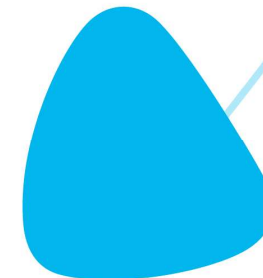
Standard
products



Transactional
relationship






Memberships



LONDON &
SOUTH EAST
EDUCATION
GROUP

THE MEMBERSHIP ECONOMY

MEMBERSHIP ECONOMY IS

-  **SUBSCRIPTION** \rightarrow BETTER VALUE & REGULARLY RECURRING REVENUE
-  **COMMUNITY** \rightarrow NETWORK EFFECTS & MEMBER VALUE
-  **INCREASE LOYALTY** \rightarrow LONG LIFETIME & STRONG CONNECTIONS

3 MAIN BENEFITS

-  RECURRING REVENUE & PREDICTABLE CASHFLOW 
-  SELF-FEEDING CUSTOMER CONNECTION FUNNEL 
-  GENERATES ORIGINAL DATA 

FROM OWNERSHIP TO MEMBERSHIP

RETURNING NOW!

EDUCATION IS GOING THROUGH A TRANSITION FROM



MEMBERSHIP ECONOMY HAS 4 BENEFITS





EMPLOYER ADVANTAGE



MEMBERSHIP MODEL

- **Make it easy to join**

Pledge to participate in one or more of the key engagement features

- **Make it personal**

Through a detail Training Needs Assessment identify the key recruitment, workforce skills gaps and training requirements

- **Connect to other members**

Membership connections are supported through sector focused panels and a employment and skills board

- **Simple engagement**

Ensure the offer and accountability for all stages is clear and supports the developments identified.



LONDON &
SOUTH EAST
EDUCATION
GROUP

Make it personal

TNA

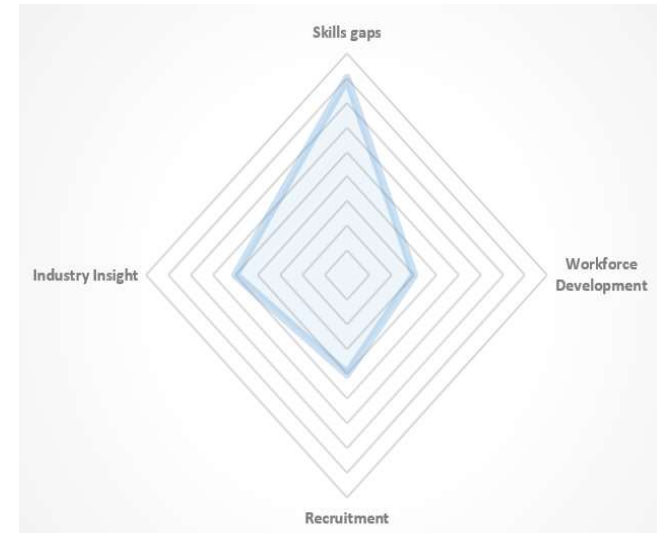
Individual needs of the employer are reviewed developing a bespoke offer focusing on recruitment, skill gap analysis and workforce development producing a radar chart to support future conversations

Monitoring

Actions from the TNA are inputted onto a central CRM, which is reviewed by a governance group to ensure progress and assess themes of support for employer to enhance or develop new products

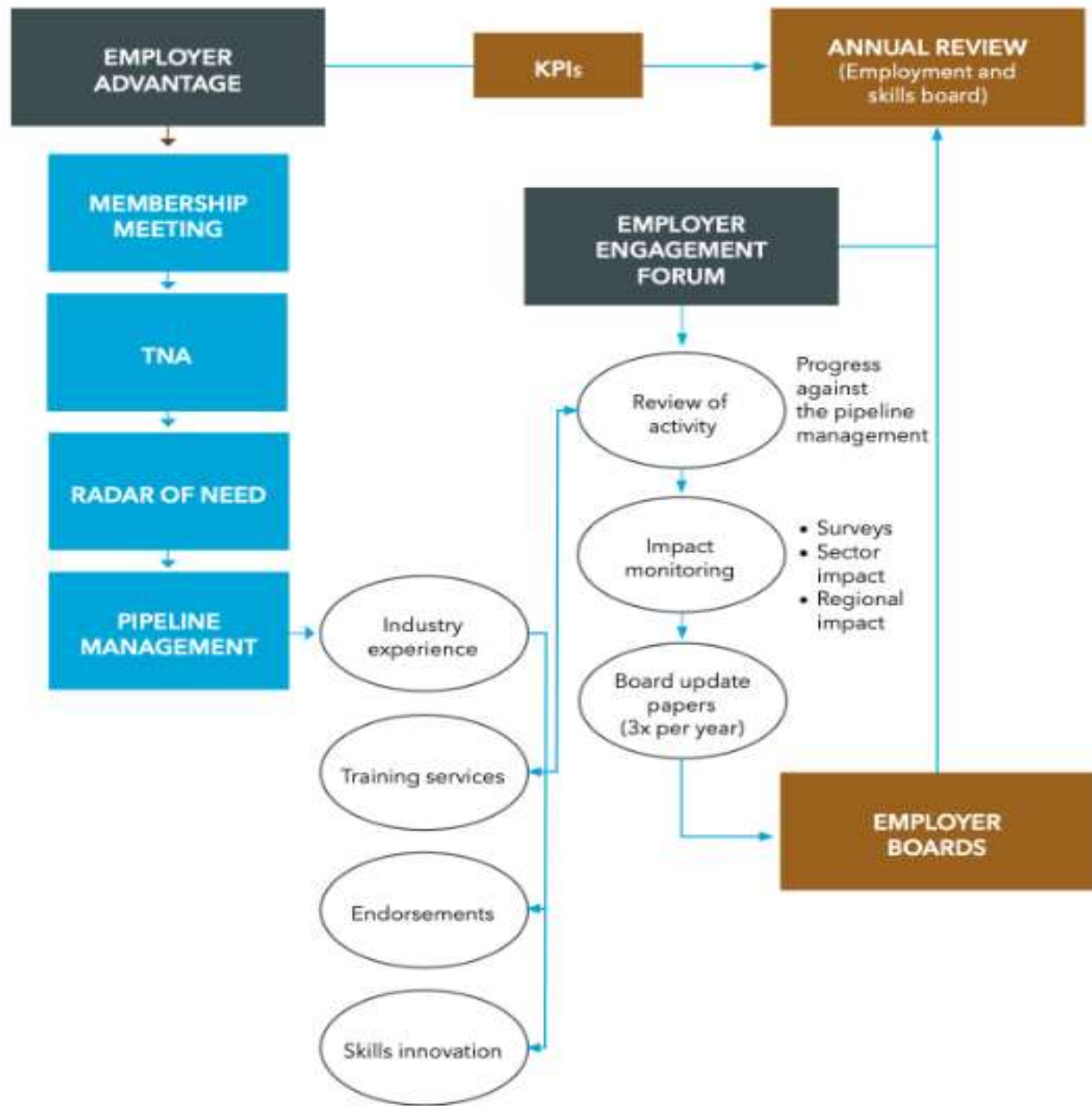
Dedicated membership officer

All member receive a dedicated membership officer



Training Delivery and Development

Depending on the outcome of the assessment strong training programmes are put in place or employers are identified to work further with the college as part of the employer panels to develop new programmes



Connect to other members

A key driver to this is a series of specialist industry lead panels, which ensures 3 themes are taken forward, these include;

Reviewing the Recruitment requirements of the sector

linking employers to the 13,000 students that are trained through the LSEC each year

Identifying the skills gaps within the workplace

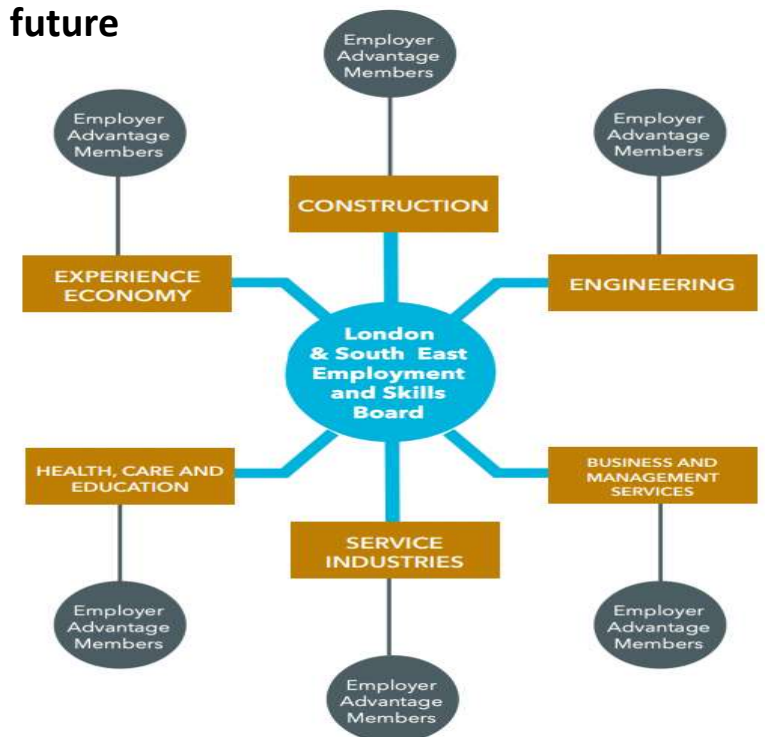
Implementing a plan to support with relevant training (apprenticeships, distance learning etc)

Forecasting the training requirements needed to build the workforce of the future

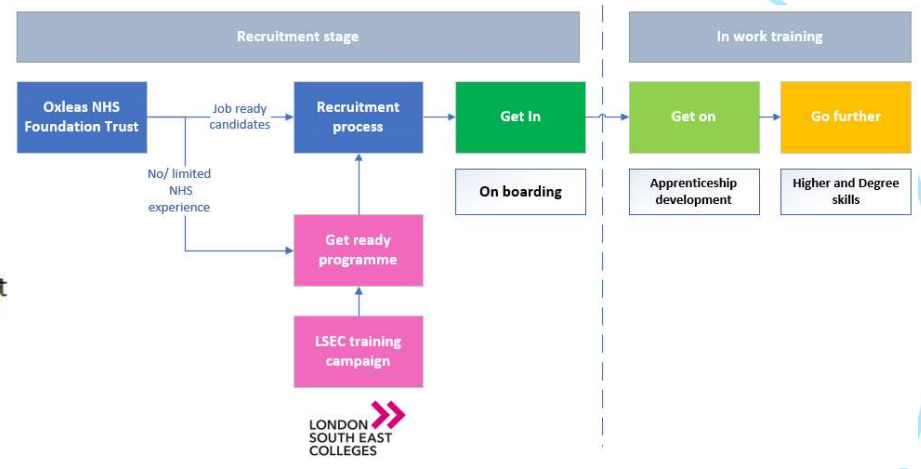
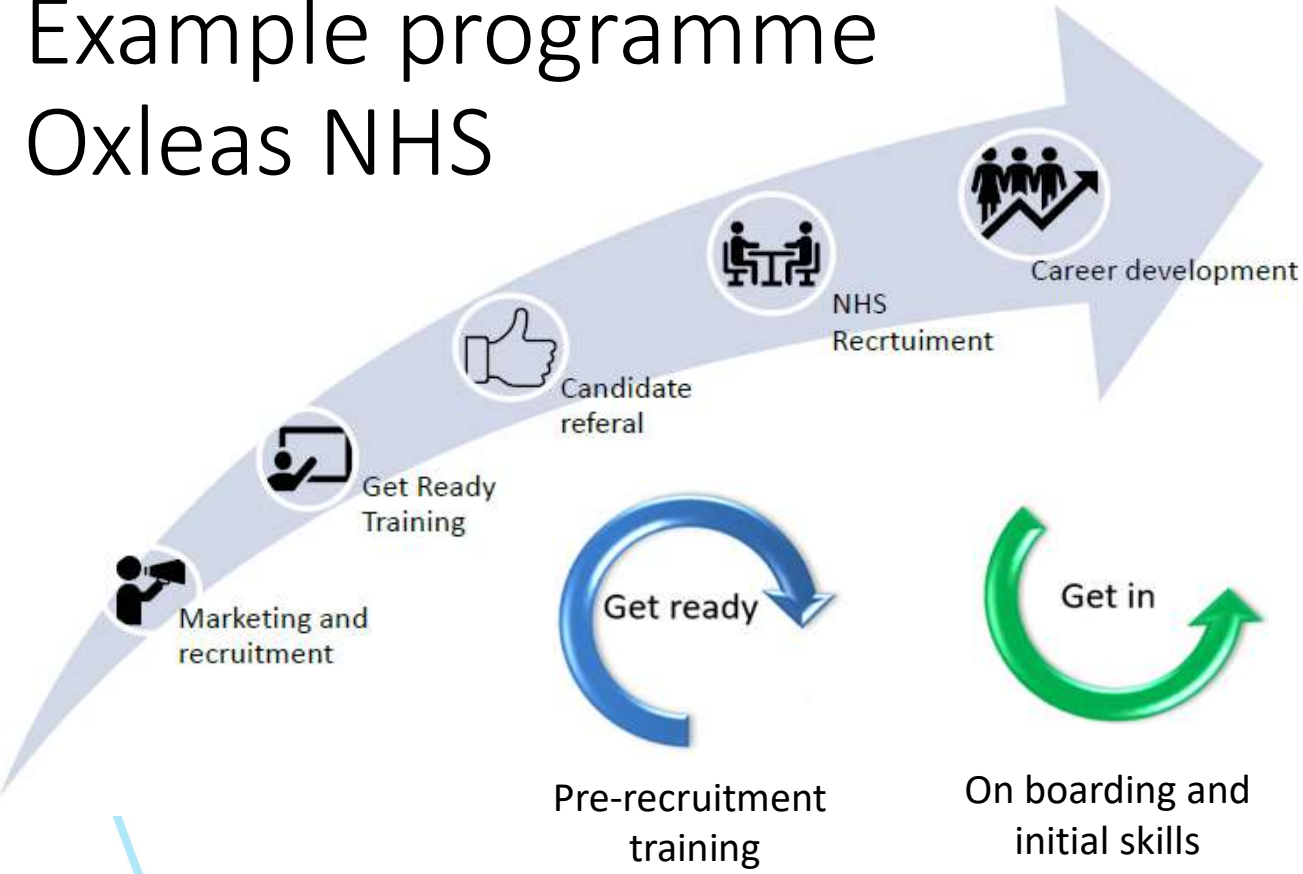
Developing the curriculum to train people to the required industry levels

Impact

- Supported an application for additional bespoke employer lead funding
- Redeveloped the college unique Career Advantage programme
- Large virtual placement programme
- Range of bespoke training programmes developed



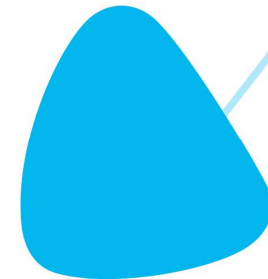
Example programme Oxleas NHS





Skills scan

Quick demo of spreadsheet



LONDON &
SOUTH EAST
EDUCATION
GROUP

Skills Scan to Accurately Assess Starting Point



WELCOME CAROL SMITH



- Programmes
- Pipeline
- Vacancy
- Recruitment
- On Boarding
- Signed Up**
- Employers
- Candidates
- Admin
 - Lists
 - Email Configuration
 - Users
 - Delivery Sub-Contractors
 - Roles & Permissions
 - System Configuration
- Export
- Help

HOME / SIGNED UP

Filter (Active)

Employer	KAM	Apprentice
Jollyspots Day Nursery	Holly Newton	Testing 13/ST0005 - A
Download report pack		
Apprentice Enrolment Details	Apprenticeship Agreement	Cover Sheet
Key Policy		
Jollyspots Day Nursery	Holly Newton	Laurence's ST0005 - A
Download report pack		
Apprentice Enrolment Details	Apprenticeship Agreement	Cover Sheet
Key Policy		



Skill Scan

ST0152: Installation Electrician And Maintenance Electrician
Apprentice: Freddie Blakely Employer: Taylor Construction



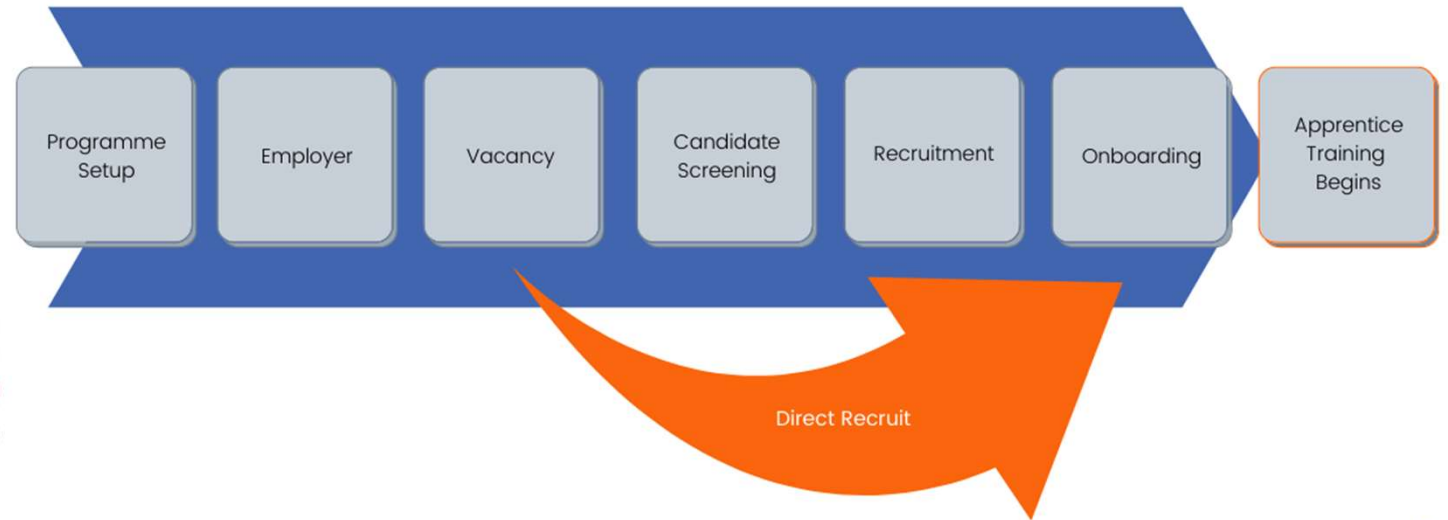
	What is required (In-depth knowledge of organisation and wider business environment)	Skills Scan	Assessor Sign Off	Assessor Approved
Knowledge	Understand the principles, practices and legislation for the termination and connection of conductors, cables and cords in electrical systems	Mastery	Yes	Carol Smith
	Understand the practices and procedures for the preparation and installation of wiring systems and electrotechnical equipment in buildings, structures and the environment.	Mastery	Yes	Carol Smith
	Understand the principles, practices and legislation for the inspection, testing, commissioning and certification of electrotechnical systems and equipment in buildings, structures and the environment.	Mastery	Yes	Carol Smith
	Understand the principles, practices and legislation for diagnosing and correcting electrical faults in electrotechnical systems and equipment in buildings, structures and the environment.	Developmental	No	
	Understand the electrical principles associated with the design, building, installation and maintenance of electrical equipment and systems.	Introductory	No	
	Oversee and organise the work environment.	Developmental	No	
	Understand the principles of planning and selection for the installation of electrotechnical equipment and systems in buildings, structures and the environment.	Introductory	No	
Skill	Health and safety and environmental regulations, guidance notes and relevant codes of practice; and the requirements of the current edition of the Wiring Regulations.	Developmental	No	
	What is required (Advancing key skills to support progression to management)	Skills Scan	Assessor Sign Off	Assessor Approved
	Apply the principles, practices and legislation for the termination and connection of conductors, cables and cords in electrical systems	Introductory	No	
	Apply the principles, practices and legislation for diagnosing and correcting electrical faults in electrotechnical systems and equipment in buildings, structures and the environment.	Introductory	No	
	Apply the principles, practices and legislation for the inspection, testing, commissioning and certification of electrotechnical systems and equipment in buildings, structures and the environment.	Developmental	No	
	Apply the principles, practices and legislation for diagnosing and correcting electrical faults in electrotechnical systems and equipment in buildings, structures and the environment.	Introductory	No	
Apply the electrical principles associated with the design, building, installation and maintenance of electrical equipment and systems.	Mastery	Yes	Carol Smith	
Oversee and organise the work environment.	Mastery	Yes	Carol Smith	

eSignUp

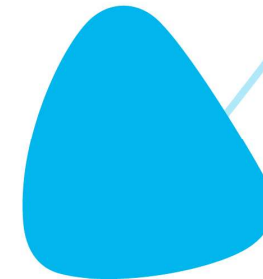
NEW MEMBER OF STAFF



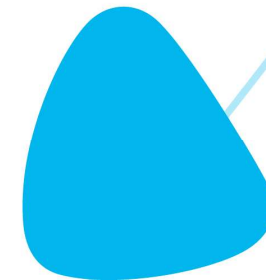
UPSKILL EXISTING STAFF



- A pre-loaded standards database to create apprenticeship programmes and skills scans
- Management of candidate talent pool and recruitment stages
- Calculation of employer contribution and negotiated rate
- Automatic calculation of off the job learning hours
- Tracking of initial assessment, skills scan and prior English and maths results
- Individualised training plans based on initial assessment
- Automatic generation of electronic signup documentation



Questions?



LONDON &
SOUTH EAST
EDUCATION
GROUP