

Employer perspectives on training, education and youth skills: can policy and practice be more joined up?

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Introduction

Business membership organisation – private sector, owned and directed by members

Members collectively employ 1/4 of population of West & North Yorkshire

Our role

- Facilitate international trade
- Invest in companies with growth aspirations
- Connect businesses and institutions for their mutual benefit
- Represent business with policy makers
- Supporting regional business since 1851

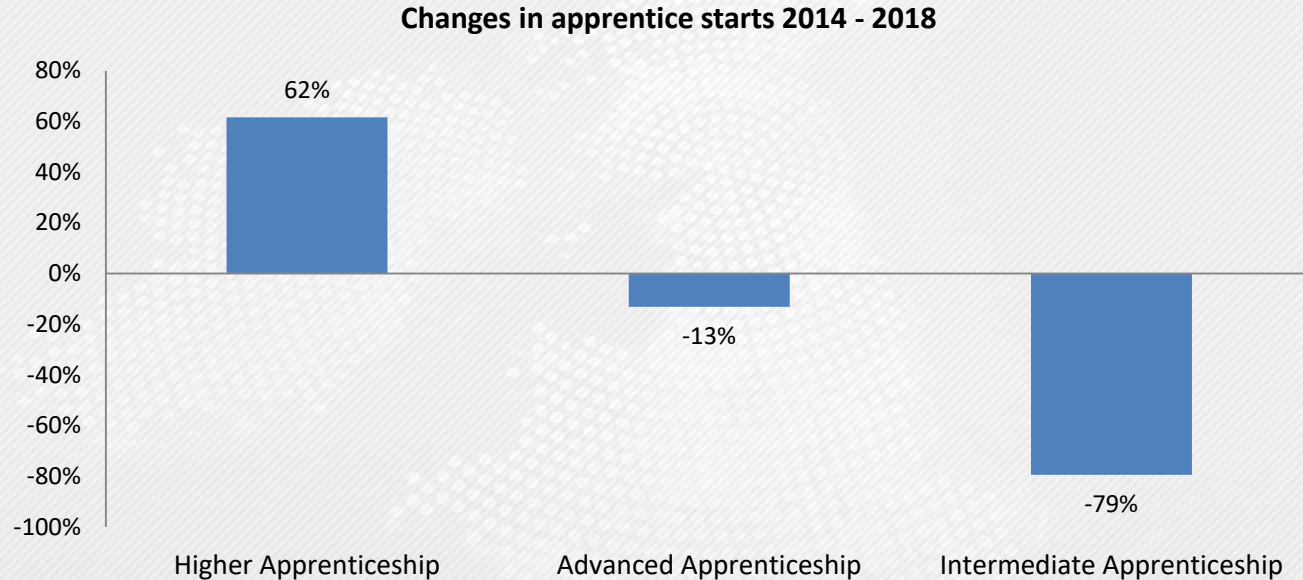
Meeting future skills challenges

- Acknowledgement by government - welcomed
- Policy interventions formulated
- But feels like they are developed in silos

Industrial Strategy

- Broadly supported by Chamber members
- Focus on technical skills is priority and welcomed
- Parity of esteem between academic and vocational
- But..... no links to pre-16 education

Apprentice reforms and the law of unforeseen consequences



Independent careers advice

- Inspire, enthuse and bring jobs to life
- Must be embedded in curriculum – not a time filler
- Comes over more powerfully from industry, especially young people within industry

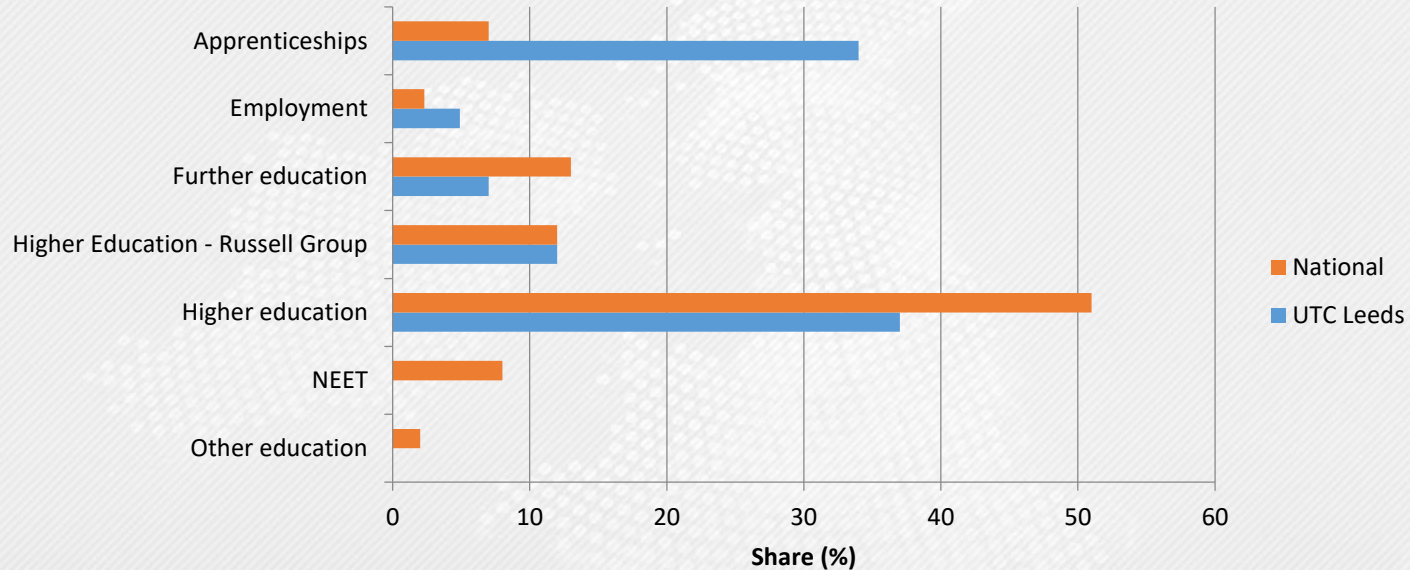
Preparation for the real world



The UTC Leeds Employability Skills: The seven employability skills are central to the curriculum and are the driving force behind all aspects of UTC Leeds. They were devised in conjunction with our university and employer partners to ensure that students leaving us are highly employable.

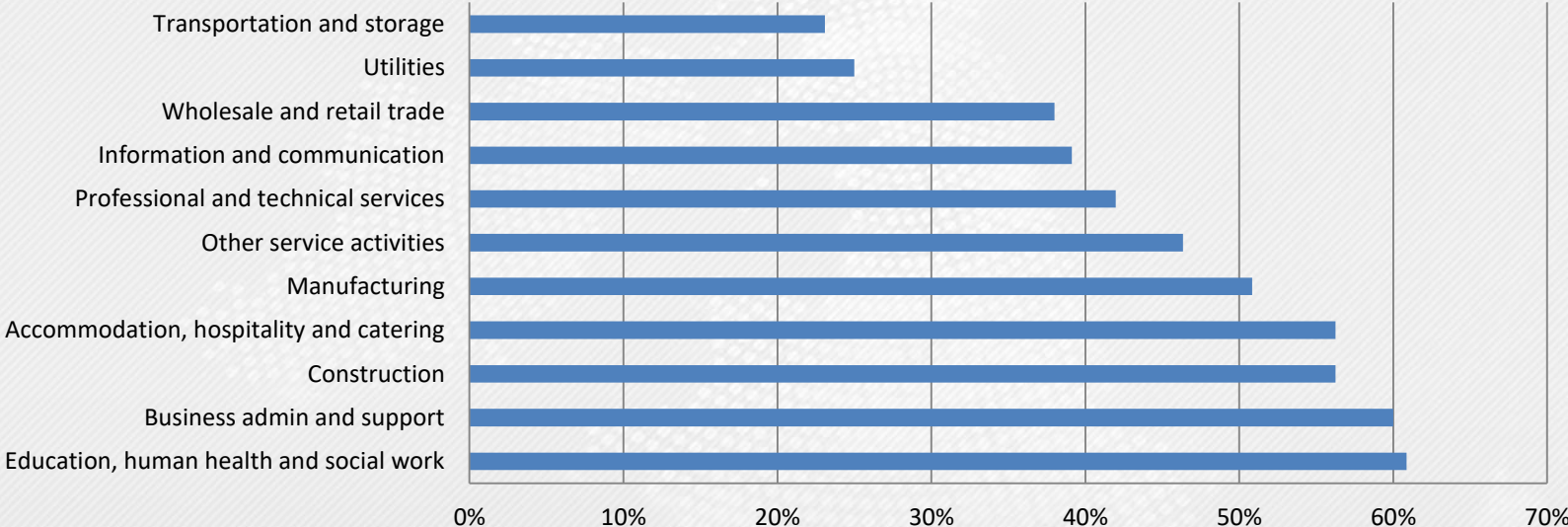
How important is employer engagement?

2018 UTC Leads destinations (Y13)



Where are the jobs right now?

Attempting to recruit – Q1 2019



But what about the jobs of the future?

- Much focus on Brexit preparations...
- But future workforce should be much higher priority
- In what way are you attractive to millennials?
- What about Generation Z?

Connecting partners

- Before connecting need to understand each other's challenges
- Facilitation experts already exist e.g. Ahead Partnership, CEC and Aspire-I
- Are there too many education-business initiatives?

What are businesses doing?

LEEDS
MANUFACTURING
FESTIVAL



Summary

- Access to talent is the number one barrier to growth
- Companies don't always know the questions to ask
- Companies don't always have a skills strategy
- Support is available
- Place based solutions please