



Occupational Standards – Where are we now?

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Key characteristics of an effective skills system

- Employer leadership throughout end to end process
- Effective use of research and labour market intelligence, nationally, locally and sectorally
- **Employer designed occupational standards which underpin all professional and technical learning, work based and institutional based, and facilitate the transfer of skills and mobility of labour**
- Clear career pathways mapped to learning routes and qualifications
- Measures of success based on outcomes



What is the role of standards in a successful economy?

- Standards have a role to play in improving business performance and productivity. Recent research by Cebr identifies:
 - ‘£8.2 billion is the amount that standards contribute to the UK economy’
 - ‘standards improve performance, kick-start innovation, and support UK domestic and international trade’
 - ‘37.4 per cent of UK productivity growth can be attributed to standards’.
 - **The most productive sectors use standards the most: aerospace and defence, for example, increased productivity by 20.1 per cent between 2005 and 2014, while the UK average was 4.9 per cent.**
- Standards are not there to regulate organisations, the report confirms that the true value of standards is that they make the market work better. They help build quality from within through harmonising operations, improving performance and minimising risk by clearly laying out expectations for the organisation, its employees and its customers.
- This is the principle on which occupational standards are built, setting out the clear expectations of what good looks like in terms of job design, job descriptions and training and learning.
- A recent report from the Hay Group shows that poor job descriptions are one of the principal drivers of staff turnover in companies of all sizes across the UK, USA and Australia, indicating that clarity on expectations in the workplace are vital for retaining talent and reducing costs.

The current role of occupational standards and UKCES

Occupational standards are...

- **The raw material on which apprenticeships and college-based vocational programmes are built**
- **Designed by employers** - they comprise a set of competence statements that describe what the fully competent worker should know and be able to do
- **Provide a UK-wide benchmark** that allows nations, localities, institutions and employers to develop apprenticeships, curricula, training programmes and assessment
- **Provide the foundation to lead to good job opportunities** measurable through progression, wage gains and improved productivity

UKCES commissions occupational standards on behalf of the four nations and apprenticeship frameworks on behalf of the Devolved Administrations:

Where are we now? (Policy)



- **A UK levy on large employers to fund apprenticeships will be introduced in 2017** – will support all post 16 apprenticeships (incl. training, assessment). Details still being worked through
- **Devolved Administrations will be allocated a proportion of the levy** – amount and purpose will form part of current consultation. Details still to be confirmed
- **Decisions on the future of NOS have now been made** – at this stage in time, England will not be supporting NOS but DAs remain committed to supporting a UK wide occupational standard. Northern Ireland are now working to develop curriculum for new apprenticeships based on NOS
- **Routes work** – DFE and BIS England continuing look at career pathways and professional and technical learning routes and have identified key sectors
- **Spending Review** - it was announced as part of the Spending Review that Whitehall Departments have decided to cease their funding for the UK Commission for Employment and Skills during 2016-17. Work continues with BIS and DAs on continuing some key functions

Where are we now? (Commissioning)

Standards & Frameworks Commissioning 16/17:

- The withdrawal of funding by BIS does have implications on the future commissioning of Standards and Frameworks – significant budget reduction so will be based on priorities for 16/17
- UKCES is working with the DA's to agree a strategy which will include interim and long term arrangements for Standards and Frameworks functions.
- Northern Ireland, Scotland and Wales have agreed to fund commissioning for 16/17 – details are being worked through
- Procurement/OJEU requirements mean we are now required to go to the open market for supply for 16/17



Where are we now? (Commissioning)

16/17 Commissioning Arrangements:

- In 12/13 UKCES issued a 3 year framework agreement to suppliers, each year annual output schedules have been negotiated
- The 3 year framework agreement expired at the end of 14/15, however due to changes in the policy landscape it was extended for a further year
- 15/16 will see the end of the extension and UKCES have reviewed what options are available for 16/17 commissioning
- Due to new EU legislation all government funded procurement contracts exceeding a life tender value of £170k must be commissioned through OJEU (Official Journal of the European Union).
- Commissioning through OJEU, lifts restrictions and the process becomes open and competitive.



Next steps:

- We are working with the Nations to establish a defined list of priority outputs for commissioning
- Using LMI to inform developments.

UKCES Standards and Frameworks Occupations Reference Framework

**DRAFT
NOT
FOR
RELEASE**

The ONS Standardised Occupational Classification (SOC 2010) is used as the Occupations Reference Framework, at the 4-digit or 'Unit Group' level. By using the framework, we can ensure that standards reflect well-defined occupational roles, with transferable skills, and without gaps or overlaps. This tool highlights the nature of each unit group, its sectoral base in terms of employment, and the current NOS supplier coverage. Trailblazer standards not yet approved for development are indicated by a code starting **NYA**. Mapping is **INDICATIVE AND LIKELY TO CHANGE FOR THESE** in particular.

Select headline occupation

Select specific occupation

Hairdressers and barbers

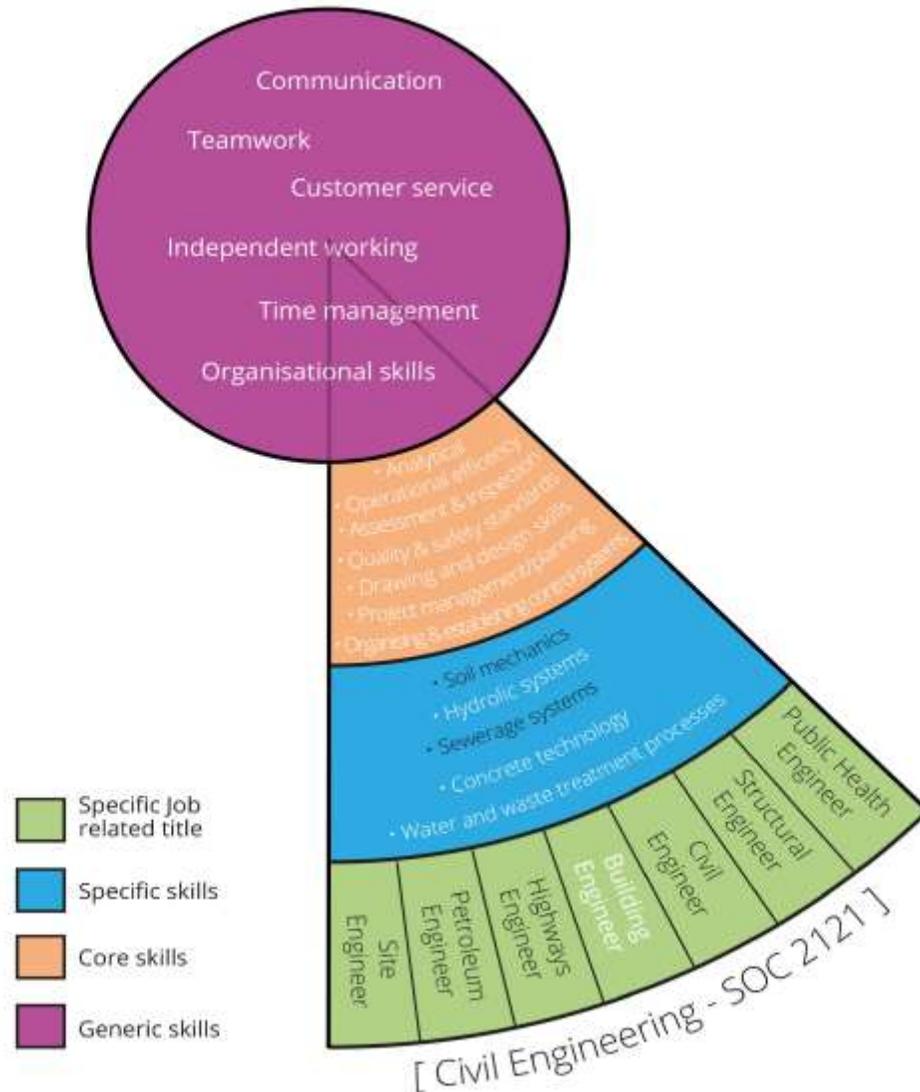
[Click here for ONS job description, task list and typical job titles.](#)

Key facts		Whole economy average	Major sectors employing this role (% employed)	
170,955	total employed, 2014		1 96 Other personal service activities	88
£7/hr	median hourly pay, 2014	£11.61/hr	2 47 Retail trade, except of motor vehicles and motorcycles	1
7.7%	pay change, 2011-14	4.2%	3 88.9 Other social work activities without accommodation	1
17.5	skills shortages / 1000 emp'ees, 2013	5.4	4 87 Residential care activities	1
23%	% part-time, 2014	21%	5 85.2 Primary education	1
50%	% self-empl'd, 2014	14%	All others in Top 10	2
86%	% female, 2014	46%	All others outside of Top 10	6
83%	% qualified to L2+, 2014	77.8%		
3%	% no quals, 2014	5.7%		

Source: LFS, ASHE 2010-2014, UKCESS13.

Source: Census of Population 2011.

New style standards



Standards must be employer led and high quality to:

- Underpin and ensure breadth and depth in professional and technical programmes
- Equip individuals for future employment and progression.

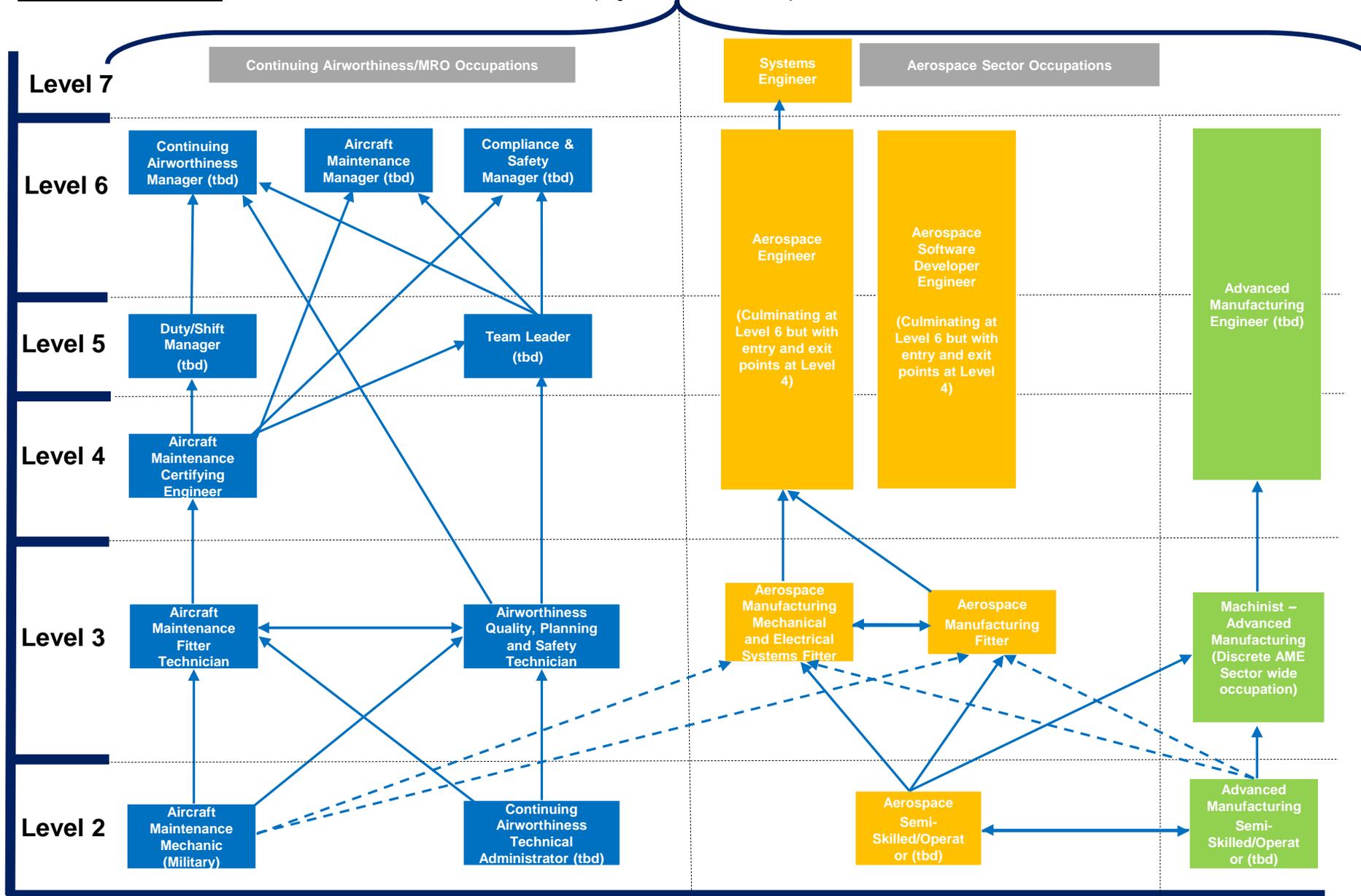
New style standards are be:

- Set at the level of 'occupation' (four digit SOC); describe skills, knowledge and understanding, and incorporate 3 levels of skills:
 - Skills that are transferable between occupations and across different industries (**generic**).
 - Skills that are transferable between occupations in the same industry (**core**).
 - Skills required in specific occupations (**job specific**).

Key:
 (tbd) = potential to be developed as a Standard
 → = progression route

Apprenticeship Standards Continuing Airworthiness/MRO & Aerospace Occupational Architecture

The following diagram shows a range of sector specific occupations mapped at different levels, enabling opportunities for further academic attainment, career progression and increased responsibilities



New style occupational standards pilots

- Eleven pilot employer occupational groups have been drawn from a number of sectors and are working together on different **occupations**
- **aero, auto, IT, health, retail, oil and gas, passenger transport, rail, energy and efficiency, electrical and construction**
- aero and auto sector are focusing on the occupation of **maintenance technician** and health are focussing on **health support worker**.
- Each pilot is led by employers and supported by a technical expert organisation

Questions??

Thank you!!