

Written evidence from Barrow Training Partnership (BTP Cumbria) (SFF0006)

What kinds of skills do you think will be needed for the future of the UK economy? Is the UK's skills and training system capable of equipping increasing numbers of people with these skills?

Big question as all industries need skilled people. Shorten off the job training so funding available can be redirected to where it will have more benefit.

Is it clear to everyone involved in the skills system what the respective roles of the Government, employers, individuals, and institutions are within that system?

It's too complicated. Employers haven't the time to try and work things out.

What is the appropriate level of government intervention in the development of skills policies? How can government best add value in this area?

Leave it to local organisations ie councils, LEP's to develop what's needed locally.

Are current Government policies on skills, particularly apprenticeships and training, sufficiently clear? Have policies and the institutional set-up been sufficiently consistent over time? If not, what changes or reforms would you recommend?

As previous answer, it is too complicated so becomes counterproductive.

Are the right institutions in place to ensure an effective skills system for the future? Should coordinating institutions be national, regional, or sectoral, or a mixture of each?

Local

Concerns have been raised over the operation of the Apprenticeship Levy, particularly in relation to the decline in young people taking on apprenticeships. Is there a case for reforming the levy, for example by ring-fencing more levy funding for training for younger apprentices?

Pay employers based on outcomes which have a real meaning.

What should the role of business be in encouraging the development of skills in the UK? Should business be a consumer, funder, trainer, or co-designer of skills provision?

Employers should be encouraged to train but have short concise help at the beginning of the apprenticeship from training providers so they have apprentices capable of doing the basics.

In a more mobile, flexible labour market, what incentives do employers have to provide training for their employees? Why do you think that employer investment in training has declined in recent decades?

Financial incentives based on real outcomes. Things have declined because it's too complicated. Also, off the job training is too long and they cannot see the value in real terms.

Should further incentives be put in place to reverse the decline in employer investment in training, and if so, what form should these incentives take?

Short, concise programmes from training providers to equip the apprentice with basic skills and a work ethic so starting training days at 8am and getting them grafting.

What incentives do individuals have to involve themselves in apprenticeships and training? Is the system available and attractive enough to encourage individuals to seek training, and if not, what can be done to improve this?

Don't make off the job training like going back to school. Most who come into an apprenticeship are not academic.

How does the UK's approach to skills and training compare to those of other countries? Are there examples of good practice that the UK should be learning from?

Learn from the success of Skills Boot Camps. 60 hours of training delivered in the right way should prepare for that first day on site. If they turn up on day one with basic skills and can demonstrate a work ethic, then employers will develop them from there. Offering employers a substantial financial incentive based on proving real competence at the end can only help. There is too much time wasted in college and something I have heard from employers over the past 40 years is that when they return to work after attending off the job training they are worse than when they went because they 'have gone back to a school mentality'.

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