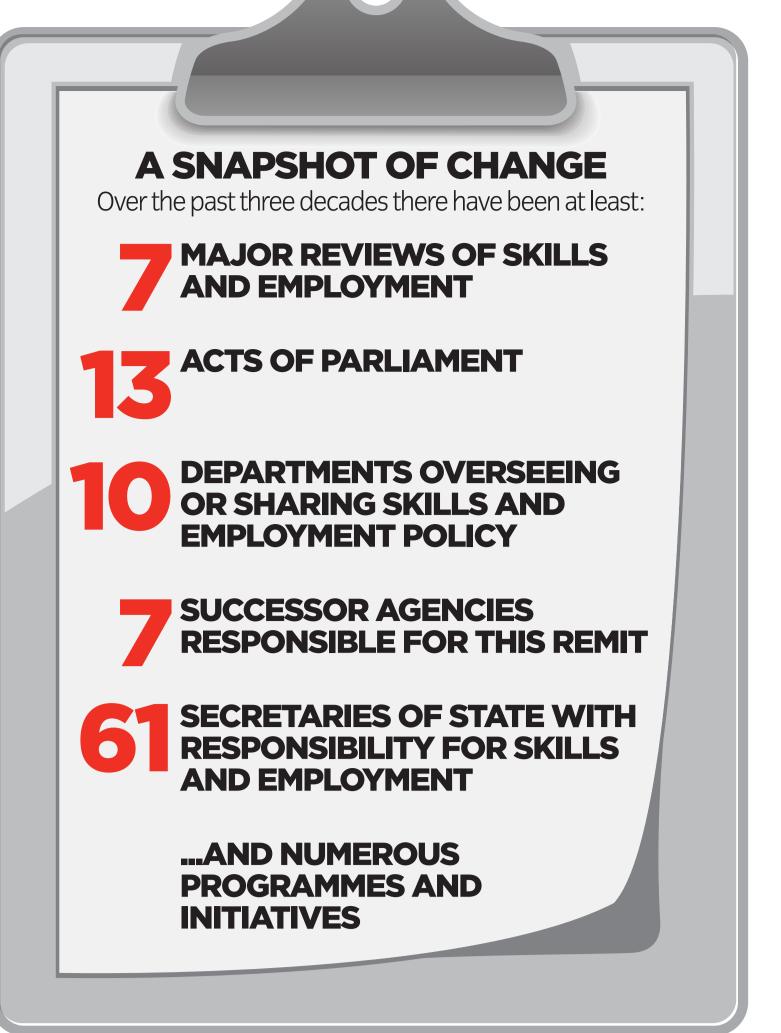
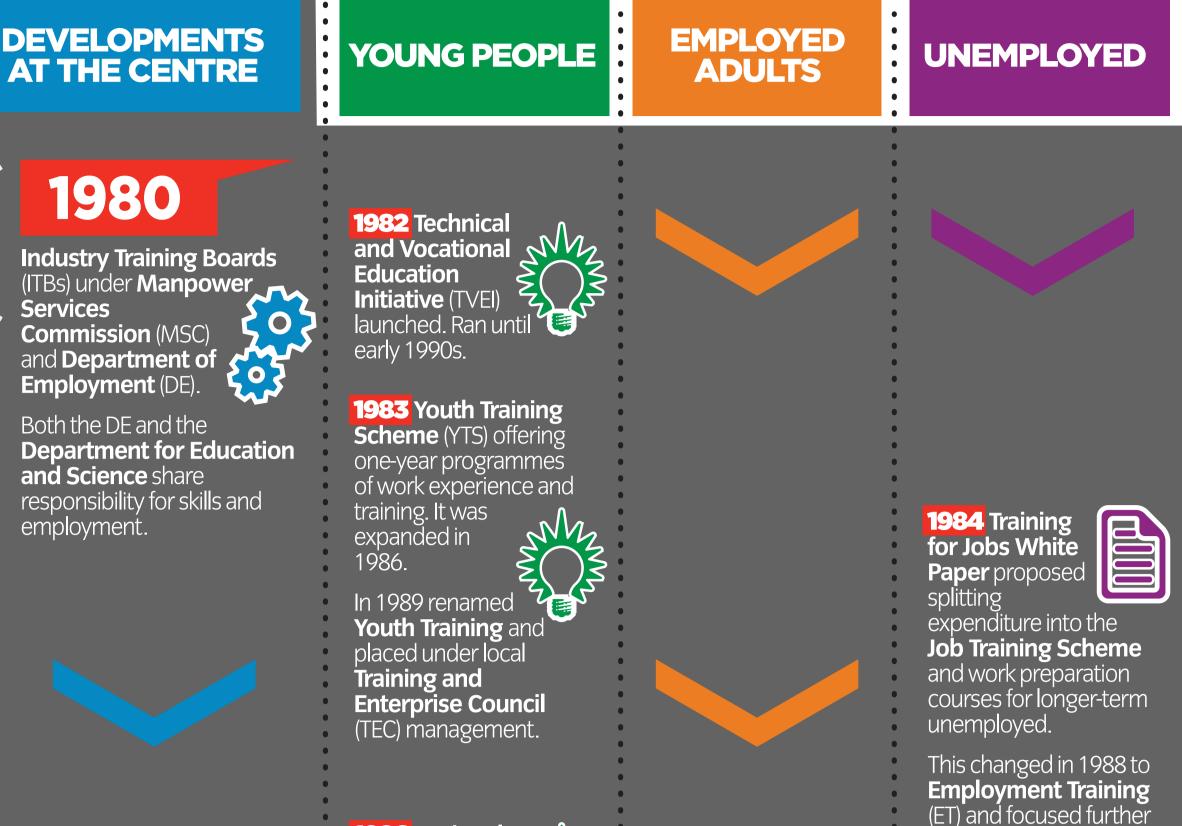


Three decades of skills and employment policy

England has witnessed dramatic changes in the skills and employment landscape over the past three decades.

City & Guilds' extensive review of this landscape highlights major structural changes as well as policies and initiatives that have affected education and employment policy for young people, adults in work and the unemployed.





(ITBs) under Manpower Services **Commission** (MSC) and **Department of**

Both the DE and the **Department for Education** and Science share responsibility for skills and employment.



Qualifications

(NVQs) first introduced.

1988

MSC remit reduced with rebranding of the **Employment Service** as the Training Commission (TC) under DE.

Training and Enterprise Councils (TECs) introduced in 1989.

JOR (1990-1997





1995

DE and the Department for Education merged into Department for **Education and** Employment (DfEE).

Skills and employment delivery split: Further **Education Funding Council** (FEFC) managing further education, TECs covering training.

Two organisations responsible for managing qualifications: Schools Curriculum and **Assessment Authority** (SCAA) for GCSEs and A levels, and National Council for **Vocational Qualifications** (NCVQ) for NVQs.

2000

Learning and Skills Act 2000 led to the dissolution of TECs and FEFC; their remit merged into the Learning and Skills Council (LSC).

26 Sector Skills Councils (SSCs) established.

In 2001 Department for **Education and Skills** (DfES) formed, introducing a comprehensive programme for young people.

Training programmes for the unemployed transferred from DfEE to **Department** for Work and Pensions (DWP).

TEC budgets for training for unemployed transferred to JobCentre Plus.

2001 Cassels Review recommended establishment of MA framework.

2003 Modern

Apprenticeships **Task Force** launched to encourage employer input.



2004 The Tomlinson **Report** suggested a framework of

diplomas. Young Apprenticeships for 14-16 year olds

conceived by CBI. Developed as a powerful and





1995 Job Seekers Act

other criteria.

introduced 16-hour limit for how long those qualifying for

qualifying for jobless benefits could work.	
Claimants entitled	

Claimants entit to Jobseeker's Allowance if they were actively seeking employment and fulfilled



1997 First of Labour's **New Deals** focused on the 18-25 age group, providing access to work and training opportunities.



2002 JobCentre Plus

introduced a radical shift in the way public employment and benefit services were delivered.







1992 General National

Qualifications (GNVQs)

Vocational

overly broad,

introduced. Later

criticised for being

1994 Modern Apprenticeships (MA) programme introduced offering work-based training to NVQ level 3.

recommends that Youth Training is re-launched as a system of

National Traineeships.



1990 Investors in People (IiP) first

low-cost tool to improve employers' commitment to investing in training their workforces.

1990 Skillcentres privatised; went into receivership after only three years.

1992 People, Jobs and Opportunity White Paper

focused on recognising value of employees to employers.



1993 The **Open**

Learning Credits $\mathcal{N}V$ **pilot** (1993-4) reported to have **S** positive outcome.

























on the long-term

unemployed.



introduced.

Advanced Apprenticeships replaced Advanced Modern Apprenticeships.

2005 Education and **Skills White**

Paper proposed introduction of specialised diplomas.



2006 The Leitch **Review** advocated a

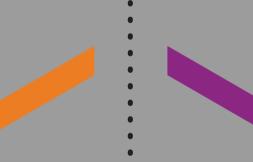
demand-led system to skills training, proposed the



establishment of unified adult careers service.

Implemented by BIS in 2007 via the Skills Pledge. Train to Gain (TtG), introduced in 2006, promoted

apprenticeships for adults and the employed workforce.



2008 UK Commission

for Employment and Skills (UKCES) established. Replaced the Sector Skills Development agency, the National

Employment Panel and the Skills Alliance.







2010 Universal Credit

incorporated Jobseeker's Allowance into a single benefit system, alongside other allowances.



2011 The Work Programme supported long-term

unemployed into work, by offering them skills and experience.



2007

Department for Children, **Schools and Families** (DCSF) set up.

Post-16 education and training placed under **Department** for Innovation, (DIUS), though some

ABOURUN

Universities and Skills responsibilities remained with DCSF.

LSC replaced by Skills Funding Agency (SFA) and Young People's Learning Agency (YPLA).

In 2009

Department for Business Innovation and Skills (BIS) formed.

2010

The DCSF conducts an inquiry. From Baker to Balls: the foundations of the education system.

Coalition retains structure inherited from previous Government.

BIS champions a more employer-led approach to skills training, alongside reform of apprenticeships.

Local Enterprise Partnership (LEPs) established to involve employers at a local level.



proposed greater

awarding bodies

qualifications and for

more wide-ranging

2012 The Richard

introducing a single

qualification at the

apprenticeship.

end of an

Review recommended

institutions to introduce

programmes of study.

powers for

to develop

vocational



2010 TtG scheme discontinued following considerable criticism.

2011 Employer

employers to develop proposals that raise skills, create jobs, and drive growth.









introduced,

2011 The Wolf Report

Skills pilot

Ownership of





'There has been significant and ongoing political tinkering in the system.'

'There exists a fundamental conflict between political incentives to make quick changes and the stability required by the skills and employment system."



'A desire to rebrand schemes and qualifications has often led to confusion and frustration among employers and individuals.'

'Quantitative training targets can have adverse effects if not realistic, by encouraging misreporting of results and compromises on quality.'



'Employers will fund training that is useful and relevant.'



'Employer-led infrastructure is critical to ensure that training is relevant and that buy-in from industry is achieved.'

'Privatisation of training bears significant risks, with the achievement of income and training targets possibly overriding quality considerations.'



'Allowing individuals to combine job seeking with training through **Open Learning** schemes is effective.'



'Welfare to Work schemes are not necessarily effective when the incentive to work is created by the reduction of other benefits.'

CITY & GUILDS RECOMMENDATIONS

STABILITY THROUGH CONSENSUS

There should be no change to the current network of LEPs post-election for the duration of at least one Parliament, and LEPs should be established on a statutory basis.

UNDERSTANDING THE HISTORICAL CONTEXT TO IMPROVE FUTURE POLICY

The BIS Select Committee should conduct an inquiry into the skills and employment system, reporting before or shortly after the 2015 **General Election.**

COHERENCE THROUGH INDEPENDENT OVERSIGHT

The Government should establish an equivalent body to the Office for **Budgetary Responsibility (OBR) to provide** independent and authoritative analysis of the UK's skills and employment sector

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Visit our website to read the full report www.cityandguilds.com/skillspolicyreview