

# Welcome

Supporting social mobility through education solutions

# Supporting social mobility through education solutions

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# Workshop objectives

- Reminder of key recent research
- Understanding your business. Where do you really contribute to social mobility? Can you evidence it?
- Helping NCFE to help you and your learners. How might NCFE develop its products and services to better support social mobility?

# Recent Research and comment

- Social Mobility Commission
- Learning and Work Institute
- AELP
- CBI

# Social Mobility Commission

*‘Low pay is mainly a low skill problem but the UK currently lags behind other countries in giving adults a second chance to get on’*

- Graduates are over three times more likely to participate in training than those with no qualifications
- Bigger companies with better developed HR strategies are also more likely to fund training than smaller companies, but employers are prioritising high-qualified workers in senior positions for skill investment
- The Government only funds 7 per cent of all investment in adult skills and in 2016-17 over £63 million of the adult training budget was unspent. UK spend on vocational training per employee was half the EU average
- The public sector is more likely to provide training than the private sector
- Men in routine and manual occupations were the least likely group to have done training regardless of age
- In 2017, more women than men, more people from Black and Black British ethnic backgrounds than from white backgrounds, and more younger than older people undertook training
- Children of high-skilled parents are more likely to be high-qualified and in high-skilled jobs themselves, both of which increase access to training

# Social Mobility Commission

Improving the social mobility impact of training will **need 3 key changes:**

*Our challenges to you are in italics.....*

- Employers should seek to understand and address disparities in their training investment. *How are you supporting Employers to do this?*
- Government should increase the availability, accessibility and quality of training for adults who need it most. *How are you supporting the hardest to help?*
- Government should also improve the quality of information available on adult skills, training and careers. *How good is your IAG? Use of LMI, career pathways and salary benchmarking?*

# Learning and Work Institute

*'Here in the UK, how many Einsteins, Beethovens, Dysons, Berners-Lees and more have we lost, purely because of background? If we want to grow as a country, and cut our productivity gap with other countries, we need to utilise the talents of everyone'*

- There is a stronger link between adults' income and those of their parents than in many other countries and this link appears to have strengthened over time - if you are born to parents who gained fewer qualifications at school, you are likely to gain fewer qualifications and earn less as an adult
- The UK's poor skills base is one of the factors holding back productivity and social mobility. Nine million adults lack functional literacy and numeracy skills and our intermediate skills base lags behind many comparator countries.
- Cuts in funding for Further Education since 2010 mean there are around one million fewer adults participating in government-funded learning than five years ago, with sharp falls in literacy, numeracy and community learning.
- Part of the Government's answer to targeting support and boosting social mobility has been to improve education for young people. However, there is little mention in these plans of adults.
- Adults in most opportunity areas have poorer outcomes for employment, pay, qualifications, and participation in higher education than the England average

# Learning and Work Institute

## Recommendations:

- **Ambition & fair investment** - We need to invest more in learning for adults and ensure a level playing field for funding – whatever route people take – and a national strategy to increase adults' participation in learning
- **Flexibility**- Many people and employers want modules of learning, but Advanced Learner Loans ,which offer support with the costs, don't cover these, only full qualifications
- **Clear technical and vocational routes** - Expansion of apprenticeships and technical education reforms are welcome. However, they do not build into a clear set of pathways. We also need high quality careers advice for adults, and a relentless focus on quality
- **Widening employment opportunity** - The expansion of employment has disproportionately benefited lower income households in recent years. However, our analysis shows some groups and parts of the country still missing out. We have previously argued Local Authorities can have a greater leadership role to align and integrate funding, policy and delivery
- **Careers and progression advice**- a reversal of cuts to Universal Credit (compared to tax credits), & previously called for a Progression Service focused on helping people on low incomes to get on as part of a revitalised careers **service**



# AELP

- The equalisation of funding for all apprentices of all ages is leading to more older apprentices being selected ....*resulting in young people missing out;*
- The compulsory employer contribution is a disincentive to hire an apprentice especially when additional work is required to support the most disadvantaged apprentices or younger apprentices
- The replacement of the previous effective system of disadvantage funding significantly reduces the funding for individuals with the greatest need of support.
- *'ill informed elitist rhetoric'* that level 2 learning is not an apprenticeship
- government allows apprenticeship price to be negotiated downwards potentially reducing the quality of the experience for the apprentice – the only current example of reverse auctioning of training in the (*funded*) education system
- prioritising of higher and degree level apprenticeships over intermediate and advanced levels, limiting social mobility impact

# AELP

## Recommendations

- All 16-18 apprentices should be fully funded by the government
- The young person incentive should be a percentage of apprenticeship funding band while maintaining £1,000 as a minimum
- For 16-24 year olds there should be no employer contribution for non-levy payers or for those that exceed their levy
- As a matter of urgency, government should re-introduce the previous disadvantage funding methodology
- There should be a guaranteed minimum funding level of £1bn for non-levy paying employer apprenticeships to maintain levels at least at pre levy volumes
- Allow greater flexibility in subcontracting rules - reinstating the previous rules for the 15 month transition period

# CBI

*‘Social mobility is fundamental to people feeling that the economy is working for them. Most companies understand their responsibilities and want to do even more to support the next generation of talented people from all backgrounds.*

*Companies succeed when they embrace life-long learning and work with schools and colleges to give young people the best start in life. That’s why the Government must end the financial neglect of England’s further education system and carefully consider this recommendation as part of its Spending Review.’*

# **Understand your business and your contribution to social mobility**

- How do you primarily support social mobility?
- How do you measure your impact and how do you intend to sustain and improve it?

**Exercise: Move into Groups with similar Providers**

# Can you evidence it?

Exercise: Share best practice about what you do to evidence the impact you are having, and how you are supporting social mobility.

Feed back your 2 top tips/ideas

# **NCFE supporting social mobility**

NCFE is a charity. We are keen to do more to support social mobility and we need your help.....

# **NCFE supporting social mobility**

Exercise: What could NCFE do / do better / or stop doing to help you to better support social mobility and evidence it?

# Next Steps

# Questions?



# Thank You!

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