

The National Retraining Scheme

Introduction for Lancashire Skills Advisory Panel



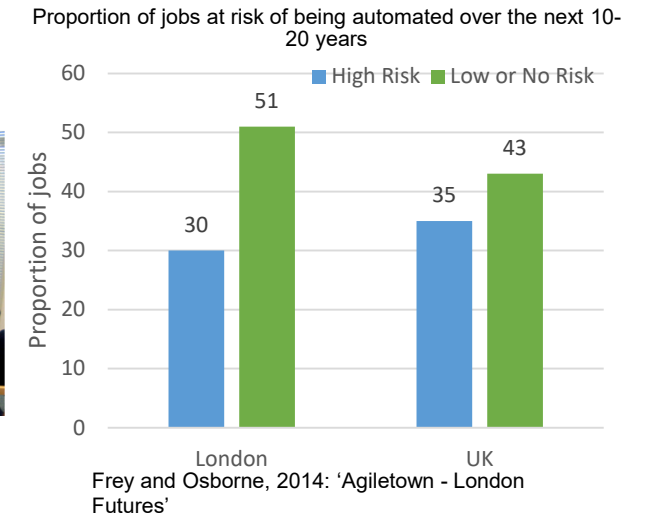
HM Government

What is the National Retraining Scheme and why do we need it?

The government announced in the 2017 Autumn Budget that it would introduce a National Retraining Scheme, to help workers retrain as the economy changes.

This was followed up in the 2018 Autumn Budget, as the Chancellor announced a £100 million initial commitment that has allowed us to start delivering the first parts of the scheme, whilst continuing to develop and evaluate as we build-up the service.

The scheme is being driven by National Retraining Partnership with the CBI, TUC and the government.



KEY FACTORS:

- The world of work is changing, whether that be through technological change, longer working lives and long-standing low productivity.
- In particular, although automation will bring opportunities, has the potential to cause a significant impact on the economy - some studies have shown that up to 35% of jobs are at risk of automation in the next 20 years.
- Most low skilled individuals who are likely to be affected by automation are not taking steps to guard against these risks. Specifically, they are not aware of these risks or able to take the opportunities available to retrain and redirect their careers



OBJECTIVES OF THE SCHEME

The scheme will succeed and deliver good value for money if:



We are taking a user centred approach to develop a scheme that will help prepare adults for future changes to the economy.

How is the scheme being developed?

- The scheme is being driven by a National Retraining Partnership with the Confederation of British Industry, the Trade Union Congress and the government.
- We have undertaken an extensive amount of user research and launched a series of Career Learning pilots, the CareerTech Challenge and the CITB Construction Skills Fund. These are all key elements of our learning and research, helping us develop and deliver the best scheme possible.
- There has been a number of programmes that have been tried and have been unsuccessful. This is why we are taking a user centred, test and iterate approach to developing the National Retraining Scheme to learn the lessons from these past attempts.

Who is the scheme aiming to help?



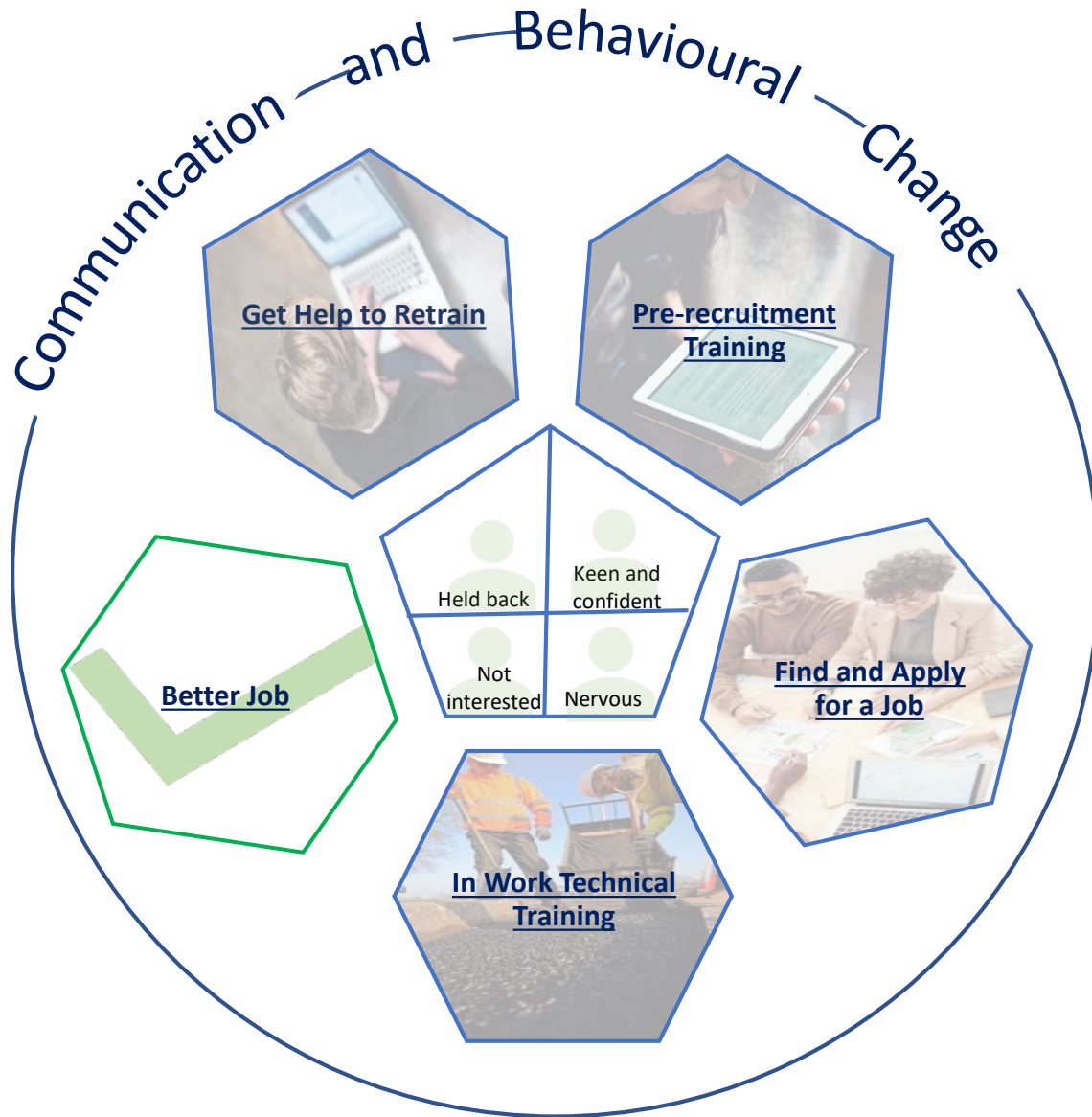
The scheme will initially focus on adults who:

- Are 24+
- Are in work
- Don't have a degree
- Are earning low-medium wages

We are investing in this group of people first as they have comparatively less access to existing government support and are most in need of adapting their skills to take advantage of the opportunities the future changes to the economy will bring.

From research we know there are significant barriers and motivations that will need to be addressed to ensure this audience engage with the scheme.

Through our user centred approach, we have developed a vision of what the complete service could look like



National Behaviour Change Campaign

We have undertaken research to inform how a national behaviour change campaign and other interventions could motivate adults to exercise their “right to retrain” and drive uptake of the National Retraining Scheme and other Government offerings in the adult skills space.

Get Help to Retrain

Get Help to Retrain is the first in a series of products that will make up the complete National Retraining Scheme. It is a digital service that will help people to understand their current skills, explore alternative occupations and find and sign up to the training they need to access opportunities for a broad range of good jobs.

We started testing Get Help to Retrain in Liverpool in July 2019. It is now also available in the North East, West Midlands, Leeds, Cambridge and Peterborough and the Heart of the South West, before being made available across England in 2020.

Pre-recruitment Training

We are testing our Online Training Offer, which we envision will give our cohort access to training in valuable skills, at a time and place that fits around their busy lives and responsibilities.

Find and Apply for a Job

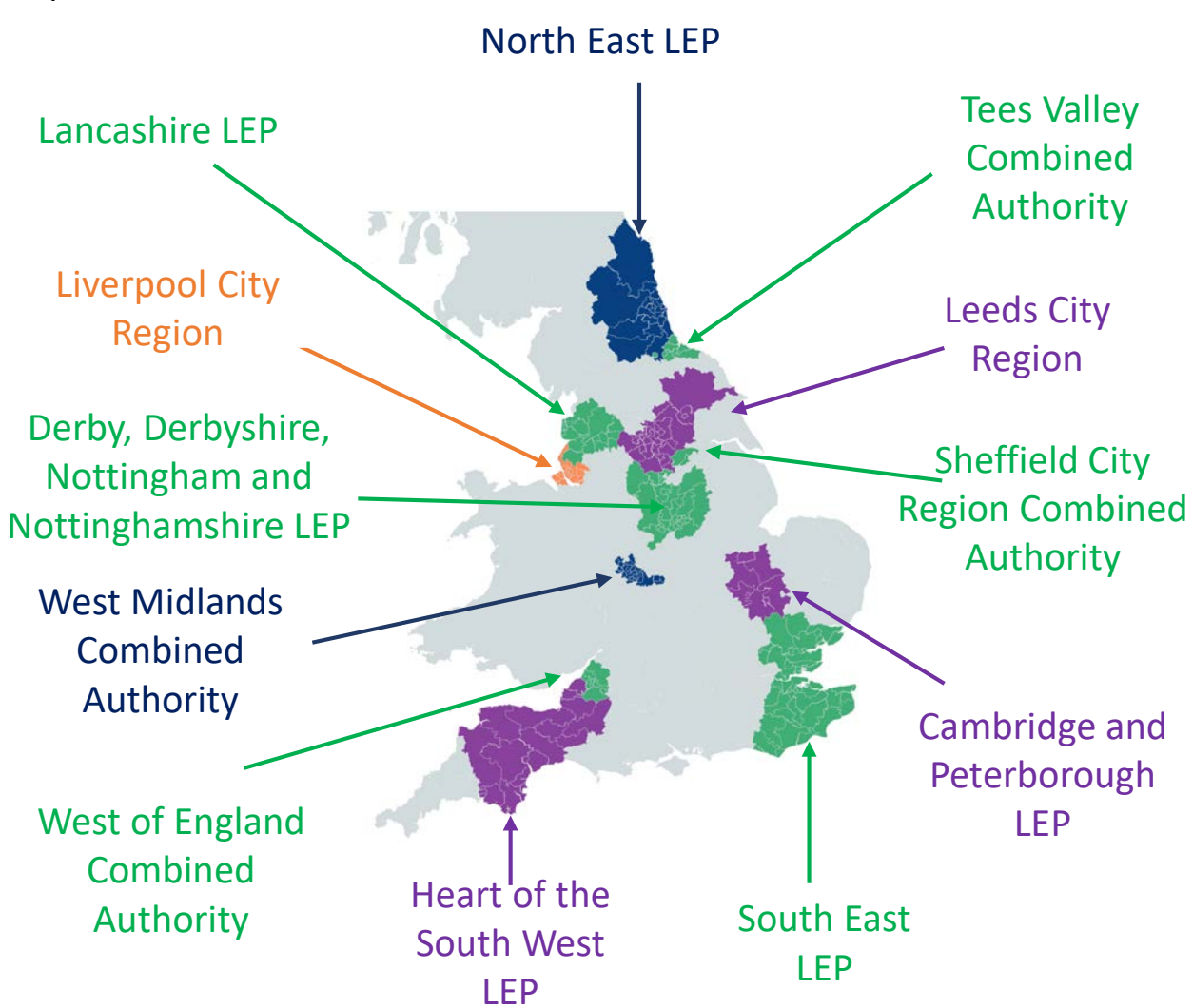
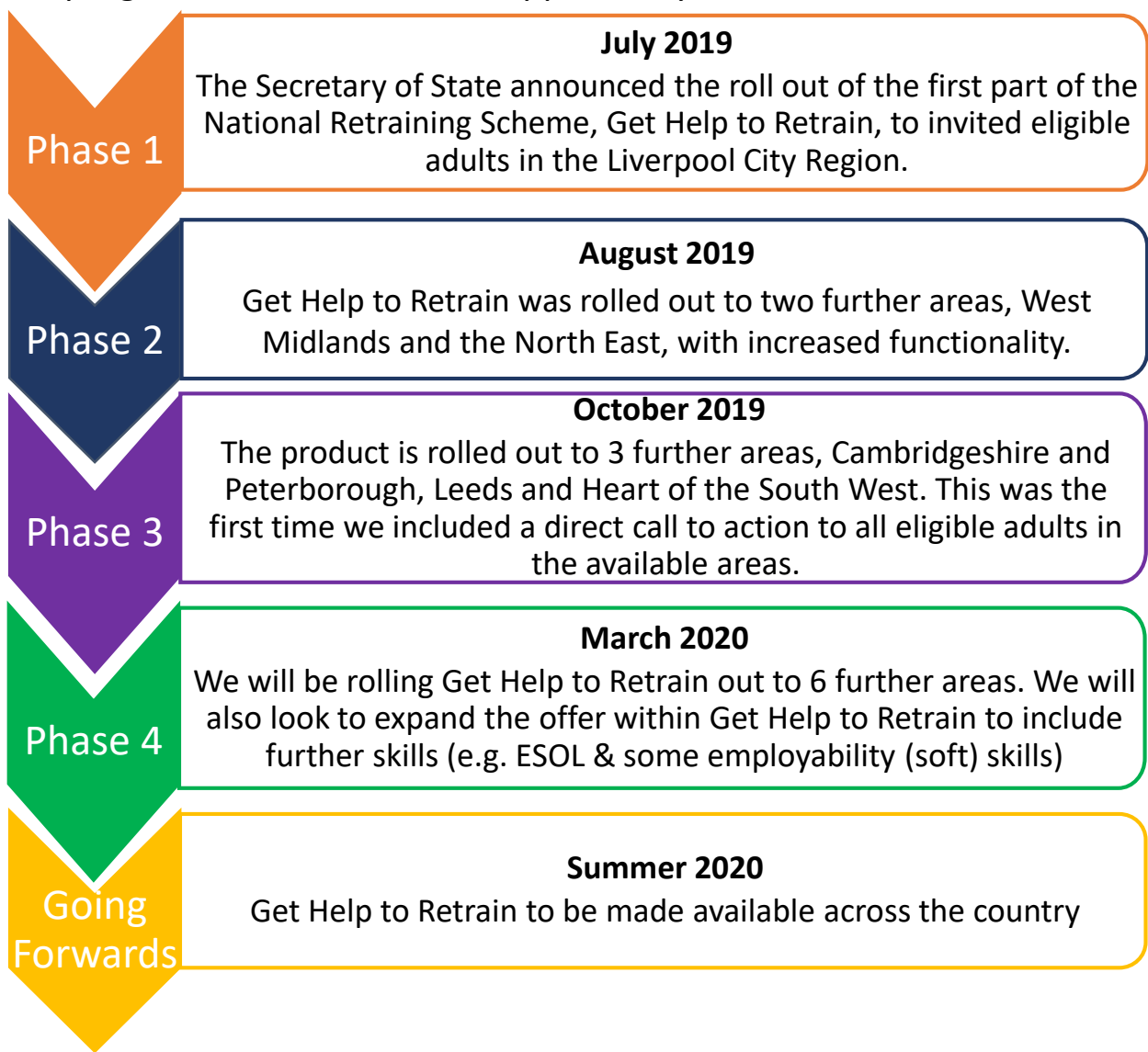
Help to find and apply for jobs. As the scheme develops we will continue to improve the service, including optimised support, nudging and messaging from advisors.

In Work Technical Training

We are working with employers, employees and the Apprenticeship programme to understand what post-recruitment, on-the job, technical training would be best for our cohort.

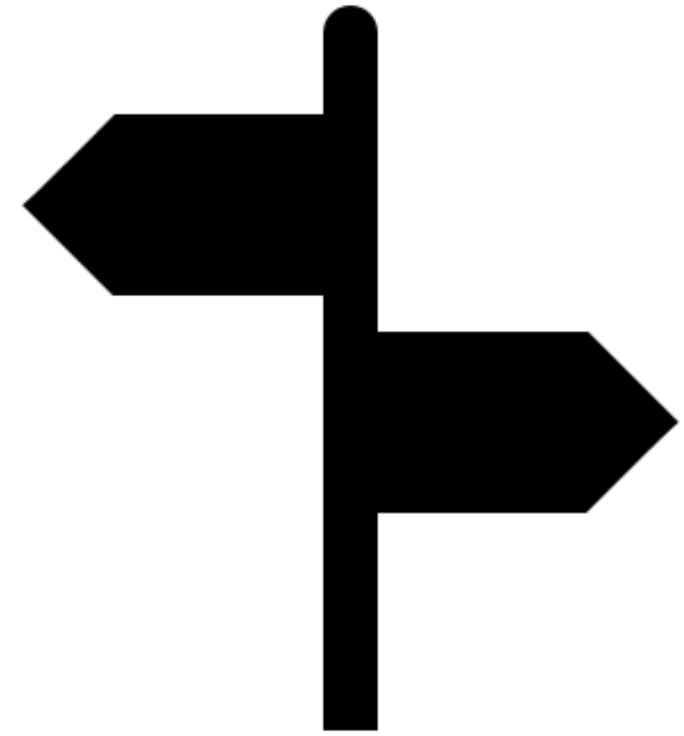
We will roll out Get Help to Retrain to six further locations from March 2020

This will both broaden the scope of our testing and ensure the service functions well in different types of labour markets and in different local areas across the country. A key part of this will be engaging the wide range of stakeholders within the different areas to ensure that are aware of our progress, but also have the opportunity to feed into the scheme's development.



We will work with local areas to ensure we offer an effective localised service

- Dedicated Advisors on hand to support those who need it
- Initially the National Careers Service primes but as user numbers grow we will work with areas to connect local people to local support
- Advisors will be equipped with up to date information about initiatives available in Lancashire and will signpost callers to appropriate opportunities
- Devolved Authorities will be testing some locally developed solutions of their own in the next academic year
- Extra money in their AEB budgets to support this



We are working closely with employers as we develop the scheme

- We do lots of great work with employers up and down the country in initiatives such as your own Workforce Development Programme and Digital Skills Fund
- We have just finished some user research with a group of employers to look at what we could do in the technical or specialist training space
- We are now going to develop and test a couple of different models (short sharp courses, pre recruitment and on the job)
- Manchester are piloting a programme aimed at self employed people that could form part of the offer down the line
- The ultimate aim is to build a skills system that works for everyone and creates a capable and buoyant recruitment pool for employers



Points for discussion:



- 1) What do you think? Grateful for any feedback on the messages in this presentation.
- 2) How can we reach potential users in Lancashire?
- 3) What can we do to increase the numbers of target adults undertaking training more generally?