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# Higher Level Vocational Skills in Lancashire: Action Plan

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**P**olicy  
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# Higher vocational skills

- BIS policy re-inforced direction of travel – employer-led and high quality
- Higher apprenticeships L4/5 TB Standards:
  - diversify the workforce (lower-cost) technician skills
  - provide a better quality or lower-cost training
  - provide a transferable qualification/ update on in-house course
- Degree apprenticeships L6
  - Partnerships HEIs – (large) employer relationships
  - Varying scale but mix-methods provide access to national mkts
  - Offer HEIs diversified funding streams
  - Engage non-Apprenticeship employers?
- On-going implementation issues

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# Action Plan Rationale

- Demand-side:
  - Skills reports show existing take up varies across sectors
  - Higher Apps - <0.5% of starts
  - Implication that HAs will displace other routes
  - Levy driving interest among larger firms with HAs being considered as a way of retaining this resource
  
- However:
  - Replacement demand a major threat to Lancashire businesses
  - Employer responses more often to recruit skilled workers
  - Key question whether HAs can play a role in helping knowledge transfer process from older workers to new generation?
  
- Shift focus away from product delivery to service designed to meet immediate employer need

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# Proposed Actions

- Build Employer Leadership:
  - Enhance communication structures with employers
  - Specific group with large employers to exploit immediate interest in addressing levy
  - Build connections with BIS policy
- Targeting Growth in Higher Apprenticeships
  - This needs to be combined with an understanding of how emerging TB standards might take over existing pathways (and its added value)
  - Put forward key occupational areas to work with providers to develop TB maker
- Provider capacity and delivery:
  - Work through provider group to develop coherent offer around higher vocational skills – HAs and other routes (building on 2.2)
  - Create capacity building programme (ESF) to support transition to TBs

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# Proposed Actions II

- Stimulate learner demand for Higher Apprenticeships
  - CEIAG but ensure 6<sup>th</sup> forms included
  - Improve awareness of emerging career progression paths and the various funding/cost options facing learners
- Sector specific actions:
  - Engineering and advanced manufacturing
  - Financial and professional services
  - Digital and creative
  - Health and social care
  - Construction
  - Visitor economy
  - Energy and environment