

Sector Skills Agreements

An Overview



What is it?

- A Sector Skills Agreement (SSA) is a deal between employers, training providers and government.
- Employers lay out what their workforce and skills requirements are now and in the future.
- In return, the government and providers agree to fund and deliver training tailored to this need, providing employers are also willing to make a commitment.



How does it help?

- Sector Skills Agreements are devised for employers to have a greater say in training the next generation of employees.
- The Government can use the SSA when developing policy and funding for the sector.



What does it look like?

- Each Sector Skills Agreement (SSA) consists of five stages that need to be undertaken on the way to a full agreement.



Stage One: What skills do we have now and need in the future?

- This is research that looks at the current skill needs of the sector and each industry, and also tries to evaluate what future skill needs might be.



Stage Two: What training provision do we have?

- Stage two looks at the existing provision from further education colleges and other providers.



Stage Three: Where do we need to improve current workforce development?

- Working with employers, trade associations and training providers, the findings are used to formulate strategies and solutions to address the needs highlighted.



Stage Four:

How can we work together to address these issues?

- In this section of the SSA employers and partners will work with a sector council to formulate a plan for assessing how the sector will address skills needs, and what each party can contribute to the plan.



Stage Five: The final agreement is produced

- The final Sector Skills Agreement will take the form of an action plan, which will be owned by the whole of the sector.



Output from the Sector Skills Agreement

- Sector Needs Analysis
- Assessment of Current Provision
- Analysis
- Recommendations
- Agreement



Questions



Areas of Analysis



Sector Needs Analysis

- Globalisation
- Technological Change
- Consumer Demand
- Government Policy
- Competitive Position
- Barriers to Entry



Sector Needs Analysis

- Rivalry among Existing Competitors
- Extent of Supplier and Buyer Bargaining Power
- Productivity and Skills
- Investment
- Innovation
- Competition
- Enterprise
- Benchmarking



Skill Levels and Needs

- Basic Skills
- Skill/Qualification Levels
- Future Skill Needs
- Replacement and Retirement
- Craft Qualifications
- Management and Supervisory Qualifications
- Diversity
- Future Scenarios



Assessment of Current Provision

- Current experience
- Quality of provision
- Evaluation of training
- Non industry-specific training



Questions

- Thank You

