

Thames Valley Talent Pipeline & Essential Skills Forum

Q&A Questions

How are you overcoming recruitment and retention challenges in your sectors?

It would be great to share good practice on this. It was clear on the day that cross-sector idea sharing can be powerful

How do employers feel going to an education provider to ask for the design of a new course? How can we make this easier?

Educators would love to hear from some employers on this and it might spark further conversations between attendees

Construction skills and retrofit skills are key on the national agenda. What is the LSIP doing to support training and skills opportunities for local projects?

How do we balance the growing demand for work experience places with employer capacity to host?

We probably need to think more creatively on this and try to share the responsibility around a wider range of employers

Who's responsibility is ensuring soft skills are taught to the new workforce entering their respective industries?

This probably needs to be shared between educators and employers. With Skills Builder being looked at as part of school curriculum reform, this might be a useful framework to work with

How can we move from significant reliance on a sponsored workforce to significant reliance on a domestic workforce?

This is certainly a growing issue in adult social care and perhaps other sectors as well. The answer probably lies in career promotion and awareness, along with ongoing curriculum reform to make this ever more employment focused

Are employers missing out by not leveraging the vast experience of more senior individuals - many are out of work from age 40-60. Many don't expect huge salaries, but get turned down frequently

This demographic surely has to be part of the solution to workforce demands

Is the school curriculum fit for purpose with regard to providing young people with life skills?

Probably not entirely, hence the current idea of building essential skills more explicitly into the curriculum

What advice do you have to mediate the expectations of the generations now joining the workforce and those who lead the organisations they are joining?

Probably a combination of the factors we touched upon at the event - curriculum reform; more work experience or work insights and better understanding of the differing expectations across generations

Do cvs still serve a purpose when your talent are applying for roles

What skills and training are required to underpin a multi generational workforce?

How does the LSIP align to the Keep Britain Working report published late last year?

As employers how can we fill our skills gaps whilst being more inclusive in our recruitment, ensuring we are supporting all in our local communities to have successful careers.

We need to make sure inclusivity is at the heart of recruitment practices, casting the net as widely as possible and working with a range of organisations. Meeting skills gaps isn't just about school and college leavers, it has to also include older career-changers as well as those not currently in employment.

How can small businesses engage successfully with education

The work of the LSIP can help with this, eg joining a Workforce Development Partnership. Employer representative bodies can also help, such as the CiTB, Skills for Care, UK Hospitality, CILT etc

I notice that on your list of career routes/professions you had no mention of logistics. Is this not a role that you consider/focus on/ train and develop people for?

With the NHS plan being towards more care at home/ in the community how can 'we' promote the benefits of working in Adult Social Care

Nb there are as many staff working there as NHS

The recent Care Careers Festival run through the Care Workforce Development Partnership was a good example of what can be done. The Careers Hubs for both Berkshire and Oxfordshire do a whole range of good work on careers promotion and bringing educators and employers together. There is still more to be done though.

Does the panel think there should be more flexibility and support for young entrants to the workforce in relation to skills? Should employers shoulder more of the skills development challenge...

What's the best way for young people to demonstrate the level of essential skills they have / are at, at application and interview?

Digital Skills Passports can help with this. UK Hospitality are having some real success with their one. Skills Builder can also play a part. Employers could probably also do more to make sure these skills are featured more prominently in job descriptions and interviews

Observation not question but with 1in3 children/YP requiring 25% extra time to undertake exams, how does this impact on employers delivering their training and development to their talent pipeline.

Question for Robyn what do you see as key skills gaps in home care

What could Higher Education institutions do to better support skills development in partnership with employers?

Staying involved with the work of the LSIP helps with this. We're getting stronger and stronger HE engagement in LSIP 2.0.

As an employer we have identified constraints with current labour supply how can you support us an employer to address future skills gaps