

# Quarterly Performance Summary

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Quarter 4

January-March 2014

## Overall organisation summary

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This quarter has cemented the work we have been carrying out throughout the year to push forward our vision for greater employer ownership of skills and has seen us continue to play an outward facing role using our research and insights to shape public debate, policy and practice. We have secured a number of achievements in particular this quarter, turning most ratings to green. However, some challenges remain such as in the employer ownership area.

The vocational qualifications plan for reforming qualifications in England has been published, and this provides a primary mechanism to take forward the recommendations from the review of Adult Vocational Qualifications. More widely, our specific UK-wide role in this area has now been clarified and will be to work with Apprenticeship Trailblazers and the devolved administrations to ensure that the new Occupational Standards can be used by employers operating in all four nations and effectively align with relevant skills policies.

The launch of the 2013 UK Commission's Employer Skills Survey (UKCESS), the Future of Work study and the Not Just Making Tea: Reinventing Work Experience paper have played a significant role in raising the public profile of the UK Commission, and have helped us proactively shape public debates and thinking with key messages and insights. This is exemplified by our media and stakeholders coverage, highlighted in Outcome 1.

Commissioner recommendations for Round 2 of the Employer Ownership pilot were broadly accepted by BIS ministers. Whilst grant offer negotiations have progressed, negotiations are expected to be tough due to additional conditions regarding cash contributions from employers (hence the amber rating).

Work progresses for the Triennial Review, with BIS consulting not only with Commissioners and the executive but with our sponsors, and carrying out a public consultation to collate views on the UK Commission from stakeholders.

There has been good progress made on developing the new UK Commission Strategy for 2014-17, and associated Business plan for 2014/15. We have now received a draft Grant in Aid letter confirming our budget for 2014/15. This confirms that our planning assumptions were on track and we can now move to delivery. Internally, work has continued on the organisational development plan and the competency framework to improve internal ways of working. This will be completed by the end of the year and a new people strategy has been developed to support the delivery of our business plan for 2014-15. Whilst we have made good progress on supporting greater employer ownership of skills, our new Strategy importantly sets out how we will build on what we have done so far and go further.

# Headline ratings



Proven impact/  
on track to  
deliver in line with  
expectations



Impact not yet proven/  
progress behind  
expectations but can  
get back on track



Impact unlikely/  
progress  
significantly behind  
expectations and unlikely  
to get back on track

Outcome	Q1	Q2	Q3	Q4
1. More employers investing in the skills of their people				
2. More career opportunities for young people				
3. More collective action by employers through stronger sectors and local networks				
4. More employers stepping up and taking ownership of skills				

Assets	Q1	Q2	Q3	Q4
Commissioner insight				
Research				
Investors in People				
Investment				
Standards and Frameworks				