

# Industrial Partnerships

## Key Facts

January 2015

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# Introduction

In 2014 the Employer Ownership of Skills Pilot co-invested £354million of government and employers' funds in eight industrial partnerships.<sup>1</sup>

These eight pilots over three years are intended to pilot the employer ownership vision and create space for employers to design and test innovative solutions to skills issues and take forward 'game changing' propositions.

The industrial partnerships embrace the idea of 'collective employer action' and will work with providers, unions, schools, and universities in supply chains and in localities to identify industry challenges and provide solutions.

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**"for every £1 of government funding, employers contributed £1.70 cash & in-kind"**

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The individual partnerships are Aerospace, Automotive, Creative Industries, Energy and Efficiency, Nuclear, Science, The Tech Partnership and Tunnelling and Underground Construction.

The Industrial Partnerships will deliver targets and develop approaches to skills key to their industry's growth and productivity; from supporting young people making career choices to developing people in work and attracting expertise and specialist talent. UKCES's "Growth Through People"<sup>2</sup> report defines these stages as 'Getting into Work', 'Getting on at Work' and 'Moving up to higher skilled jobs'. We have adopted this terminology to show how the IPs' agenda reflects the challenges set out in this report.

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- 1 Employer ownership funding is England only, however the partnerships wider work may reach across the UK.
  - 2 Available at: <https://www.gov.uk/government/publications/growth-through-people-a-statement-on-skills-in-the-uk>

## Industrial Partnerships Summary

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**Total Funding: £354 million**

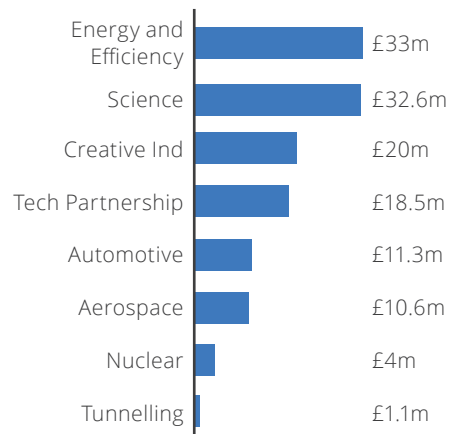
EOP Funding: £131 million

Employer In Kind Funding: £153 million

Employer Cash Funding: £70 million

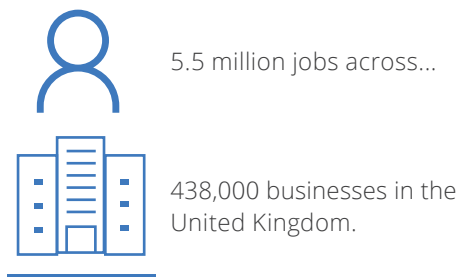
## Distribution of EOP funding by pilot

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Industrial Partnerships work in industries representing:

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More information available at:

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<https://www.gov.uk/industrial-partnerships-an-overview>  
IP.Team@ukces.org.uk

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# Industrial Partnerships: Summary Data

## Aerospace

### Industrial Partnership

**Lead** Airbus

**Chair** Mark Stewart

#### IP Board Representation

Airbus, AgustaWestland, Safran, BAE Systems, GE Aviation, GKN Aerospace, Rolls-Royce, Marshalls Aerospace & Defence Group, Midlands Aerospace Alliance, North West Aerospace Alliance, Royal Aeronautical Society, Spirit Aerosystems, SEMTA, WEAFA

#### Union Participation

Unite

#### Grant Recipient

Semta

#### Strategy

<https://www.gov.uk/government/publications/lifting-off-implementing-the-strategic-vision-for-uk-aerospace>

#### Size of Industry

230,000 jobs in the UK across 3,000 businesses

#### Skills Challenges

- Skills shortages vacancies high in sector
- Technical skills shortages in composites, stress, fatigue and damage tolerance
- 3000 staff deficit forecast
- 10% increase in staff at Level 4 required to remain competitive

#### Funding Breakdown

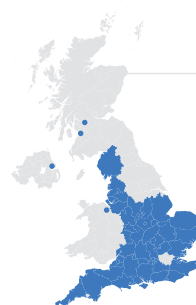


EOP Funding: £10.6 million

Employer In Kind Funding: £7.5 million

Employer Cash Funding: £2.5 million

#### Industry hotspots



North West, Midlands, South West, and South East of England; in Wales (Broughton); in Scotland (Prestwick and Glasgow); and in Northern Ireland (Belfast).

#### Targets and Development

EOP contracted learner targets in bold'

##### 1- Getting in

<b>Developing:</b>		
Apprenticeship		20
Trailblazer standards		45
<b>Delivering:</b>		
Bespoke traineeships		50
Work experience		75
Teacher placements		135
Graduate internships		126

##### 2- Getting on

<b>Developing and Delivering:</b>		
Project management		20
Knowledge management		395
<b>Developing:</b>		
Regional hubs		6
Plans to engage and support the supply chain		195

##### 3- Moving up

<b>Developing:</b>		
Industry specific Modular Masters courses		6
Delivering masters courses		195

# Automotive

## Industrial Partnership

**Lead** Jaguar Land Rover

**Chair** Jo Lopes

### IP Board Representation

Aston Martin, AVL, Bentley, BMW, Delphi, Ford, GKN, GM, GSM Automotive, Honda, Jaguar Land Rover, Nissan, Tata, Toyota, Volkswagen, EEF the manufacturers' organisation, Industry Forum, North West Automotive Alliance, SEMTA, SMMT

### Union Participation

Unite

### Grant Recipient

Semta

### Strategy

<https://www.gov.uk/government/publications/driving-success-uk-automotive-strategy-for-growth-and-sustainability>

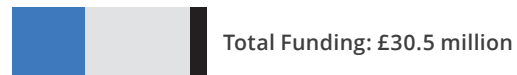
### Size of Industry

158,000 jobs in the UK across 3,000 businesses

### Skills Challenges

- Shortage of young people coming into sector
- Low level of staff training across the sector
- Low level of Apprenticeships particularly in SMEs

## Funding Breakdown

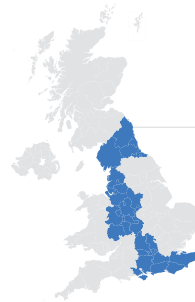


EOP Funding: £11.3 million

Employer In Kind Funding: £16.4 million

Employer Cash Funding: £2.8 million

## Industry hotspots



North East, North West, Derbyshire, West Midlands, South East

## Targets and Development

EOP contracted learner targets in bold'

### 1- Getting in

#### Delivering:

Industrial Cadets	960
19+ Bespoke manufacturing courses	225
The Art of Manufacturing courses	4,500

### 2- Getting on

#### Developing:

A sector-wide career road map; job codes and accredited qualifications framework

#### Delivering:

Leadership & management for maintenance managers	40
Upskilling and training for new recruits	200
Six Sigma courses at two levels	149

### 3- Moving up

#### Delivering:

Leadership & management for supply chain managers and directors	507
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#### Developing and delivering:

Leadership & management qualification for shop floor leaders	250
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# Creative Industries

## Industrial Partnership

**Lead** Channel 4

**Chair** David Abraham

### IP Board Representation

Betty Jackson Ltd, BBC, Channel 4, Double Negative, Faber and Faber, Horseshoath, Icon Entertainment UK, Kudos and Shine Pictures, Lexis, Sonar Entertainment, TH\_NK, University of Abertay, Dundee, Vue Entertainment, Creative Skillset, Federation of Entertainment Unions

### Union Participation

The Federation of Entertainment Unions

### Grant Recipient

Creative Skillset

### Strategy

[http://www.thecreativeindustries.co.uk/media/243587/cic\\_report\\_final-hi-res-.pdf](http://www.thecreativeindustries.co.uk/media/243587/cic_report_final-hi-res-.pdf)

### Size of Industry

907,000 people in creative occupations outside of the sector, and 1.70 million jobs within the sector, approximately 216,000 businesses.

### Skills Challenges:

- Developing the skills of the next creative 'fused' generation
- Shortage of Management and leadership skills especially in SMEs
- Lack of 'job ready' graduates
- Clarifying and signposting entry routes into the sector
- Freelance and project based working
- Workforce diversity challenges

## Funding Breakdown



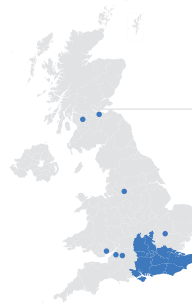
Total Funding: £37.3 million

EOP Funding: £20 million

Employer In Kind Funding: £6.9 million

Employer Cash Funding: £10.4 million

## Industry hotspots



Bristol and Bath, Oxford, Edinburgh, Glasgow, Cardiff, Manchester, London and the South East

## Targets and Development

EOP contracted learner targets in bold'

<b>1- Getting in</b>	
<i>Developing:</i>	
On-line careers advice material	
Higher level Apprenticeship in publishing	
Employer/school curriculum	
Development and engagement with 250 schools	
<b>Apprenticeship Trailblazer Standards</b>	<b>6</b>
Deliver Trailblazer Apprenticeships	490
<i>Developing and Delivering</i>	
Other Accredited Apprenticeships	365
Placements, internships and bursaries	2088
<b>2- Getting on</b>	
<i>Developing:</i>	
Sub-sectoral and spatial networks	
'Tick' assessment of 250 training courses	
<i>Developing and Delivering:</i>	
Industry specific CPD opportunities	7790
A suite of MOOCs and trialling assessment	12,500
Other CPD not specified	2362
<b>3- Moving up</b>	
Developing a new MBA/MSc	
Delivering a studio management programme	50

# Energy and Efficiency

## Industrial Partnership

**Lead** National Grid

**Chair** Steve Holliday

### IP Board Representation

Anglian Water, Biffa, British Gas, Clancy Group, E.On, FCC Environment Services, National Grid, Northumbrian Water, Scottish Power, Severn Trent Water, Siemens, South West Water, SSE, Thames Water, United Utilities plc, Viridor, Wales & West, Utilities, Yorkshire Water, Groundwork UK, UK Power Networks

### Union Participation

TUC

### Grant Recipient

Energy & Utility Skills

### Website

[www.energyandefficiencypartnership.co.uk](http://www.energyandefficiencypartnership.co.uk)

### Size of Industry

Over 300,000 people, in approximately 60,000 businesses

### Skills Challenges

- A rapidly rising demand for skills due to infrastructure investment
- 208,000 new people required in the industry by 2023
- Technical skills shortages in areas such as overhead power lines and smart meters

## Funding Breakdown



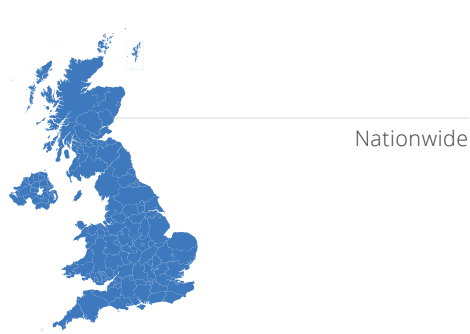
**Total Funding: £115.7 million**

EOP Funding: £33 million

Employer In Kind Funding: £62.7 million

Employer Cash Funding: £20 million

## Industry hotspots



## Targets and Development

EOP contracted learner targets in bold'

### 1- Getting in

#### Developing:

Apprenticeship Trailblazer Standards 5

The Independent Assessment Service 1

Talent Pool management system 1

#### Delivering:

Pre-employment training 5,740

Traineeships 976

Accredited Apprenticeships including Trailblazers 3,061

Employer defined Apprenticeships 723

### 2- Getting on

Delivering Up-skilling and re-skilling courses 3,030

# Nuclear

## Industrial Partnership

**Lead** Magnox

**Chair** Tony Handley

**IP Board Representation**

Alstom, Gen II, NIS Ltd, Magnox, ECITB, NNL, NSAN

**Union Participation**

TUC

**Grant Recipient**

National Skills Academy Nuclear

**Strategy**

<https://www.gov.uk/government/collections/nuclear-industrial-strategy>

**Size of Industry**

68,000 people directly employed in UK

**Skills Challenges**

- Lack of young people entering the sector and an ageing workforce
- Specialist skills shortage including construction, engineering construction, manufacturing and science
- Lack of capability in the supply chain leading to increasing demands on people and resources
- Challenge of recruiting to remote rural sites

## Funding Breakdown

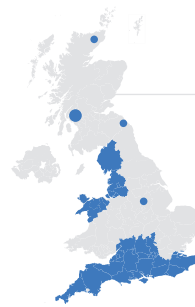
**Total Funding: £8.36 million**

EOP Funding: £4 million

Employer In Kind Funding: £3.2 million

Employer Cash Funding: £1.16 million

## Industry hotspots



North West, South West, South East, Anglesey, North Wales, Glasgow, Faslane, Chapelcross, Hunterston, Torness, Derby

## Targets and Development

**EOP contracted learner targets in bold'**

**1- Getting in**

**Delivering:**

2 day STEM workshops	720
Traineeships	100
Apprenticeships	50
Undergraduate	60
Summer School places	
Supply chain Apprentices (CPD)	270
Transition programme courses	20

**2- Getting on**

**Developing:**

Systematic approach to training model	
Nuclear Workforce (LMI) model	
UK Nuclear Capability model	
<b>Delivering: Give2Gain upskilling courses</b>	<b>2007</b>

**3- Moving up**

Developing and delivering a tailored programme for postgraduates to become subject matter experts	100
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# Science

## Industrial Partnership

**Lead** GlaxoSmithKline

**Chair** Malcolm Skingle

### IP Board Representation

3M UK plc, Abzena, Amgen, Becton Dickinson BioSciences UK, Chemoxy, Eisai, Fujifilm Diosynth Biotechnologies, Greenbiotics, GSK, Johnson and Johnson, Lotte Chemicals, Medimmune (UK) Ltd, NHS England, Novartis, Pfizer, Sabic, Sera Laboratories International Ltd, Synergy Health plc, Takeda, UCB, Unilever, Victrex plc

### Union Participation

Unite

### Grant Recipient

Cogent

### Website

[www.scienceindustrypartnership.com](http://www.scienceindustrypartnership.com)

### Strategy

<https://www.gov.uk/government/publications/strategy-for-uk-life-sciences-one-year-on>  
<http://www.cia.org.uk/Portals/0/Documents/Growth%20Strategy%20FINAL.PDF>

### Size of Industry

11,460 employers in Industrial Sciences and 339,070 employees. 4,500 firms employing 165,000 staff in Life Sciences

### Skills Challenges

- Persistent STEM skills gaps particularly in associate, professional and technical arenas, at graduate and post graduate level
- Lack of vocational pathways and employer input to course content
- Deficit of staff, difficulties in attracting new entrants to the sector
- Level 3 apprenticeships are required to support the manufacturing process along with level 2 operative / assembly skills

## Funding Breakdown



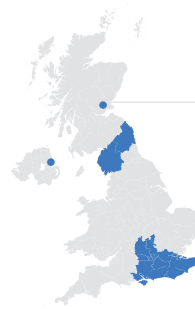
**Total Funding: £84.4 million**

EOP Funding: £32.6 million

Employer In Kind Funding: £31.5 million

Employer Cash Funding: £20.3 million

## Industry hotspots



London & South East, North West, North East, Dundee and Belfast

## Targets and Development

**EOP contracted learner targets in bold'**

### 1- Getting in

#### **Developing and Delivering:**

Apprenticeship Trailblazer Standards	4
STEM careers programme and website	
Network of STEM Ambassadors	
SIP Traineeships	240
SMART Apprenticeships	1,010
Higher SMART Apprenticeships	350
Industry Degrees	150

### 2- Getting on

#### **Developing:**

Annual Skills strategy	
Accredited network of providers	
Employer owned system of Accreditation and assessment	
<b>Delivering Workforce development - Skills for Growth for SMEs - Gold Standard courses for technicians and operators</b>	<b>5,900</b>

### 3- Moving up

Developing and delivering Modular Masters in formulation	230
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# The Tech Partnership

**Lead** Cisco Systems

**Chair** Phil Smith

## IP Board Representation

Accenture, ARM, BBC, BT, Capgemini, Cisco, DCV Technologies Ltd, Direct Line Group, Fujitsu, Google, HMRC, HP, IBM, Jaguar Land Rover, Lloyds, Lowe and Partners, the Metropolitan Police Service, Microsoft, National Grid, Network Rail, Oracle, Quicksilva, Royal Mail, Samsung, Save the Children International, Tata Consultancy Services, Telefonica UK (O2)

## Union Participation

Prospect

## Grant Recipient

e-skills

## Website

[www.thetechpartnership.com](http://www.thetechpartnership.com)

## Strategy:

<https://www.gov.uk/government/publications/information-economy-strategy>

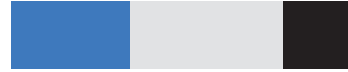
## Size of Industry

The tech workforce comprises 1.7 million people, of which 1.3 million are employed as technology specialists. Of the tech workforce, 1.1 million are employed in around 150,000 digital technology businesses, and a further 600,000 are employed in digital technology specialist roles across the economy.

## Skills Challenges

- Lack of understanding and interest in tech careers amongst young people
- High level of job vacancies – 134,000 new recruits a year needed into tech specialist roles
- Lack of females in technology-related education and job roles (16%)
- Apprenticeship routes into tech careers underutilised
- Skills shortages in cutting edge technologies such as big data, cloud computing and cyber security

## Funding Breakdown



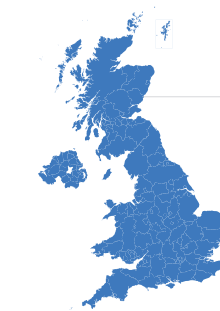
**Total Funding: £54 million**

EOP Funding: £18.5 million

Employer In Kind Funding: £24 million

Employer Cash Funding: £11.5 million

## Industry hotspots



Nationwide

## Targets and Development

EOP contracted learner targets in bold'

### 1- Getting in

#### Developing:

Facilitate careers advice and support for young people

**40,000**

A CPD for Teachers programme

Standard job roles and career pathways

Massive Open Online courses

Developing and Delivering Apprenticeships

**2,750**

### 2- Getting on

#### Developing:

'Tech Industry Gold' recognised programmes  
'Tech Skills Hubs' networks

**3**

Delivering a CPD Skills fund for technology professionals

**5,000**

### 3- Moving up

Facilitate Industry Gold degrees  
Graduate Conversion courses and training programmes

**2,000**

# Tunnelling and Underground Construction

## Industrial Partnership

**Lead** Crossrail

**Chair** Terry Morgan

### IP Board Representation

Crossrail, National Grid, Thames Water, Transport for London, UK Power Networks, Bam Nuttal, Costain, Morgan Sindall, Murphy Group

### Union Participation

Unite and UCATT

### Grant Recipient

Crossrail

### Size of Industry

Over 10,000 people employed across more than 40 worksites in London and the South East.

### Skills Challenges

- Technical skills shortages in spray concrete lining, qualified river workers, site monitoring workers, tunnelling, underground construction and plant, and technical/lean construction-qualified workers
- Low level of training activity
- Difficulties attracting talent to the sector

## Funding Breakdown

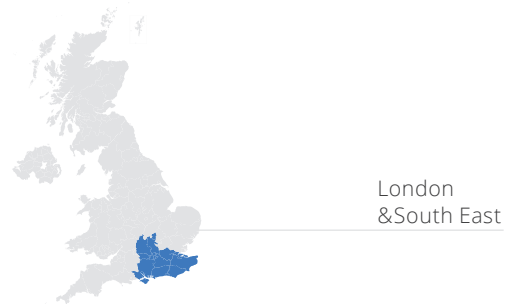
**Total Funding: £2.8 million**

EOP Funding: £1.1 million

Employer In Kind Funding: £500 thousand

Employer Cash Funding: £1.2 million

## Industry hotspots



## Targets and Development

EOP contracted learner targets in bold

### 1- Getting in

Developing Marine and Tunnelling Apprenticeships

#### Delivering:

**Intermediate Marine Apprenticeships** 10

**Higher Apprenticeships in Construction** 10

Facilitating Tunnelling Apprentice places 75

### 2- Getting on

**Developing and Delivering a range of Upskilling qualifications and courses in Marine and Tunnelling from Level 1 to 3** 4,793

### 3- Moving up

**Developing and Delivering Masters modules in Concrete science** 20