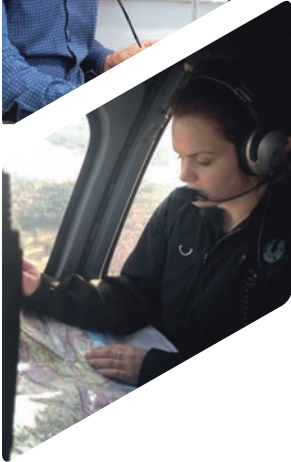


Transport Infrastructure Skills Strategy – One year on

Summary of the report by the Strategic Transport Apprenticeship Taskforce





Introduction

The Strategic Transport Apprenticeship Taskforce (STAT), was established in April 2016 to deliver on the ambition of the Transport Infrastructure Skills Strategy: to create more apprenticeships; improve diversity and promote transport as a career.

This report sets out our response to that ambition, one year on.

Apprenticeships in numbers

In the roads and rail delivery bodies we have delivered

2,000

apprenticeships through direct levers alone.



There are currently

1,900

'cadets' (junior officers) in training in maritime.



up to 35,000

new apprentice starts in roads and rail to 2022 and 10% more, higher level skills. Critical areas are signalling and civils, as well as emerging new skills such as digital and cyber security.

15,000

apprentices next year in road freight.



10,000

across operations at Heathrow across the country; generated by expansion

Meeting the demand for skilled people

There are huge opportunities for high quality apprenticeships in transport, right across the sector.

Direct levers have been used to create new apprenticeships. Skills requirements were introduced into all relevant Invitations to Tender in April 2016, including in rail franchising.

Forecasts show a steep ramp in coming years as contracts move to award; now the Apprenticeship Levy is in place and new standards come on stream.

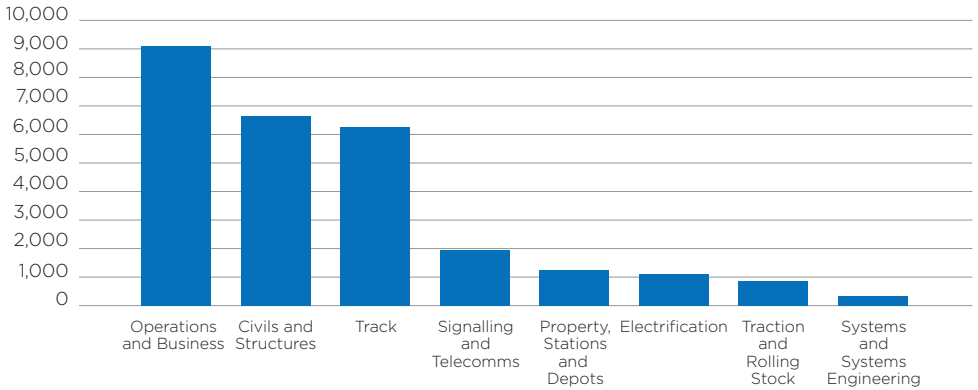
We have improved our understanding of the skills we will need by commissioning the development of the most detailed skills forecasting tool that the transport industry has ever had. We can see where skills are needed, in terms of both geography and discipline.

The model shows that we need higher level skills, including in emerging disciplines such as cyber security and digital signalling.

We will need a steady pipeline of workers at operative level, including construction and service staff.

In future years, roads and rail will need 5,000 to 8,000 apprentices per year. There is more imperative to redouble efforts as the industry develops plans for productivity and growth in a post-Brexit Britain.

Total number of apprentices required by asset type to 2021/2022



The need is for 27 000 to 35 000 apprenticeships over the period to 2022. This chart shows lower end of the range

If we are to close the skills gap in transport, it is vital the sector brings in talent from right across society.

It is also important that apprenticeships can make an important contribution to social mobility.

We are making progress towards a workforce that is more representative of society. 12% of technical and engineering apprenticeship starts in the supply chain were women, and at NVQ levels 6 and 7, this figure rose to 39%.

However, there is much more to do to reach our ambition. Work this year has revealed that a large number of employers are still not reporting Black, Asian, Ethnic, Minority (BAME) data. This is clearly a problem and we will develop a plan to address it.

Whilst higher level skills drive productivity, they also bring costs for training providers and employers and sustained, long term investment.

STAT will work more closely with the supply chain in the coming year to identify potential solutions which will feed into wider work to drive productivity and growth.

Developing the right quality skills

It is critical a high quality of delivery is provided.

Our members are developing, or have successfully delivered, a large number of high quality apprenticeship standards. We are working with Investors in People to develop a quality mark for apprentice employers.

By setting out a picture of the skills we need, we can work with the education sector to make sure that it is in a position to supply the skills we need



Securing our future skills

There has been substantial investment in transport centres of excellence.

STAT members have made better use of their training assets, forming a Training Alliance involving the core publicly funded infrastructure trainers.

Two independent studies were commissioned to identify areas where the transport, Further and Higher education sectors could collaborate more effectively. STAT will consider the findings of these reports alongside Department for Transport (DfT) Ministers and industry experts. Providing better careers information about the transport sector is an area where STAT could provide value in the coming year.

Speaking to primary school age children and their parents and teachers about the opportunities in transport

will be critical to encouraging more people to think about a career in the transport sector. Research has shown that gender and negative stereotypes about Science, Technology, Engineering, Mathematics (STEM) jobs set in early.

More transport professionals have volunteered their time for schools outreach. We now have 17,413 engineering volunteers and 3,725 transport volunteers working to help show others the work they do and encourage more people to consider working in transport.

Working with DfT's Year of Engineering in 2018 provides a great opportunity to showcase the forward looking careers in transport and routes into them.



Next steps

STAT and others will undertake the following next steps as they continue their work this year:

Meeting the demand for skilled people

- STAT will work to update the forecasting model on a regular basis to identify important skills shortages and prioritise areas of focus.
- STAT will use the forecasting model to influence its future work programme and to help educational institutions deliver the capability to meet future needs.
- STAT will carry out a programme of formal engagement with its shared supply chain at all tiers, aimed at improving the capacity and capability to invest in skills.
- DfT will continue to seek opportunities to promote the uptake of apprenticeships among regional and local structures, such as through bidding competitions.
- STAT will continue to drive collaboration on the skills agenda across the transport and logistics sector.
- The STAT diversity leadership group will take forward the following recommendations:
 - mentoring and coaching;
 - tackling unconscious bias; and
 - action to build on the success of 100 Years of Women in Transport.
- And STAT will continue to work with DfE to improve the diversity of apprenticeships, particularly in STEM and digital apprenticeships.

Developing the right quality skills

STAT will -

- Promote the benefits of the Investors in People quality mark for apprentice employers.
- Continue to seek opportunities to promote the uptake of apprenticeships for new entrants as well as upskilling the existing workforce. This includes putting forward recommendations on:
 - driving social mobility through the apprenticeship agenda by providing support to those in areas where opportunities are limited;
 - supporting the drive of apprenticeships through the older workforce such as returners and career changers.
- Monitor delivery of standards and encourage collaboration where we find gaps;
- Support sector skills initiatives such as the Rail Sector Skills Plan and the Highways England Skills Plan.

Securing our future skills

STAT will -

- Continue to support the effective implementation of the Training Alliance.
- Consider and act on the findings and recommendations of the independent further education and higher education reports, with DfT Ministers and industry experts.
- Develop a methodology for effective school engagement, focusing on areas where access to opportunities may be limited.
- Create an online library of resources to support volunteering in schools to promote transport.
- Continue to drive collaboration through Inspire the Future and STEM Learning, encouraging greater uptake of volunteership to primary schools, establishing a target once the methodology is in place.
- Work with DfT on plans for the Year of Engineering to ensure that the transport and in 2018 logistics sector showcases the forward looking careers in the sector, and routes into them.



"The transport sector is delivering on its promise to address the skills challenges we are facing. Apprentices are a vital constituent of the skills required in the future and it is right that the transport sector should be leading work across government."

Mike Brown

Commissioner
Transport for London

