

E&S | EMPLOYMENT AND SKILLS CONVENTION 2022



L&W LEARNING AND WORK INSTITUTE

Thursday 17 November 2022
The Eastside Rooms, Birmingham



@LearnWorkUK
#EmpSkills22

Headline sponsor



Sponsors



Useful information

Registration

Registration will be open from 08:15–16:00. Delegates are requested to wear their name badges at all times during the Convention. If you lose your badge, please visit registration where a new one can be provided.

Catering

If you have informed us of your dietary requirements, please make yourself known to the catering staff. We have provided vegetarian options, but any other special diets will have been pre-prepared and individually named.

Lunch will be served in the Exhibition Area (Affinity 2) and the Foyer between 12.30 and 1.30pm.

There will be a rolling tea/coffee/snacks service provided at the refreshment stations in the Foyer throughout the day.

Exhibition

Please make sure you take the time to meet with our fantastic exhibitors, especially during the scheduled refreshment and lunch breaks throughout the day. You will find a guide to our exhibition on pages 7-9 of this programme.

Toilets and Cloakroom

There are toilets located in the Foyer on the ground floor. A complementary serviced cloakroom is also located in the Foyer. Please refer to the floor-plan on page 3 for details.

Do I need to book to attend a workshop?

If you have not already pre-registered for a specific workshop, you can choose one today. If you have pre-registered but have changed your mind about which workshop you wish to attend, that's fine! Please proceed to whichever workshop you choose at the allotted time.

TIP: Check for amendments to the programme. Should changes occur, we will announce these during the convention.

Emergency Procedure

In the event of an emergency, delegates should make their way quickly and calmly to the nearest exit without collecting their belongings. Delegates should follow the guidance and instructions of the venue staff, and subsequently, the emergency services (if applicable).

Networking Reception

We hope you can join us at the end of the day for our Networking Reception, hosted by West Midlands Combined Authority. This will take place in the Foyer between 4.45 and 5.45pm, giving you one last opportunity to network and mingle!

TIP: Be vigilant to ensure the safety of your property. Neither Learning and Work Institute nor venue staff can accept any personal belongings for safekeeping.



Network: Eastside Rooms Wi-Fi
No password required



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TIP: Speaker presentations and blogs will be available on Learning and Work Institute's website, along with video recordings of the day's keynote speeches and panel discussions. Attendees will be notified when the content is live.

Smoking and e-cigarettes

The venue is a non-smoking venue. You may smoke in the designated areas outside of the venue. Using e-cigarettes or vaping is not permitted inside the venue.

Contents

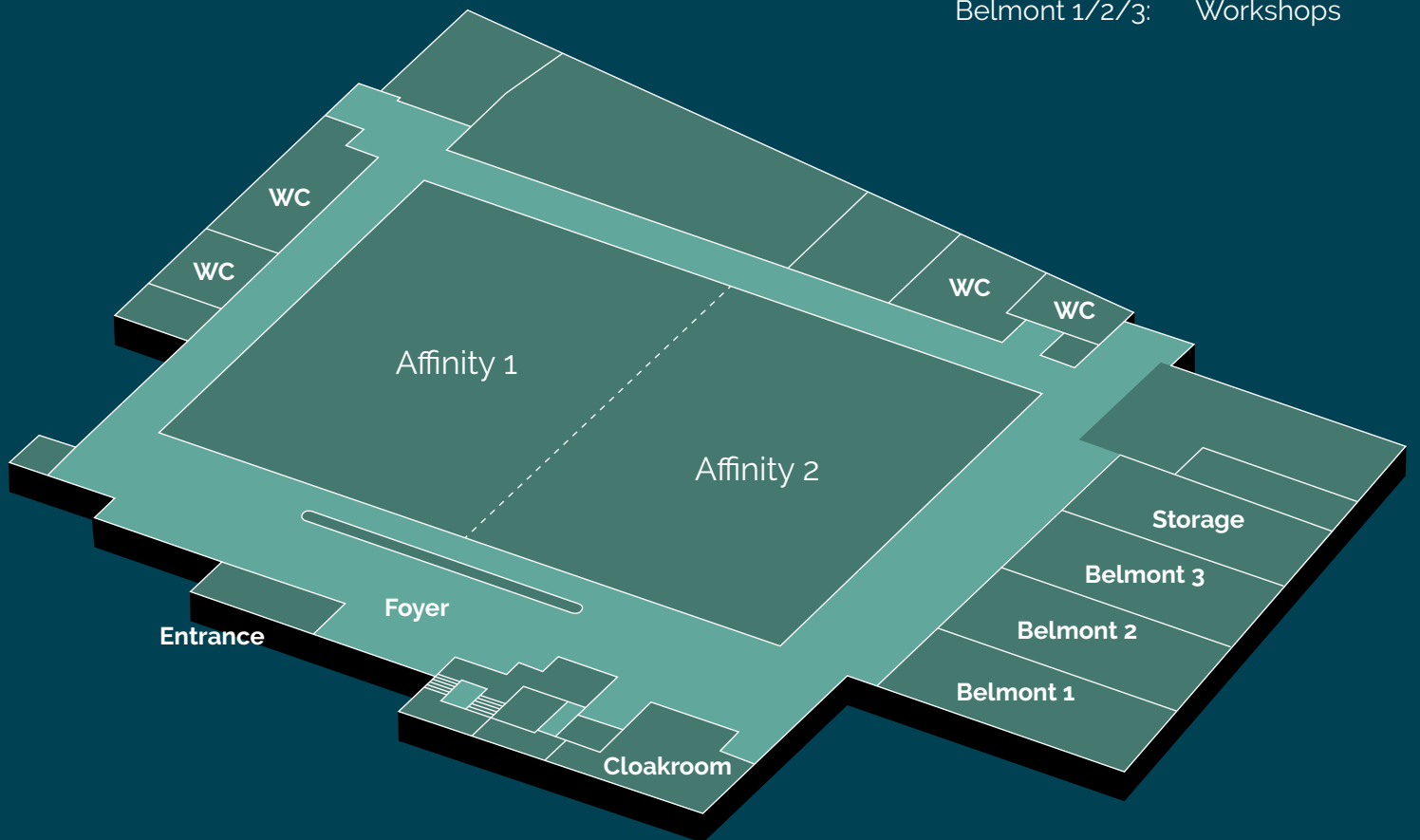
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Floor Plan

- Affinity 1: Main Hall
- Affinity 2: Exhibition Area
- Belmont 1/2/3: Workshops



Registration is in the foyer directly opposite the entrance.



Stephen Evans
Chief Executive,
Learning and
Work Institute

Welcome to the Employment and Skills Convention 2022

It's been three years since our last in-person Employment and Skills Convention, and it's great to have the chance to see each other again.

The pandemic has had a profound effect on our lives and our economy. But thanks to the success of the furlough scheme and the hard work of so many of you, including moving provision online and finding new ways to support people, the impacts on employment were less severe than they might have been.

We now face an unexpected combination of record recruiting but employers struggling to fill all their vacancies; employment rates still below their pre-pandemic levels; and the worst cost of living crisis in decades. Not the in-tray our new Prime Minister will have been hoping for.

But we must play the hand we are dealt. While cost of living support has been provided, many are struggling to make ends meet. Unemployment is low, but significant numbers of over 50s and people with long-term sickness have left the labour market altogether. Employment and skills providers are looking to improve life chances and the potential of our economy, but inflation is eating away at their budgets too.

There's an immediate crisis to tackle but also a long-term necessity to focus on growth, for example:

- Ensuring sufficient **cost of living help for those on the lowest incomes**, alongside investment in insulation and renewable energy for the longer-term, plus better support for people to progress their careers
- **Widening employment support** to engage those out of the labour market and **working with employers** to think about how they recruit and job design. We need this to meet our immediate needs but also to reflect the longer-term trend of an ageing population and benefits of flexible working
- **Improvements in adult skills** particularly to help the one in five adults with low literacy or numeracy, and to support progression up to level 3 and beyond. That would help boost people's life chances and the long-term potential of our economy.

In other words, we need immediate help and a long-term plan.

We have some huge challenges and opportunities to discuss, lots of developments in policy and practice, and opportunities to forge new partnerships.

I hope you enjoy what promises to be a packed day.

S Evans

Programme at a glance

8.00-8.30am	Arrival, registration and exhibition	Affinity 2, Foyer
8.30-9.40am	Breakfast session, delivered by Edge Foundation Skills Shortages and the Future of the Labour Market	Affinity 1
9.40-10.00am	Break and exhibition	Affinity 2
10.00-10.05am	Welcome and introduction Stephen Evans, Chief Executive, Learning and Work Institute	Affinity 1
10.05-10.45am	Keynote: Local leadership for growth and inclusion Andy Street , Mayor of the West Midlands	Affinity 1
10.45-11.15am	Break and exhibition	Affinity 2
11.20am-12pm	Panel: The missing million: the labour market in 2022	Affinity 1
12.00-12.30pm	Keynote: Building a skills nation Rt. Hon. the Lord Blunkett	Affinity 1
12.30-1.30pm	Lunch and exhibition	Affinity 2
1.30-2.30pm	Workshops <ol style="list-style-type: none"> 1. Youth Unemployment: the challenges and opportunities of place-based interventions. <i>Delivered by Youth Futures Foundation</i> 2. Devolution of employment and skills: Joining up support locally 3. Skills revolution or damp squib? <i>Delivered by Clarion Futures</i> 4. Skills for a net zero economy 	Affinity 1 Belmont 1 Belmont 2 Belmont 3
2.30-3.00pm	Refreshment and exhibition	Affinity 2
3.00-3.50pm	Panel: Growing a high skill, high wage economy	Affinity 1
3.50-4.25pm	Keynote: Delivering full and fulfilling employment Alison McGovern MP , Shadow Minister for Employment	Affinity 1
4.25-4.35pm	Closing remarks Stephen Evans, Chief Executive, Learning and Work Institute	Affinity 1
4.35-5.45pm	Networking Reception Hosted by West Midlands Combined Authority	Foyer

A message from our Headline Sponsor

shaw
trust

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YEARS

This year's Employment and Skills Convention comes at a crucial time for our sector, and Shaw Trust is delighted to be its headline sponsor.

Our post Covid labour market, characterised by skills shortages, a participation crisis and striking inequality for many groups of learners and job seekers presents many challenges, but also huge opportunities for us to innovate to ensure great skills and jobs are available to all. This defines Shaw Trust's mission, which we seek to deliver through a 'child to career' approach that joins up education, careers, skills, training and employment support.

This approach is crucial to improve learning and job outcomes for disadvantaged groups, particularly at key transition points in people's lives. I know Stephen Evans and his colleagues, and many of the other sector bodies represented at the Convention, have rightly been very focused on the reform of procurement and delivery of programmes - particularly by DfE and DWP - in order to join up skills and employment support for improved outcomes.

Combined and local authorities are often trailblazers in joining up support to deliver holistic outcomes. This is coherent with Shaw Trust's integrated approach that enables holistic outcomes. I am therefore delighted that we will hear today from West Midlands Mayor, Andy Street. Shaw Trust has an extensive education, careers, skills and employment footprint in Birmingham and the West Midlands region.

We look forward to engaging with many of you at today's Convention and beyond.

Chris Luck CB MBE,
Chief Executive,
Shaw Trust

-  shawtrust.org.uk
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-  shaw-trust



Exhibition Floor Plan



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|------------------|-----------------------------|-----------------------|
| 1. City & Guilds | 6. The Digital College | 10. Learning and Work |
| 2. Beam | 7. ERSA | 11. Twin |
| 3. IEP | 8. Policy in Practice | 12. WMCA |
| 4. Aptem | 9. Youth Futures Foundation | 13. AELP |
| 5. Shaw Trust | | |

Exhibitor Listings



40^{YEARS}

At Shaw Trust, we're determined to help everyone build a foundation for life and find work they can be proud of. We believe that meaningful work can give people a sense of purpose. But we also know that for some of us, it can often feel out of reach.

shawtrust.org.uk

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shaw-trust

We help more than 300,000 people every year by delivering a diverse range of not-for-profit public services focusing on care, education, work and wellbeing. We are one of the UK's largest charities employing more than 3,000 people.

We work with commissioners, employers and other partners to deliver services of the highest quality and lasting social value.



City & Guilds are a global leader in skills development, providing services to training providers, employers, and trainees to meet the needs of today's workplace. The City & Guilds qualifications and apprenticeships are valued by employers across the world, helping individuals develop their talents and abilities for career progression.

www.cityandguilds.com



Beam transforms how the world supports those left behind, through the power of people and technology. Working in partnership with more than 30 local authorities, DWP and leading charities across the UK, we support homeless people, refugees and prison leavers into stable jobs and homes.

Contact Seb Barker, COO partner@beam.org



Intelligent technology®

Aptem software transforms the management of apprenticeships, traineeships, skills and employability solutions. It's a multiple award-winning system that puts compliance, flexibility and efficiency at the heart of your provision. With almost 200 customers and 100,000 daily users, Aptem is the go-to platform for employability and training providers, colleges and universities.

hello@aptem.co.uk 020 7870 1000

/aptem @AptemSolutions



Since our inception in 2009, The Digital College's primary focus is employability within the Welfare to Work (W2W) sector.

Our intervention is unique as it is a series of online, accredited, vocational training courses and qualifications specifically designed for employment programmes and they are delivered 100% online.

Quality of learning is at the heart of everything we do. Our courses are extensively researched by industry experts and subject to rigorous assessment by Ofqual approved accreditation bodies.

www.thedigitalcollege.co.uk



The IEP is the membership body for employability professionals. The IEP is dedicated to supporting the people who support others gain work, progress in work and retain work.

Our purpose is empowering individuals to perform to a professional standard, championing employability as a recognised profession, securing employer recognition and creating a network of opportunity.

Scott Parkin FIEP, Chief Executive.

scott.parkin@iemployability.org

www.myiep.uk @IEPInfo



ERSA is the trade membership body for the employment support sector helping current and future jobseekers gain, sustain and progress in work. Members span private, public and voluntary sectors, ranging from multinationals to specialist charities and social enterprises supporting local communities. ERSA exists to serve the sector and, through the sector, those who use their services.

ersa.org.uk



Families on the lowest incomes have the most complicated finances. Policy in Practice makes government policy simple to understand, using software to give people the clarity and confidence they need to make positive decisions. Our tools enable councils to give proactive support and evidence the impact of their interventions.

Jen Thompson jennifer@policyinpractice.co.uk
 07525537826



Youth Futures Foundation was set up in 2019 to improve the youth employment system and reduce the number of young people not in education, employment or training. As a What Works Centre, we fund, test and evaluate the best frontline delivery and systemic change initiatives, to scale up what we learn nationally, ensuring public money has maximum impact.

www.youthfuturesfoundation.org
info@youthfuturesfoundation.org



Investing over £500m of devolved funding for jobs and skills in the West Midlands. We're developing innovative solutions and delivering better outcomes for residents and businesses. We're seeking to build on this further through our new Trailblazer Devolution Deal and have a range of exciting new policy and delivery roles.

Fiona.Aldridge@wmca.org.uk



We are an independent policy, research and development organisation dedicated to lifelong learning, full employment and inclusion. We research what works, influence policy, develop new ways of thinking, and help implement new approaches. Working with partners, we inspire people to learn and help transform people's experiences of learning and employment. What we do benefits individuals, families, communities and the wider economy.

We want everyone to have an opportunity to realise their ambitions and potential in learning, work and throughout life. We believe a better skilled workforce, in better paid jobs, is good for business, good for the economy, and good for society. We want learning and work to count. Our vision is for a prosperous and fair society in which learning and work provide opportunities for everyone to realise their potential and ambitions throughout life.

enquiries@learningandwork.org.uk
learningandwork.org.uk [LearnWorkUK](https://twitter.com/LearnWorkUK)



Twin's purpose of 27 years is "growing opportunity" - providing training, education and guidance to thousands of people annually. From UK unemployed people in difficult circumstances, to young people seeking a career start, to students from 90 countries worldwide. This diversity has supported Twin stakeholders through times good and bad.

www.twinemployment.com
 020 8269 5770 partners@twinuk.com



The Association of Employment and Learning Providers (AELP) is a national membership body, proudly representing around 800 organisations. AELP members support thousands of businesses and millions of learners in England by delivering a wide range of training, vocational learning and employability programmes.

enquiries@aelp.org.uk 0117 986 5389



Full Programme:

17th November 2022 | Morning

8.00 – 8.30am	Arrival, networking and exhibitions	Foyer, Affinity 2
8.30 – 9.40am	Breakfast Session: Skills Shortages and the Future of the Labour Market The Edge Foundation brings together a panel of expert contributors to their regular Skills Shortages Bulletins to share lessons from recent research and reflect together on what they mean for practice on the ground. Speakers: <ul style="list-style-type: none">• Olly Newton, Executive Director, Edge Foundation• Kat Emms, Senior Education and Policy Researcher, Edge Foundation• Lisa Morrison, Research, NFER• Phil Kenmore, Director Corporate Development & Partnerships, Open University• Laura-Jane Rawlings, CEO, Youth Employment UK• James Norris, Assistant Principal, Commercial Development, Walsall College• Naomi Bates, SEE Business Partner - Education and Careers at Balfour Beatty VINCI	Affinity 1
9.40 – 10.00am	Arrival, networking and exhibition	Affinity 2
10.00 – 10.05am	Welcomes and introductions Stephen Evans, Chief Executive, Learning and Work Institute	Affinity 1
10.05 – 10.45am	Keynote: Local leadership for growth and inclusion Andy Street , Mayor of the West Midlands	Affinity 1
10.45 – 11.15am	Break and exhibition	Affinity 2
11.15 – 12.00pm	Panel: The missing million: the labour market in 2022 This panel will explore the key labour market issues we are facing today, including economic inactivity, meeting demand, and closing the wage gap. Speakers will explore how we can meet current recruitment challenges by expanding employment opportunities and the role of policy and practice in delivering impactful change. Speakers to include: <ul style="list-style-type: none">• Chair: Stephen Evans, Learning and Work Institute• Richard Clifton, Managing Director – Employability, Shaw Trust• Shazia Ejaz, Director of Campaigns, REC• Kim Chaplain, Associate Director for Work, Centre for Ageing Better	Affinity 1
12.00 – 12.30pm	Keynote: Building a skills nation. Rt Hon. The Lord Blunkett	Affinity 1
12.30 – 1.30pm	Lunch and Exhibition	Affinity 2

Clarion Futures – Jobs and Training



Making a difference to transform lives and communities by:

- Helping our customers achieve their aspirations
- Supporting them to become more financially resilient
- Harnessing the potential of our stakeholders and partners for the benefit of our customers and communities.

Find out more about Clarion Futures by visiting:

clarionhg.com/charitable-foundation



Supporting young people from marginalised backgrounds into good jobs

We offer:

- A what works approach to funding and evaluating job support for young people
- Research and resources including the world's largest Youth Employment Evidence and Gap Map, with new research to tackle ethnic disparities coming soon
- A place-based approach to rethinking how youth employment support is delivered

Visit: youthfuturesfoundation.org

youth
futures
FOUNDATION

Building Futures

Since 1878 we have worked with people, organisations and economies to help them identify and develop the skills they need to thrive.

We understand the life changing link between skills development, social mobility, prosperity and success.

Everything we do is focused on developing and delivering high-quality training, qualifications, assessments and credentials that lead to jobs and meet the changing needs of industry.

Find out more
cityandguilds.com



We have **invested** over **£500m** of devolved funding for **jobs and skills** in the **West Midlands**

- Improving skills and qualifications across the region
- Delivering better outcomes for residents and businesses
- Developing innovative solutions to long-standing problems



Find out more
and get involved!

www.wmca.org.uk/emp-conv



West Midlands
Combined Authority

We are seeking to build on this further through our new Trailblazer Devolution Deal.

Our team is expanding with a range of exciting new policy and delivery roles.

Find out more and apply:
wmca.org.uk/careers



Full Programme:

17th November 2022 | Afternoon

1.30 – 2.30pm **Workshop** Affinity 1

1. Youth Unemployment: the challenges and opportunities of place-based interventions

Delivered by Youth Futures Foundation, this workshop will focus on what the challenges and opportunities of place-based approaches to youth unemployment are, and what interventions or policies might best address these. Speakers will focus on what the data tells us about regional disparities and other disparities; how the local youth employment system works for young people; and how interventions like Youth Guarantees and Youth Hubs are making a difference locally.

Speakers:

- Chair: Luke Myer, Research Fellow, IPPR North
- Andrea Barry, Analysis Manager, Youth Futures Foundation
- Jess Evans, Non-Executive Board Member, Youth Futures Foundation
- Gill Bainbridge, Chief Executive, Merseyside Youth Association
- Rob Tabb, Policy Lead: Employment and Skills, Liverpool City Region CA
- Neil Pedersen, Employer Engagement Manager, Young Person's Guarantee, Scottish Government

1.30 – 2.30pm **Workshop** Belmont 1

2. Devolution of employment and skills: Joining up support locally

This workshop will focus on the devolution of skills provision and employment support, with specific interest in local partnerships. With inputs from local and national government, as well as organisations working locally, this session will discuss how effective partnerships can help deliver provision that has lasting impact.

Speakers:

- Chair: Kathryn Jellings, Head of Employment, 3CS
- Deep Khanna, Director of Operations, Twin Training
- Seb Barker, Co-Founder & COO, BEAM
- Clare Boden-Hatton, Director of Operations - Employment and Skills, West Midlands Combined Authority

1.30 – 2.30pm **Workshop** Belmont 2

3. Skills revolution or damp squib?

At this session, sponsored by Clarion Futures, we will look at the funding for adult skills, including employer investment in skills, and discuss how we can ensure that all adults have fair and equal access to upskilling. Speakers will discuss how we can make sure skills provision meets the needs of employers, how to reach potential learners, and what changes we need to see to policy.

Speakers:

- Chair: Jo Pownall, Employment and Training Development Manager, Clarion Futures
- Graham Hasting-Evans, CEO, NOCN
- Simon Ashworth, Director of Policy, AELP
- Bhavina Bharkhada, Head of Policy & Campaigns, MakeUK

1.30 – 2.30pm	Workshop 4. Skills for a net zero economy <p>While the Government has made a concerted effort to push the UK towards its target of net zero carbon emissions by 2050, more needs to be done to equip people with the green skills that employers require. The session will focus on what skills are needed in the labour market to support the UK's transition to a net zero economy.</p> <p>Speakers to include:</p> <ul style="list-style-type: none"> • Chair: Naomi Clayton, Deputy Director, Learning and Work Institute • Emily Jones, Deputy Director, Learning and Work Institute • Louise Murphy, Economist - Young people and skills, Resolution Foundation • Gudrun Cartwright, Climate Action Director, Business in the Community • Sarah Maguire, Social Value Manager, Fusion21 	Belmont 3
2.30 – 3.00pm	Refreshment and exhibition	Affinity 2
3.00 - 3.50pm	Panel: Growing a high skill, high wage economy <p>The final panel discussion of the day will focus on how we can grow our way out of current challenges and create a high skill high wage economy. During this panel, we will explore the future of work and skills and how national policy, employers and organisations can work together.</p> <p>Speakers to include:</p> <ul style="list-style-type: none"> • Chair: Naomi Clayton, Deputy Director, Learning and Work Institute • Patrick Craven, Director of Policy – Strategic Partnerships and Stakeholder Engagement, City and Guilds • Anthony Painter, Director of Policy and External Affairs, Chartered Management Institute • Cath Sleeman, Head of Data Discovery, Nesta 	Affinity 1
3.50 - 4.25pm	Keynote: Delivering full and fulfilling employment. Alison McGovern MP , Shadow Employment Minister	Affinity 1
4.25 - 4.35pm	Closing remarks Stephen Evans, Chief Executive, Learning and Work Institute	Affinity 1
4.35 – 5.45pm	Networking Reception Hosted by West Midlands Combined Authority	Foyer

We are Twin.

Growing opportunity

**is our purpose,
partnering is in our DNA**

Our reputation is built on relationships and results for all stakeholders - from our 25-plus years experience in delivering training and education contracts for the UK government and overseas public sector bodies, similarly supporting tens of thousands of overseas students.

Twin has constantly evolved in the depth and breadth of its offerings, to respond to the changing needs of our stakeholders. To established employment programmes for DWP and DfE (e.g. Restart, NCS - both for Careers and Citizens), also regional (ESFA), local and specialist commissioned programmes, we've added skills bootcamps that target employment trends, overseas Turing and Erasmus experiences for young people, careers skills and coaching for overseas vocational students and Master's graduates from UK universities.

Evolution can involve acquisition. Our recent Twin addition, 3SC, combines expertise in employment, justice and youth programmes, and specialist services for neurodiversity, with support for social impact from the third sector - and we're not finished yet.

If you are looking for a partner to grow opportunity for you and your stakeholders, find us in the main hall or visit twinemployment.com/partner-with-us



Twin



Making Education Relevant

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Festival of Learning

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#FestivalofLearning2023

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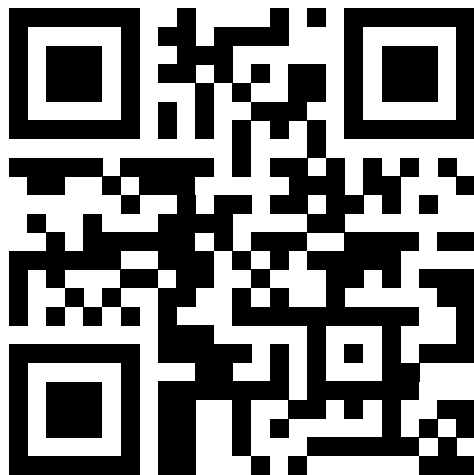


E&S | EMPLOYMENT 2022 | AND SKILLS CONVENTION

On demand content

We have collated a range of content from our sponsors and partners, to showcase the latest in employment and skills provision, support and policy thinking.

Explore the blogs, reports, videos and more by scanning the QR code below.



 @LearnWorkUK  learningandwork.org.uk  enquiries@learningandwork.org.uk

2019 EMPLOYMENT AND SKILLS CONVENTION

Top of the policies

Chair: Joe Draxey, Deputy Director of Research and Development, Learning and Work Institute

Aiden Harper, Researcher, New Economics Foundation; Dr Fiona Aldridge, Director for Policy and Research, Learning and Work Institute; John Cege, Head of Education and Skills Policy, CBI; Anna Thomas, Co-founder and Director, Institute for the Future of Work

L&W LEARNING AND WORK INSTITUTE



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YEARS

We don't just see people for who they are, we see them for who they want to be.

We go above and beyond to help people realise their potential. That's why we accept the risks and challenges other organisations won't, to help those who face the biggest disadvantages.



Find out more about how our work with commissioners, employers and other partners delivers highest quality services and lasting social value.

shawtrust.org.uk

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