

# Changing landscape of Employability Skills



# Meet the Panel



**John Hamilton**

- Head of Business Development
- Gateway Qualifications



**Riza Aparici**

- Partnership Manager
- IEP



**Pat Russell FIEP**

- Chair
- IEP



**Michael Colclough**

- Bid Manager
- SCL Education Group



**Steph Eyre**

- Head of Curriculum
- Northern College for Adults



**Jonty Rooke**

- Board Member
- IEP



# What will we be covering today?

- Introduction to IEP and our partnership
- IEP – What is Employability and Policy Changes
- Employability for 16-19 year olds and SCL's perspective
- Inspiring positive change through adult education
- Landscape and case study
- IEP – The future of Employability
- Q&A

**LEVEL 1**  
**CERTIFICATE IN**  
**EMPLOYABILITY**  
Credits: 13  
Qualification No: 603/4227/4

**LEVEL 2**  
**CERTIFICATE IN**  
**EMPLOYABILITY**  
Credits: 13  
Qualification No: 603/4229/8

## Essentials

Units could include:

- Career Planning
- Searching for a Job
- Interview Skills
- Working Safely

Units could include:

- Introduction to Self-Employment
- Applying for a Job
- Exploring Entrepreneurship
- Customer service skills

## Behaviours

Units could include:

- Conduct at Work
- Time Management
- Communication Skills for Work
- Working with Colleagues
- Self-management skills for work

Units could include:

- Leadership Skills
- Negotiation Skills
- Solving Work-Related Problems
- Setting and Meeting Work-Related Targets

## Environmental

Units could include:

- Taking Personal Responsibility for the Environment
- Community Environment Project
- Environmental Awareness

Units could include:

- Sustainability
- Improving Sustainability in the Workplace

## Neurodiverse

Units could include:

- Skills for Creative Thinkers
- Skills for Reflective Learners
- Skills for Independent Enquirers
- Exploring and Presenting Enterprise Ideas

Units could include:

- Communication Skills for Work
- Working with Colleagues
- Self-management skills for work

## Digital

Units could include:

- Digital Skills for Work
- Social Media for Job Prospecting
- Career Planning
- Exploring and Presenting Enterprise Ideas

Units could include:

- Digital Skills for Work
- Exploring and Presenting Enterprise Ideas
- Solving Work-related Problems

## Youth

Units could include:

- Career Planning
- Digital Skills for Work
- Working with Colleagues
- Conduct at work
- Time Management

Units could include:

- Self-management skills for work
- Skills for Effective Participants
- Making the Most of Work Placement
- Working in a team

## IEP TOP TIP



Develop pathway titles which aim to address the specific needs and concerns of each group, making the pathways more appealing and relevant.

### Lone Parents:

- Balancing Parenthood and Career
- Empowered Parenting and Employment
- Work-Life Harmony for Parents

### Youth Unemployment:

- Youth Career Kickstart
- Future Leaders Program
- Youth Employment Accelerator

### Over 50's:

- Experienced Workforce Integration
- Golden Years Career Path
- Reinventing Your Career

### Ex-Offenders:

- Second Chance Employment
- Rebuilding Careers
- Pathway to Redemption

### Recovery / Addiction:

- Recovery and Employment
- New Beginnings in the Workforce
- Healing and Career Growth

### Neurodiversity:

- Neurodiverse Talent Development
- Inclusive Employment Pathways
- Unlocking Neurodiverse Potential

### Social Isolation:

- Connecting Through Employment
- Building Social Networks at Work
- Community and Career Integration

### Finance / Budgeting / Money Management:

- Financial Independence Through Employment
- Money Management for Career Success
- Budgeting and Employment Skills

### Health and Wellbeing:

- Healthy Work-Life Balance
- Wellbeing and Career Development
- Connecting Health and Employment

[Download the full  
Employability  
Progression  
Pathway](#)



# About The IEP

The Institute of Employability Professionals (IEP) was founded in 2011 and is the only professional membership institute for the Employability profession. We represent our members to key influencers and set the standards for the profession.



***‘Employability professionals everywhere are the best they can be.’***

- 110 member organisations delivering employability, skills, and further education services across the UK and internationally.
- Dedicated to supporting the people who support others gain work, progress in work and retain work.
- Our community spans large corporate employability providers, independent training providers, FE colleges, awarding organisations, local authorities, housing associations, charities, justice, health and community providers.

# How we support Employability Professionals



**QUALITY  
IMPROVEMENT  
FRAMEWORK**



**Learning  
Academy**



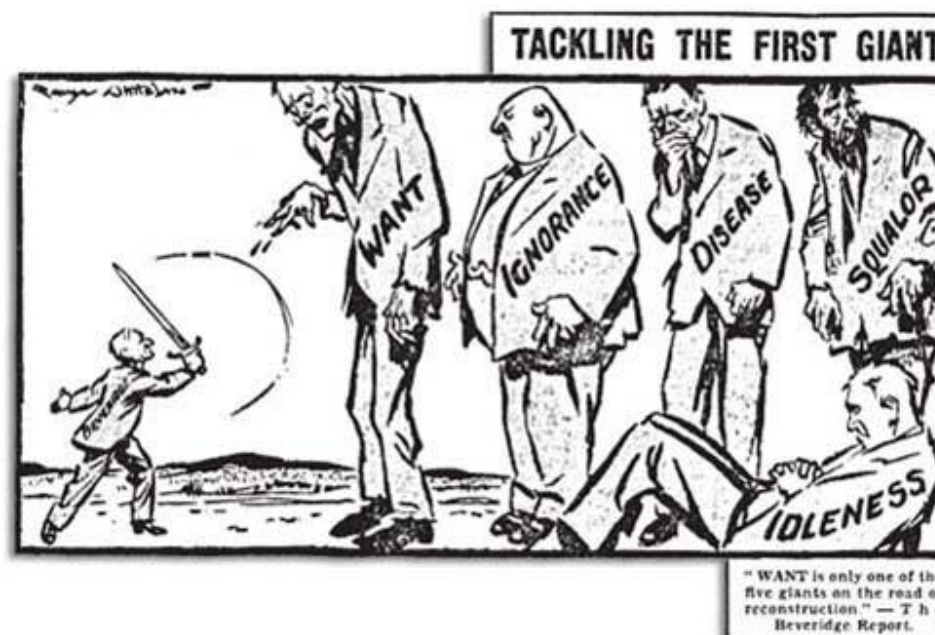
## What is Employability?

Oxford English Dictionary's definition of employability is "the extent to which somebody has the skills, knowledge, attitude, etc. that make them suitable for paid work"

1998 DfEE literature review definition of employability to help inform future policy developments is "about having the capability to gain initial employment, maintain employment and obtain new employment if required"



Exeter Labour Exchange, 1910







Young Fund PeopleScheme  
Experience Youth Job Training Action  
Workshops Jobplan Opportunity Lone  
Programme  
Community Work Enterprise  
Creation New Skillcentre Restart  
Review Parents Deal Jobclubs  
Disabled Search Allowance Musicians TOPS Future



# **EMPLOYABILITY FOR 16-19'S & SCL'S PERSPECTIVE ON EMPLOYABILITY**

MICHAEL COLCLOUGH FIEP

# WHAT MAKE US UNIQUE

OUR VALUES, EMBEDDED IN OUR DNA



## PASSIONATE

PROVIDING A POSITIVE EXPERIENCE WHICH ADDS VALUE TO THE APPRENTICESHIP JOURNEY.



## INSPIRATIONAL

ENCOURAGING APPRENTICES TO ACHIEVE THEIR BEST THROUGH IMPACTFUL RESOURCES AND HIGHLY TRAINED PROFESSIONALS.



## EXCELLENCE

WORKING WITH OUR PARTNERS TO SUPPORT CONTINUOUS IMPROVEMENT ACROSS APPRENTICESHIPS.



## RELIABLE

DELIVERING ON OUR PROMISES FOR A TIMELY AND PROFESSIONAL ASSESSMENT SERVICE.

# OWN BACKGROUND

- 20 years in the sector, 14 years SLT
- IEP Fellow, MA Education, PGCE, BSC Psychology & Sport
- Kindness, empathy, belief
- Charitable – Commercial and Tutor – Operational Leader



# THE SCL WAY

- |          |                      |          |                        |
|----------|----------------------|----------|------------------------|
| <b>1</b> | <b>COMMUNICATION</b> | <b>5</b> | <b>COMPETITIVENESS</b> |
| <b>2</b> | <b>TEAMWORK</b>      | <b>6</b> | <b>PROFESSIONALISM</b> |
| <b>3</b> | <b>RESILIENCE</b>    | <b>7</b> | <b>MOTIVATION</b>      |
| <b>4</b> | <b>COACHABILITY</b>  |          |                        |

# NEET 16-19

## PRE-COVID AGE

- Traditional Youth Work programmes
- Detached Youth Work
- NCS
- Traineeships
- Kick Start
- Family Learning Programmes

## POST-COVID

- Lack of, or lack of awareness in, Youth Work based Initiatives
- Digital age and remote engagement (however digital poverty is a real barrier to many). How can we ensure to engage through virtual classrooms and provide access to digital resources?
- No Traineeships, short programmes with employers, pre-apprenticeship options
- Short funding cycles : ESF and SPF had a good mentoring service, but sudden ends. Is this changing? Trailblazers, Connect to Work...
- QAR focus for many, NEETS can impact achievement rates, for example with Functional Skills. Willing to take this rate in overall data?

# EMPLOYERS



## ATTITUDE

The number one focus for entry level jobs



## IN-WORK SUPPORT

Employers to support and work with providers, do not end contracts at the first chance



## REALISTIC EXPECTATIONS

Give young people a chance, do not judge from 'first impressions'



## BELIEF

Believe in the young people, have a mindset that they can succeed



## PERSONALISE

Know young people, what are their barriers, struggles, passions, and strengths – how can you stretch to 'Self-Actualisation'

# HOLISTIC APPROACH







# THANK YOU



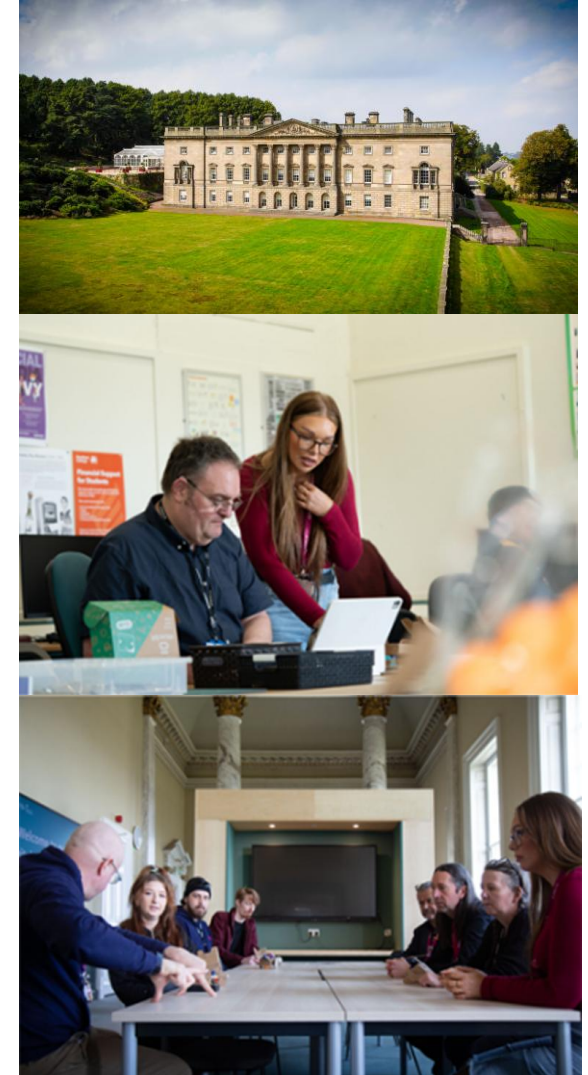
Northern College

# Northern College

## Inspiring positive change through adult education

# About Northern College

- The only residential College for adults aged 19+ in the North.
- Immersive learning experience through unique onsite accommodation.
- Supports learners across South and West Yorkshire
- Tailored pathways addressing local skills gaps
- Focused support for adults facing barriers to education, including:
  - Long-term ill-health
  - Negative pre-16 education experiences
  - Redundancy and social inactivity
- Holistic wraparound support fostering an inclusive learning culture



# Barriers to Education Then vs Now

## **Three years ago:**

Digital Exclusion  
Health Concerns  
Childcare and Caring Responsibilities  
Financial Instability  
Confidence and Motivation  
Limited Outreach

## **Currently:**

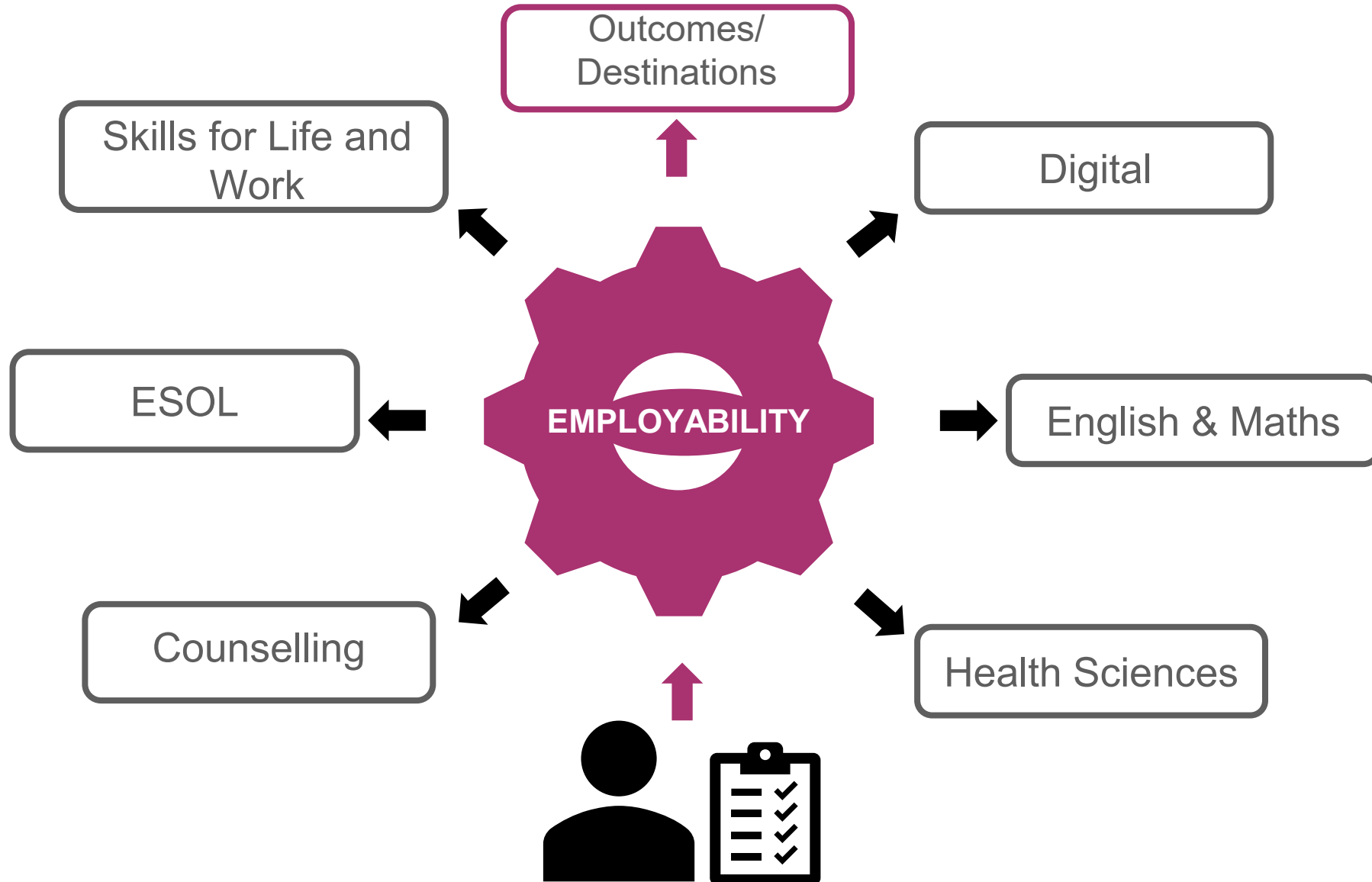
Cost of Living Crisis  
Mental Health Challenges  
Language Barriers  
Employment Pressures  
Complex Life Transitions  
Demand for flexible learning opportunities

**Curriculum programmes are continuously evolving to provide flexible, personalised learning that addresses adult learners' complex life demands.**

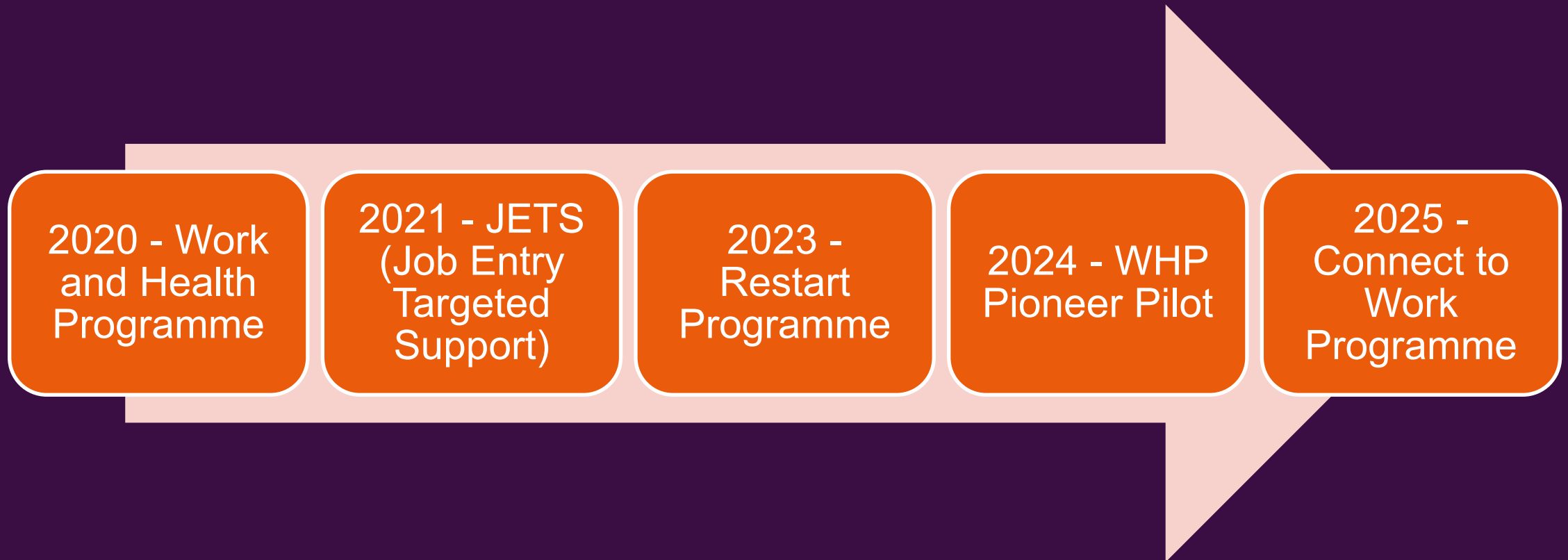




# Employability at Northern College



# Employability Background

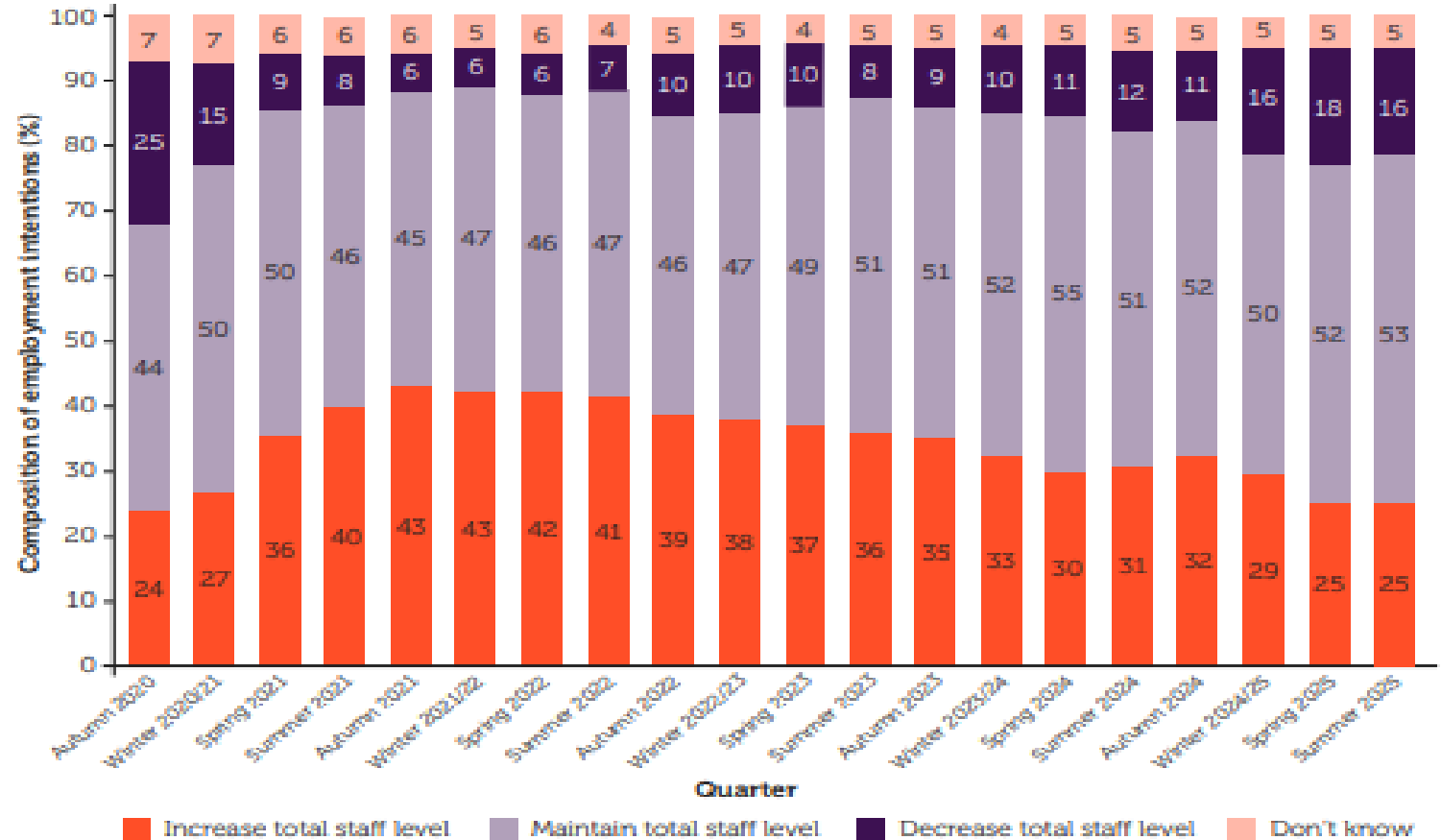


# Landscape

The net employment balance, the difference between employers expecting there will be an increase in staff levels and those expecting there will be a decrease in staff levels in the next three months has remained stable this quarter at +9.

This, however, remains an unprecedented low, having fallen to +8 last quarter – the lowest figure on record apart from during the first year of the pandemic

CIPD Labour Market Outlook Summer 2025



Base: summer 2025, all employers (n=2,018).

# Connect to Work

1. People with disabilities/disadvantages contribute positively to the workplace
2. They deserve real jobs with fair wages, equal terms, goal alignment, valued roles, and safe, standard hours
3. Supported employment adheres to a "zero rejection" philosophy: everyone who wants to work, can work, with the right job and support
4. It uses a 'place, train, maintain' approach, not a work-readiness model
5. Job search begins early
6. Individuals choose and control their career paths; support is individualized, assuming successful employability
7. Strong partnerships exist between the individual, family, employers, community, and supported employment provider
8. Individuals are supported to be full, active members of their workforces and communities, socially and economically
9. Support services acknowledge employers as customers with their own needs
10. Supported employment uses Social Role Valorisation, recognizing employment's value and its potential to reverse societal devaluation
11. It uses the social model of disability, addressing societal barriers to employment
12. Supported employment fosters career development through training and increased responsibility

- BASE Underpinning Values of Supported Employment

**CONNECT TO WORK**  
Funded by **UK Government**



# Case Study

## Retrofit Coordinator:

- Manages energy efficiency projects, ensuring PAS 2035 compliance

## Retrofit Technical Solutions Advisor:

- Provides technical guidance for project delivery

## Project Manager:

- Oversees investment programs, including retrofit projects, with planned works experience

## Community Engagement Officer:

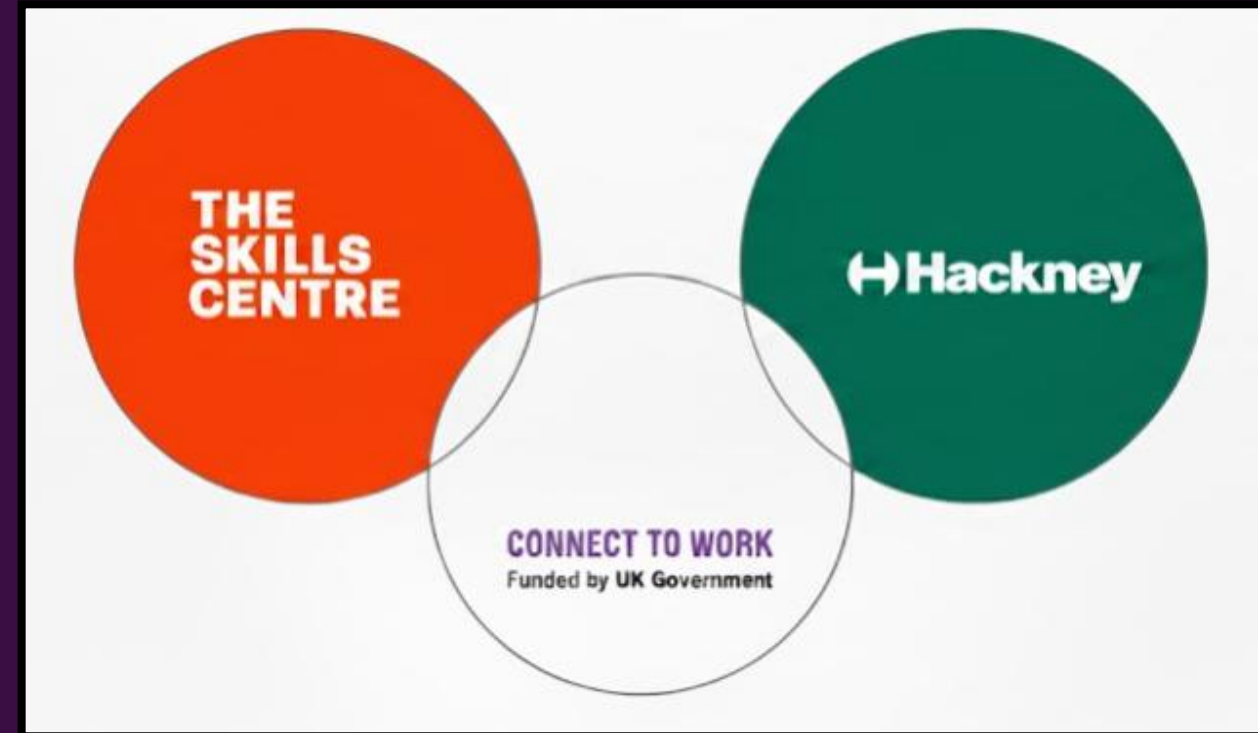
- Promotes retrofit measures to residents via events, workshops, and peer support

## Energy Assessor:

- Conducts energy assessments, potentially using retrofit tools/software

## Resident Liaison Officer:

- Ensures home maintenance and standard compliance during retrofit projects





# RESTART SCHEME

**Getting Britain Working:**  
Biggest shake-up of  
Jobcentres in decades  
gets underway

## CONNECT TO WORK

A programme designed  
to help those with  
disabilities, long-term  
health conditions,  
or from  
disadvantaged  
backgrounds,  
into good,  
secure jobs



**il**



**THE  
EMPLOYABILITY ESSENTIALS  
WORKSHOPS**

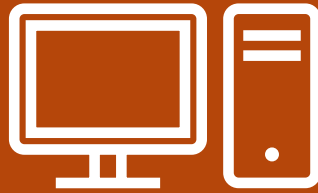
IEP CPD TRAINING



Skills England



# Any Questions?



# Business Development



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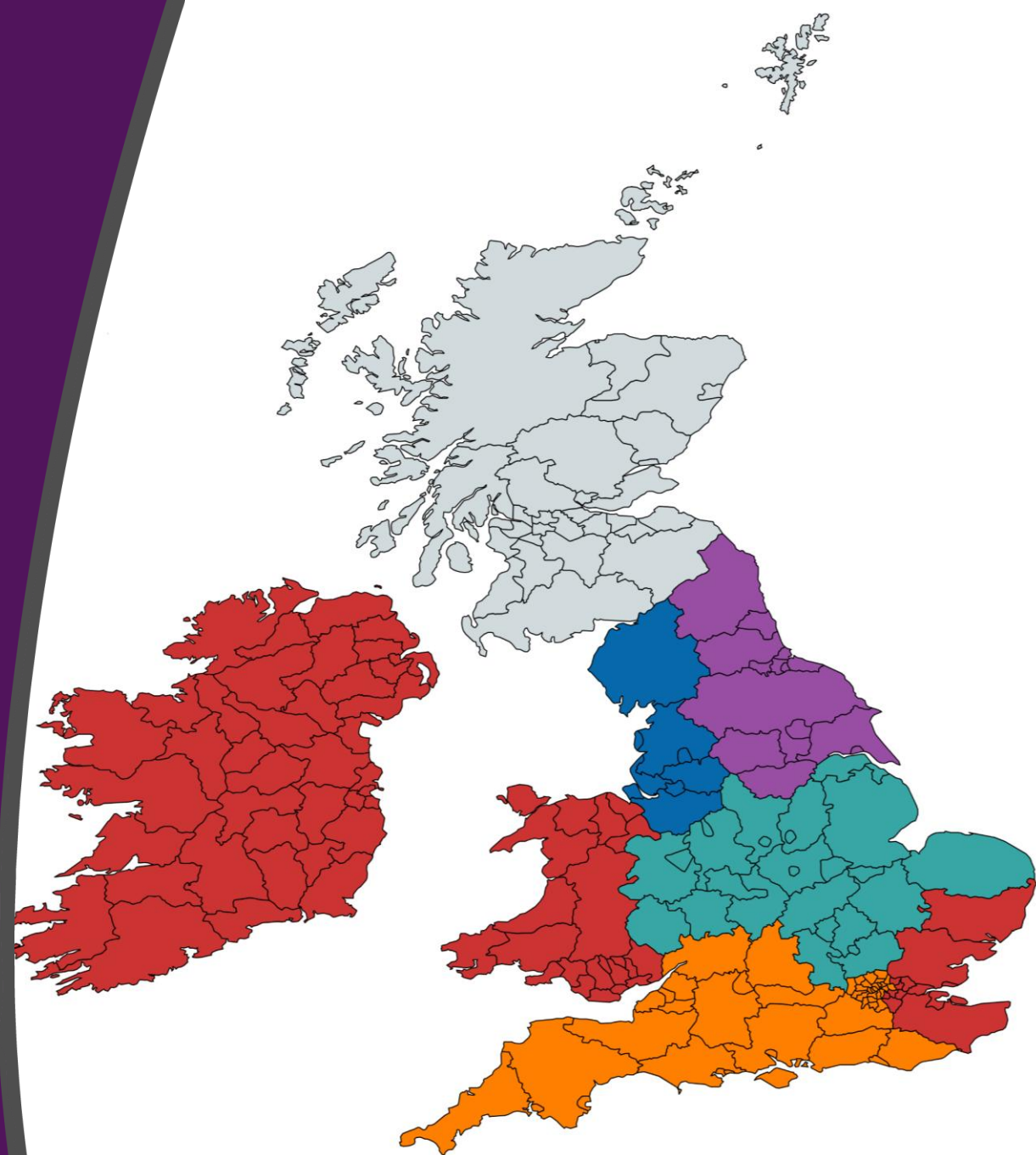
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LEARNER OF THE YEAR  
**FAB 2024 AWARDS**  
AWARD WINNER



QUALIFICATION OF THE YEAR  
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