

**MINUTES OF THE 14th
COGENT SSC/NATIONAL SKILLS ACADEMY NUCLEAR ADVISORY COUNCIL
TUESDAY 23 NOVEMBER 2010
DARESURY INNOVATION CAMPUS**

1. INTRODUCTION AND WELCOME

Neil Farley chaired the meeting and welcomed those attending. John Male had apologised that he could not Chair this meeting and had thanked Neil Farley for taking on this role. Members of the Council attending are noted at Annex A.

The Chairman noted that the main item on the Agenda was to consider future meetings of the Nuclear Advisory Council under Agenda item 7.

2. REPORT OF PREVIOUS MEETING & ACTIONS

The minutes of the 13th meeting were accepted without comment. Actions arising were:

Action 13/1 – All to provide feedback on the Cogent Skills Match Tool. John Holton noted that some companies were now using the Job Contexts to benchmark the competences required for roles within their company. The Skills Match Tool could assist in this mapping of Competences and qualifications. It was noted that the Skills Match Tool did not provide information on or signposting of Training Provision, this information was available via the Nuclear Skills Passport.

Action 13/2 – Women in Work. The current funding ends in February 2011. There is funding left for around 20 places but any new bids must complete training and assessment by end Feb 2011. Further funding for this project was being pursued.

3. LABOUR MARKET INTELLIGENCE UPDATE

CS updated the NAC on the Cogent Nuclear Industry Labour Market Intelligence (LMI) programme. It was noted that since the last meeting a Nuclear Energy Skills Alliance had been formed to take forward the recommendations of the 'Next Generation' new build report. This group, chaired by Jean Llewellyn of the Skills Academy included Cogent, ECITB, CITB, SEMTA, DECC and BIS. The work of this group was reported to the Nuclear Development Forum Chaired by SofS DECC.

The third report in the Nuclear LMI series detailing Defence Nuclear LMI would be issued by the end of this year.

CS briefed on the Skills Oracle project, an on-line survey of the stock and flow of skills across the Cogent sector. The 2010 survey questionnaire had been distributed and some questions had been amended to provide more useful information for the respondents. It was realised that in some instances that this added to the time to

complete the survey. It was noted that the 2010 Survey completion date had been extended to mid-December to allow respondents more time to complete. It was generally agreed that early summer would be a better time to distribute the Oracle Survey, rather than later in the calendar year. BC asked if previous years responses could be fed back to ensure consistent responses. Whilst the Company Benchmark report was provided, the exact responses were only available in computer code because of the Software being used.

4. Nuclear Skills Passport Update

JM gave an update on the Nuclear Skills Passport (NSP) pilot project and the roll-out programme, details in the attached Skills Academy presentation. The lessons learnt from the NSP pilot project were summarised in the presentation on the Cogent NAC Website (<http://www.cogent-ssc.com/industry/nuclear/NAC.php>) and also via the Skills Academy NSP website (<http://www.nuclear.nsacademy.co.uk/services/nuclear-skills-passport>). It was noted that the NII were supportive of the Nuclear Skills Passport and were preparing a position paper for distribution.

CS briefed on the Job Context development programme and the linkage through the Nuclear Industry Training Framework to the Nuclear Skills Passport. Details are in the presentation on the Cogent NAC Website (<http://www.cogent-ssc.com/industry/nuclear/NAC.php>). For the Construction Job Contexts a group had been considering the Triple Bar to ensure that it reflected the large number of construction workers on New Build Sites which, whilst they would be Nuclear Licensed Sites, would not contain a radiation hazard until fuel arrived on-site. This will result in two versions of the Triple Bar, one for existing sites and one for New Build Sites up to Core delivery.

5. Higher Education

Caroline Sudworth gave an update on the Nuclear Island Constructionarium project, which will provide simulated construction experience to Undergraduates and FE College students, including nuclear safety considerations. It is intended to expand the concept to include M&E students. An employer event and a Training/Education Provider event had been held and the next step would be to further develop funding mechanisms and to arrange a site visit to take this project through to delivery. Further details are available at http://www.cogent-ssc.com/Higher_level_skills/ni_index.php

Alli Hunt updated the NAC on the Nuclear Engineering Foundation Degree. Employer and Provider events had been held to clarify the Step-on and Step-off points between HNCs and Foundation Degrees. UCLan were now working on compatible HNC and FD modules to enable this flexibility via a 18 month HNC programme followed by a further 18 month programme to lead to the award of an FD. This was considered to be a good example of meeting Employers and Employees requirements.

JM briefed on the Certificate of Nuclear Professionalism which was now progressing though a pilot project. Further details are in the attached Skills Academy Presentation and at <http://www.nuclear.nsacademy.co.uk/services/certificate-nuclear-professionalism>

6. Funded Programmes

CS briefed that the Joint Investment Programme bid for nuclear had not been successful but the recent BIS Skills For Sustainable Growth paper may provide further

opportunities. Full details are available at <http://www.bis.gov.uk/assets/biscore/further-education-skills/docs/s/10-1273-skills-for-sustainable-growth-strategy-summary> and a summary of key points is at Annex B.

7. Nuclear Advisory Council Future

It was noted that the NAC was instituted as a forum open to all stakeholders when Cogent was first licensed to represent the Nuclear Industry and assist in development of policy. The NAC was made a joint Cogent/National Skills Academy Nuclear Advisory Council approximately 2 years ago. 18 months ago the role of the NAC was reviewed and it was concluded that Cogent's Nuclear Employer Steering Group and the Skills Academy Board were the fora developing policy but that the NAC still provided a useful communication forum. However, it was agreed that the frequency of meetings should be increased to biennial and it should be aligned to a Skills Academy Regional Steering Group to maximise opportunities for stakeholders to attend. Since then membership of the Skills Academy Regional Steering Groups has expanded and the Cogent Nuclear Industry Skills Standards Advisory Group has been established. The NAC agenda has therefore become a communication forum, duplicating the subjects covered by these other fora with no additional value through development of strategy or undertaking further development work. It was agreed that the NAC could be disestablished although it was suggested that a nuclear skills forum could be aligned to the annual Cogent/Skills Academy Awards Dinner.

It was agreed that this would be last meeting of the Nuclear Advisory Council.

8. Any Other Business

The only AOB was a note regarding the Nuclear Skills Dinner on 11 March 2011 – see http://www.cogent-ssc.com/Nuclear_Dinner/index.php

There being no other AOB, Neil Farley thanked those attending and to those who had supported Cogent and the Skills Academy via previous NAC meetings.

**Attendee List: Nuclear Advisory Council
Tuesday 23 November 2010**

Neil Farley	Westinghouse Springfields	Chairman
Bill Collard	Magnox	
Nigel Couzens	NDA	
Iain Cran	Rolls Royce	
Andy Stevens	MOD	
Ian Wilson	RSRL	
Barbara Hale	Trades Union Congress	
Mark Tippett	Horizon	
Tony Rigby	NNL	
Julie Maykels	National Skills Academy Nuclear	
Alli Hunt	National Skills Academy Nuclear	
John Holton	Cogent SSC	
Caroline Sudworth	Cogent SSC	
Clive Smith	Cogent SSC	Secretary

Skills for Sustainable Growth, BIS November 2010*Summary of key points from the Skills Strategy:*

- We will expand the numbers of adult Apprenticeships available by up to 75,000 by
- 2014-15
- We will reshape Apprenticeships so Level 3 becomes the level to which learners and employers aspire
- We will ensure there are clear routes from Apprenticeships to higher level training including, but not exclusively, Level 4 Apprenticeships
- We will ensure that vocational qualifications reflect the changing needs of employers
- We will reduce the reliance of some sectors of our economy on migration to fill jobs
- We will support employers in addressing their skills needs through a new growth and innovation fund of up to £50 million
- We will provide some co-funding for training at Level 2 delivered in small and medium sized companies
- We will encourage more widespread teaching on entrepreneurial skills
- We will ensure those who have left school without basic literacy and numeracy have access to state funded training and we will make that training more effective
- We will provide state funding for targeted provision for people on active benefits: Jobseekers Allowance or Employment Support Allowance (work related activity group)
- We will reinvigorate and reform informal adult and community learning to support the development of the Big Society, engage disadvantaged people and create progression routes for people who want to move on to formal learning, ensuring that all groups can benefit
- We will provide grant funding for training for young people to help them move from education into work
- We will consult on a simplified learner support offer
- We will introduce government-backed loans from 2013/14 to help people finance intermediate and higher-level qualifications
- We will offer every adult a Lifelong Learning Account bringing together information about available grant funding and learning opportunities as well as access to new government-backed loans
- We are establishing an all-age careers service providing high quality, professional careers guidance to young people and adults, with intensive support available for those with greatest need
- A reformed UK Commission for Employment and Skills will provide inspirational leadership to employers on how to get the best from their workforces
- We will support initiatives taken by employers to build modern high-performing workplaces
- We will no longer impose top down skills targets.
- We will streamline the organisational landscape
- We will simplify systems and processes with a much simpler funding system and, where appropriate, greater alignment across pre- and post-19 systems
- We will remove regulations to free colleges to deliver for their local communities
- We will act decisively to tackle unacceptable performance

Key Sections:

Principles:

We have not shied away from the difficult decisions about the use of public funds or the need to radically reform the system we inherited. And we will not chop and change our strategy every five minutes creating confusion in the sector and demoralising its workforce. The strategy will guide the Government's reform of adult learning and skills over the remainder of this Parliament and point the way towards growth in the longer term. Those plans are founded on three principles.

- The first is fairness.
- The second is responsibility..
- The final principle is freedom.

Context:

We need a more competitive, rebalanced economy, which is environmentally sound and resource efficient, and we need to reduce the deficit. Approximately 80% of the people who will be in the workforce in 2020 have already left compulsory education². If we are to achieve a world-class skills base we need to increase the level of their skills and meet the demands of our economy.

We must abandon a culture of bureaucratic central planning and regulatory control. For too long, the skills system has been micromanaged from the centre, with Government setting targets for the number and type of qualifications that ought to be delivered, and with learners and colleges following funding, rather than colleges responding to the needs of employers and the choices of learners.

We will prioritise funding support for learners with very low levels of skills or the disadvantaged, while there will be an expectation that learners and employers will co-invest alongside Government in meeting the costs of intermediate and higher level training courses from which they will derive private benefits.

IAG & Careers

We will improve both the quality of information available about skills and make it easier to access through the new all-age careers service. We will offer every individual adult undertaking learning a Lifelong Learning Account, while employers will work alongside Government and a re-modelled **UK Commission for Employment and Skills** identifying and increase investment in the skills they need.

We will continue to support unionlearn, the TUC's learning and skills organisation, in building on the impressive track record of unions and Union Learning Representatives. Unionlearn has played a major role in promoting formal and informal learning in workplaces and wider communities, especially in reaching out to those who are poorly qualified and most in need of support. We would like unionlearn to play a greater role in promoting Apprenticeships to disadvantaged groups in the workplace and to employers that have not trained apprentices before and will support Union Learning Representatives to play a more active role in helping individuals in the workplace to access careers information and advice.

Funding & Loans

We will..... continue to fully fund training for young people (19 up to 24) without a first full Level 2 and 3 qualification to support them in making the transition from education to work. We will introduce new FE loans, from 2013/14, to help people access the funds they need to gain intermediate and higher-level skills. These loans will be supported by Government and repayment will be dependent on borrowers earning above a certain threshold.

We will (therefore) support people on active benefits (Jobseekers Allowance and Employment Support Allowance (work related activity group)) to access state subsidised, accredited and labour market relevant training. This could be single units from the QCF or full qualifications, depending on

what the individual needs to help them obtain work. Training providers and the Next Step service will give impartial information, advice and guidance to help the unemployed person find the training that will best support their employment and career goals, taking into account their employability and basic literacy and numeracy skills as well as technical, job-specific skills that they may need.

Individual Learning Accounts (ILAs)

We will offer every adult a Lifelong Learning Account. This will provide access to the new FE student loans and other forms of financial support for learning, such as an enhanced discretionary learner support fund; and allow adults to signal where they have demands which the market is not meeting. We will also establish a new all-age careers service, providing clear and transparent information to all learners about the options open to them and the benefits of particular training. Lifelong Learning Account holders will be able to access the service alongside the personalised information in their account.

Improving FE

The further education and skills landscape is overcrowded, costly, and requires colleges and providers to interact with too many intermediary bodies each with their own superstructures. This gets in the way of flexibility, innovation and efficiency. It inhibits the needs of learners, employers and communities and there is room for significant simplification.

We will increase competition between training providers to encourage greater diversity of provision, including, for instance, FE colleges offering more Higher Education courses. This, together with empowering learners by providing better information on quality and tackling poor performance, will drive up standards. A high quality further education sector is at the heart of our skills strategy. As learners and employers take greater roles in the system, the quality of their experience must improve. As part of our commitment to drive up quality and enable choice and in line with our reforms for Schools and Academies, we will act decisively, closing failing colleges. We will ensure that provision is delivered by an excellent education provider, and that training provision for learners and employers is secured. New providers and their strategic leaders could be drawn from groups of employers, quality independent training providers and other employer-led organisations. We will publish further details of this approach in spring 2011.

We will also seek to reduce the bureaucracy and costs associated with colleges and other providers purchasing qualifications. This may be achieved by developing improved procurement support and guidance and a procurement framework mechanism through which the sector can buy services from Awarding Organisations from an agreed service catalogue. We will also support the college sector to consider the feasibility of developing its own awarding capability. There is also potential for more streamlined recognition from Awarding Organisations so that colleges do not need to submit for additional recognition when they engage other Awarding Organisations and can be more selective about the services they wish to purchase.

Apprenticeships:

Apprenticeships are at the heart of the system that we will build. We will expand the numbers of adult Apprenticeships available by up to 75,000 by 2014- 15, leading to more than 200,000 people starting an Apprenticeship each year.

As an advanced economy needs advanced skills, we will reshape Apprenticeships so that technician level - Level 3 - becomes the level to which learners and employers aspire. To widen access, there will be clear progression routes from Level 3 Apprenticeships to higher level skills, including Level 4 Apprenticeships or higher education. We will work with **Sector Skills Councils** and the **UK Commission** to ensure the frameworks (based on a new statutory arrangement to ensure a consistent standard) offer high-quality, economically-relevant provision. We will also ask the **Sector Skills Councils** to work together to ensure that programmes are developed that cut across sectoral boundaries.

An Apprenticeship will also provide the foundation for further learning at higher levels including, but not exclusively, Level 4 Apprenticeships. Given the growing evidence that entry points for many careers are

shifting upwards, we will ask **Sector Skills Councils** to ensure that Apprenticeship frameworks reflect these changing demands. They will need to work closely with employers, further education colleges, other providers, universities and professional associations to ensure that there are clear ladders of progression so employers and apprentices can more easily understand and access higher level skills opportunities. This is likely to mean colleges, providers and universities offering more flexible provision to meet the needs of these learners. But we recognise that smaller firms have been discouraged by the administration and the costs and risks of employing apprentices. Group Training Associations help spread these costs and risks and create new jobs and training opportunities allowing smaller businesses to offer training opportunities to apprentices. Similarly we welcome the support of larger companies that train more apprentices than they need in the expectation that they will find jobs with the smaller businesses in their supply chain.

QCF:

The Qualifications and Credit Framework, developed with business to meet the needs of business, will allow individuals and employers to access units of training that meet their specific needs. **Sector Skills Councils** will act for businesses in regularly updating national occupational standards, and we will expect qualification awarding bodies to take these standards into account as they update and introduce their vocational qualifications. We will use the new flexibilities that the QCF gives us to help ensure that learners can develop the skills they need and employers value and can progress with their learning. We will look to each **Sector Skills Council** to keep its National Occupational Standards up to date and to contribute to the development of appropriate qualifications to meet each sector's needs. Meanwhile the qualifications regulator, Ofqual, will hold each awarding organisation to account for its qualifications being fit for purpose and meeting the needs of users such as industry and higher education.

Professional Standards & Occupational Licensing and Growth Innovation Fund

The introduction, with the agreement of industry, of professional standards to increase skills in a sector or occupation, can support skills development and protect consumers. We will establish a new Growth and Innovation Fund to support employers to be more ambitious about raising skills in their sectors and to promote workplace practices that will lead to better development and deployment of workplace knowledge and skills. The Government will contribute up to £50 million per year with businesses co-funding training costs covered by the Fund. The Fund will pump-prime and pilot new initiatives developed by businesses to increase the contribution skills makes to growth in their sectors. It will give early priority to those looking to raise skill levels and business performance through the introduction of new professional standards, including occupational licensing and the uptake of Apprenticeships. The Fund's investments will be time-limited. They will support initial start-up costs and risks in testing and piloting new initiatives, and they will be linked to outcomes. We expect that **Sector Skills Councils** will be well placed to bid and increasingly we will expect their funding from Government to come through support for specific projects, but the Fund will be open to other sectoral and cross-sectoral employer groups. We will not tell employers what they should do, but instead support them in implementing proposals they make to raise their game on skills. For instance, we know that in some sectors of the economy employers favour new professional standards, including occupational licensing and training levies.

We believe that in some sectors there is a continuing role for formal licensing or standards based requirements in industries and occupations where there is a clear consumer protection or other public interest. We also want to encourage a wider set of industries and professional bodies to consider where the introduction of clear professional standards will benefit an industry and its competitiveness. For example, a number of sectors, including **nuclear** and IT, have introduced **skills passport** schemes to drive standards in industry training.

We also believe there is also a role for statutory and voluntary training levies or other collective arrangements, where employers have identified the need for collective action on skills and consensus can be secured within an industry. Levy schemes in the construction and engineering construction sectors,

supported by a majority of employers, have had a positive effect on skills investment in those industries. **The UK Commission** has mapped out the different tools that sectors might want to use to raise their skills ambitions. We are investigating the scope for introducing professional standards and levy-based arrangements on a voluntary basis as a means of ensuring the skills system delivers a ready supply of the skills employers need. Government Departments, **Sector Skills Councils** and employers will work together to develop specific options in the social care and hospitality industries, and will also consider whether similar approaches might apply in other migration-reliant sectors and occupations.

SMEs and Leadership & Management

For small and medium enterprises, we will continue to support the development of leadership and management skills as a key to allowing these companies to grow and make full use of their workforce, and we will provide co-funding for some Level 2 qualifications delivered in small and medium enterprises. We will also be prepared to co-fund training programmes in new or rapidly changing parts of the economy, for example to meet skills needs arising from the transition to a low-carbon economy. We will therefore continue to provide the SME Leadership and Management development grant but from April 2011 we will prioritise support for small and medium sized businesses that demonstrate a potential for growth. This grant will complement other support available to small and medium sized enterprises to support growth through the Business Improvement Programme. Small and medium sized high growth businesses will be able to access in depth information about skills through new Growth Hubs. These will provide strategic advice, coaching and mentoring and access to other publicly and privately funded business support.

Leitch:

We are committed to the Leitch ambition of developing a world-class skills base, but we will abolish the Leitch targets and the machinery of centralised control set up to meet them.

UKCES & High Performance Working Practices & Investors in People:

We will change the focus of the **UK Commission for Employment and Skills** to become a true vehicle for economic growth and social partnership, with employers, trade unions and others coming together to give effective leadership to business on skills we want employers, employees, employee representatives and others to work together to create modern high-performing workplaces where skills are valued and fully used and where everyone is encouraged to give of their best for the good of the enterprise.

During 2011 we will work with employers, employer bodies, the TUC, ACAS, Business in the Community (BITC), the National Enterprise Academy, and the Chartered Institute of Personnel Development (CIPD) to develop a new framework to support better leadership and management, and help employers develop greater employee commitment and nurture and make better use of the talents, knowledge, innovation and creativity within their businesses. We will review the current range of policies and frameworks to ensure they support the development of good workplace relations, productivity and innovation.

We will ask the **UK Commissioners** to work with leading employers, **Sector Skills Councils**, trade unions and other representatives of workers to develop a pledge setting out their commitments to work together to create high performance workplaces. The new pledge, which will replace the Skills Pledge, will include a number of core commitments together with specific commitments decided by each sector. Core commitments, which will be agreed with the **UK Commissioners**, may include action on leadership and management, engagement with employees, investing in skills especially for those with the lowest levels at present and increasing the number of Apprenticeships. Employers in each sector will be encouraged to agree workplace commitments in support of the sector pledge.

The **UK Commission for Employment and Skills** will work with employers, **Sector Skills Councils**, ACAS, CIPD, CBI and the TUC to develop a new ambitious strategy for Investors in People in 2011. This will include repositioning Investors in People so that it becomes the improvement tool of choice for businesses wishing to grow through smarter acquisition and use of skills and through joint enterprise

between employers and the employed. The process will be simplified and the new offer will be based around the specific needs of sectors.

SSCs:

Sector Skills Councils remain an excellent means for employers to lead and influence change, giving to the **UK Commission on Employment and Skills**, which oversees the network, an ability to reach into different sectors of the economy. **Sector Skills Councils** are already implementing innovative solutions to improve the commitment of employers to skills and this will be their core role in future. As set out above, we will continue to look to **Sector Skills Councils** to ensure that Apprenticeship frameworks and national occupational standards are updated to meet the needs of employers and employees in the face of new market conditions and increasing competition. We expect that **Sector Skills Councils** will also be well placed to bring forward proposals for professional standards to the Growth and Innovation Fund and to feed in information to the Next Step programme about careers options and the qualifications needed for a career in each sector.

NSAs:

National skills academies will also continue to form an integral part of support to sectors as specialist, employer-led delivery organisations, many of them as subsidiaries and delivery arms. of their **Sector Skills Councils**, working through networks of selected specialist providers to develop and deliver tailored skills to meet employers' needs and to stimulate increased employer investment. For example, **national skills academies** can play a significant role in delivering training to support professional standards. And they have already demonstrated that they can become sustainable, responsive organisations which are independent of government and capable of becoming self-financing within 3 years. The first eight **national skills academies** have levered in £58 million of employer investment in skills and, across the network, are expected to bring in over £80 million from employers by end 2010-11 including capital funding to improve training facilities. We will look further with the profession at how to create the conditions to encourage flexible and innovative approaches to teaching and learning, which are cost-effective, responsive to employer and learner needs, and make full use of the potential of technology. In specialist areas of provision employer-led **National Skills Academies** can help spread good practice.

Employer Signposting

Information for employers will also be reformed, with a simpler, integrated source of online support. The current range of skills websites will be brought together into a single improved online channel, Businesslink.gov, backed by a national call centre to provide telephone assistance for those businesses without internet access or requiring further assistance. The Businesslink site will present information on skills in one place making it easier for employers to navigate and access the diagnostic tools and tutorials that will allow them to make the right investments in training and access provision which meets their business needs.

Cities with Devolved Skills Powers (eg London) and LEPS & Skills :

We also plan to repeal the legislation which gives the Secretary of State the facility to specify by order an area for which specified bodies may formulate and keep under review a skills strategy; and to repeal the provisions governing the establishment of the London Employment and Skills Board under the Apprenticeships, Skills, Children and Learning Act 2009.

These (LEP) arrangements will operate on the basis of partnership and agreement and local enterprise partnerships will not have formal powers to direct or control the activity of skills providers. Therefore college governors will have a critical role in ensuring that their college develops a meaningful relationship with the local enterprise partnership, is responsive to the needs of the local community and supports the economic ambitions of the area. Where local partners feel the sector is not responding they will be expected to challenge the leadership of the sector locally, including college governors and principals and to

raise issues with representative bodies, who are expected to take a stronger peer role in driving up improvement.

Please also note Press Release yesterday on Charlie Mayfield's appointment as Chairman of the UKCES and the highlighted speech from John Hayes which goes a little further than the Skills strategy:

Business secretary [Vince Cable](#) today announced that Charlie Mayfield, Chairman of the John Lewis Partnership, has been appointed to lead and reform the UK Commission for Employment and Skills.

UKCES is the Non-Departmental Public Body tasked with helping to improve employment and skills provision across the UK.

The appointment follows the Cabinet Office's recent report on Public Bodies and the ongoing review of the UK Commission led by the Department for Business, Innovation and Skills. The review acknowledges that the independence of the UK Commission makes it a valuable source of expert advice to government, and that it should be slimmed down and refocused.

Charlie Mayfield succeeds Sir Mike Rake, Chairman of BT, who has chaired the UK Commission for Employment and Skills since its inception in 2008.

Dr Cable said: "It is vitally important for any government to have access to high-quality, impartial advice and information. That is why I am happy to confirm the UK Commission for Employment and Skills will continue to advise Government on the country's skills needs and demands, maintain its work in producing high quality labour market information and oversee both Investors in People and the employer-led Sector Skills Councils.

"Charlie has a wealth of experience at the very top of British business, in a company known for its exemplary motivation of staff, and this places him in a strong position to guide and lead the UK Commission. I would like to thank Sir Mike Rake for his tireless and visionary leadership and the immense contribution he has made to the UK's employment and skills system over the past two and a half years."

Charlie Mayfield said: "I genuinely believe that the UK is a sleeping giant in respect of its skills and employment policies. There is so much potential to improve our skills, our productivity and our economy to create a fairer society. So I am looking forward to playing my part by leading the UK Commission for Employment and Skills in its goal to raise prosperity and opportunity by helping to develop world-class employment and skills systems."

Further Education, Skills and Lifelong Learning minister, [John Hayes](#), said: "This Government has put together one of the most ambitious strategies for skills to date, and the work of the UK Commission will support the Government's drive for growth in the economy and for rebalancing the relative scale of investment in adult skills being made by individuals, business and the State.

"Sir Mike has done a tremendous job in setting up the Commission and advising government on the delivery of skills and training. I am confident that Charlie Mayfield, with his experience at the top of one of the country's leading business, will carry on this excellent work and play a leading role in refocusing the UKCES and the reform of Sector Skills Councils."