SKILLS FOR JUSTICE COMPACT

Heads of Agreement
Skills for Justice, DIUS and LSC

Delivery of the ambition set out in this compact is predicated on achieving the targets and ambition set out in this Heads of Agreement. Achievement of each year’s agreed milestones will form the basis for review and agreement of future year’s commitments.

Apart from the flexibilities within the Train to Gain service set out within this compact, the standard Train to Gain eligibility and funding arrangements apply.

Anticipated Outputs (over three years)

- 500 employer engagements/skills broker referral within Train to Gain
- 27,773 learners at levels 2 and 3 of which 11,290 Level 2 and 16,483 Level 3
- 70% first and 30% second qualification across levels 2 and 3
- 1000 Skills Pledge commitments
- 216 management & leadership achievements (funded Action Learning set places)
- 670 apprenticeships starts in public services
- 43,870 Skills for Life achievements
- 4,300 other i.e. Development Awards
- 1,038 level 4 qualifications
- Total qualifications delivered over three years: 81,473

The LSC’s offer to employers will be as follows:-

Management and Leadership

- Standard Train to Gain rules will apply.
- Management and Leadership support will be focussed on supporting 216 3rd sector managers predominantly within SMEs with over 10 employees for M&L skills through cross-sector Action Learning Sets. The aim through the compact is to ensure that third sector employers are well represented in cross sector learning activities traditionally prohibitive for them in cost terms.

Second Level 2
- NVQ Team Leading L2 – 600 over 3 yrs

Second Level 3
- NVQ Management L3, ILM Introductory certificate – 131 over 3 yrs
- NVQ Intelligence Analysis – 1980 over 3 years
- ITQ level 3 – 750 over 3 years
Higher Education and Skills

- DIUS and Skills for Justice will work with colleagues in Higher Education in year 1 to explore how to support skills at level 4 and level 5.

Units / other qualifications

- Skills for Justice, LSC and DIUS will work together to consider how best to introduce and fund other specific qualifications and units that address particular needs of employers in the sector that could be funded by Train to Gain. These will be drawn from the Skills for Justice SQS and the QCF and will recognise that to attract LSC funding they will need to meet the definition of a full qualification and other funding rules.

- In year 1 of the compact, Skills for Justice, LSC and DIUS will also consider how best to stimulate demand and facilitate the role out, delivery and promotion of unitised qualifications and in particular, existing Award/Certificates on the QCF (such as in substance misuse) and existing or new NQF based Development Awards accrediting skills in Probation, Policing and agencies working with victims, survivors and witnesses.

- All qualifications will be subject to the baseline 70/30 split between first full and second full qualifications.

Apprenticeships

- 670 starts over three years – 190 in Community Justice mainly in SME substance misuse settings where formal qualifications are hard to access and support. 480 in Royal Military Police, a new framework requested by the employer to address recruitment-based issues.

Skills Pledge

- Skills for Justice to encourage sign up to the Skills Pledge where this has not already happened. 1000 Skills Pledge commitments equates to approximately 40% of employer base in England and includes SMEs. Within that we estimate that there are 75 large employers, mostly those like Probation Areas and Police Forces where PS level has signed but individually the employers have not taken steps to implement its ambitions. Skills for Justice will work with employers by supporting the development and delivery of action plans.

Other key outputs / volumes

- Pre-entry training for 2900 BME potential police recruits – a FLT programme would be explored and developed by SfJ in yr 1 to address issue of only 35% of VMEG candidates being successful at recruitment assessment stage compared to 50.1% of white candidates. In Year 1 LSC will explore the possibility for funding these pre-entry routes with roll out as these become available.

- In order to support the significant expansion in delivery of vocational qualifications that is articulated in the compact, sufficient investment in the assessment infrastructure (4800 A1 and V1 awards) is required.
Historically qualifications have not delivered consistently in numbers within Justice as assessors must be vocationally competent and external providers have simply not had those individuals on their books. Employers struggle to maintain the levels of assessors required in-house due to business and workforce pressures, such as turnover in policing. LSC support to help providers and employers develop capacity in line with demand.

**DIUS/LSC and Skills for Justice have agreed**

- **Description of other key elements**
- That all employees within Justice front line public sector organisations are eligible for Train to Gain as set out within the compact, along with those working as volunteers within 3rd sector organisations.
- LSC to support a national Train to Gain post within Skills for Justice (£70K per annum)
- LSC will work with Skills for Justice on up to two marketing campaigns which will be funded and scheduled as part of the Train to Gain marketing and communications strategy; including seminars, promotional workshops, etc.
- SJF, DIUS and LSC will work together to assess and evaluate impact.