Heads of Agreement

Skillset, DIUS and LSC – draft: 17 Sept 08

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 against each year’s agreed milestones will form the basis for review and agreement of future years’ commitments. Baselines are taken from the last full year of LSC ILR and Train to Gain data. The anticipated outcomes will be subject to the introduction of new qualifications.

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)

- Minimum 3,500 employer engagements and referrals to Train to Gain Skills Brokers in England plus engagement with 650 freelancers within Train to Gain
- An increase of 550 learners at full Level 2 NVQ above the current baseline figure, of which 70% will be first achievements and 30% second achievements
- An increase of 1,900 learners at full Level 3 NVQs above the current baseline figure, of which 80% will be first achievements and 20% second achievements
- 3,500 Skills Pledge commitments
- 3,300 Management and Leadership outcomes
- 350 Apprenticeships starts
- 50 Skills for Life achievements

The LSC offer to employers will be as follows:

Repeat full Level 2
Funding to support learners’ achievement of a repeat full level 2 qualification from the named list below, as appropriate to the needs of the employer/learner:

- C&G Audio Visual Industries Induction Certificate to be re-developed according to full 2 design principles.
- A new Clapper Loader occupational qualification to be developed to conform with new L2 design principles
- L2 Media Techniques to be developed according to level 2 design principles
- NVQ Crane Technicians L2
- NVQ in Photo Imaging L2
- L2 NVQ in Digital Print Production
- L2 NVQ in Computer Games testing
- L2 NVQ Grips
- L2 NVQ for Stagehands in Film and Television
- Generic quals in sales, retail, business administration
- L2 NVQ in Scaffolding
Repeat full Level 3
Funding to support learners’ achievement of a repeat full level 3 qualification from the named list below, as appropriate to the needs of the employer/learner:
- Diploma in Advanced Media Techniques
- Planned L3 Occupational qualification for Focus Pullers
- Planned L3 Occupational qualification for Computers Games Development
- L3 qualifications in Leadership and Management
- L3 NVQ Photo-Imaging
- L3 NVQ in Production for Television
- L3 NVQ Grips
- L3 NVQ for Stagehands in Film and Television (Supervising Stagehand, Chargehand and Head of Department).
- Generic quals in sales, retail, business administration

Apprenticeships
- From new and existing apprenticeships frameworks including the L3 Advanced Media Production Apprenticeship, the L2 Games Testing Apprenticeship, the L2/3 Apprenticeships for Grips and Set Crafts and a sector-wide creative Media Apprenticeship Framework.

Skills pledges
- Standard core skills pledge applies.

Management and Leadership
- Standard Train to Gain rules apply. In addition, eligibility for TtG management and leadership will also be extended to employers in the Skillset footprint with between 5 and 9 employees.

DIUS/LSC and Skillset have agreed:
- LSC to support a national Train to Gain Senior Manager post (£70K per annum)
- LSC will work with Skillset on up to two marketing campaigns, which will be funded and scheduled as part of the Train to Gain marketing and communications strategy. This will include activity to the value of up to £60,000 per annum, exact details to be negotiated between Skillset and LSC.
- LSC to fund £250k additional resource over 2 years to maximise Train Gain engagement with Creative Media companies through collaboration between skills brokers in each English region and specialist industry advisers. As part of this, the advisors will work with the LSC and Train to Gain skills brokers to:
  - secure 400+ company visits for the Train to Gain brokers;
  - develop and implement a sustainable model for self-employed freelancer to engage with Train to Gain; and
- The LSC and Skillset will share Management Information in order to track progress of the Compact, and work together to ensure MI for the sector is clear and timely.
- To discuss at the Year 1 review the 70:30 L2 and 80:20 L3 flexibility for Years 2/3 in view of the exceptionally low percentage of the workforce (<0.05%) who do not already have level 2.
- To work with Skillset’s network of Screen and Media Academies to develop and promote HE and FE CPD opportunities within Train to Gain. Graduates on average make up 56% of the workforce and the majority of their needs are
for professional and higher level craft, technical, production, creative and business skills

- To work together on opportunities for a new higher level Apprenticeship that provides opportunities for progression into HE in the workplace
- To create links between Train to Gain and the £20m that will be invested in workforce learning, by industry, through Skillset over the next three years.