Overview of the Justice Sector Train to Gain Compact

Skills for Justice have agreed a 'Compact' with senior DIUS officials and the national LSC that describes how significant amounts of Train to Gain funding will be used to deliver qualifications and development for Justice sector employees over the next three years. The agreement at Ministerial level that the Justice sector, including volunteers, should be eligible for Train to Gain funding is a significant development as those in the public sector have traditionally been excluded.

The impact of this ground breaking agreement is that over £73 million of funding will be available over the next three years, matched by employer investment through Joint Investment Frameworks (JIF), for over 80,000 awards and qualifications.

Most of the awards funded through Train to Gain must be 'target bearing', i.e. learners gain a full Level 2 or Level 3 qualification for the first time. As well as funding for target bearing qualifications and awards, the Compact builds flexibility into the national Train to Gain offer. For example, for a proportion of second Level 2 and 3 qualifications (70/30 split of first and second qualifications) and assessor capacity.

Across the next three years, the key areas that the Compact will deliver on are:

- almost £1 million to develop the assessor infrastructure (A1 and V1 awards) required for successful delivery of vocational qualifications by occupationally competent assessors
- funding for 670 places at the 16-18 and 19+ rates on Advanced Apprenticeships in Community Justice and the Royal Military Police, including for over 25s. Plus the opportunity for many more in occupational roles where Apprenticeships have not traditionally been used
- funding to support managers from the third sector to participate in regional cross sector action learning sets
- funding for a post within Skills for Justice that will have day-to-day management responsibility for the Compact and will work closely with employers, Skills for Justice sector teams and the national and regional LSC.

The national LSC has confirmed that the Compact and Joint Investment Frameworks (or equivalent) will replace any one-off regional Train to Gain deals that have been brokered with individual Justice sector organisations. However, existing arrangements with regional LSCs will be absorbed into JIFs when they are negotiated.

What is not included

It was not possible to include shorter, non-target bearing awards made up of a cluster of traditional NVQ units i.e. Development Awards. However, the definition of what constitutes a full Level 2 award was reduced recently and it is anticipated that the size of a full Level 3 will also reduce. This means that many Justice sector Development Awards (on the NQF) and Certificates (on the QCF) will count as full qualifications and therefore, in principle, will be eligible in future for funding support through Train to Gain.

Level 4 and 5 qualifications are not included in the Compact. However, in years 2 and 3, Skills for Justice and the LSC will work with HEFCE to negotiate funding for higher level qualifications. Any employer funding for these qualifications will count as matched funding.
How does the JIF work?

Further information will be available from Skills for Justice and national LSC when employers come to negotiate the best delivery mechanism for their organisation. However, in essence, it outlines the training and development that the employer has committed to fund and the qualifications and development that the LSC will fund. This should be a 50-50 match and demonstrates there will be no displacement of funds i.e. the amount that employers spend on training will not reduce because of the Compact; employers can buy more of the same or a greater variety of provision.

The employer match can include any accredited and unaccredited training, apart from legally required training such as Health and Safety, but does not include books, travel costs or backfill. Train to Gain will primarily fund Key Skills, full Level 2 and 50% of full Level 3 awards, and Apprenticeships. For the employer this means that:

- more funding can be targeted toward delivering higher level and unaccredited programmes
- LSC funding will benefit parts of the workforce that may traditionally not have access to funded training when budgets are limited, such as support staff
- LSC funding will deliver high volumes of key employability skills such as literacy, numeracy and the ITQ awards across the entire workforce where in the past limited budgets have meant a piecemeal or self funded approach
- funding for new pre-entry training programmes will be available as a means of increasing the success rate of BME candidates at recruitment in key strands of the sector
- where there is no learning provider, the LSC will find one
- employers who deliver in house training can receive LSC funding for accredited programmes as long as they meet the LSC’s provider requirements

This deal offers employers the opportunity to fulfill their commitments under the Skills Pledge i.e. to qualify all employees to at least Level 2 by 2011, which was signed by all Government Departments. It also demonstrates a commitment to ensuring all employees have the opportunity to increase their skills and evidence their competence.

For further information, please do not hesitate to contact the England Partnerships Team or your Sector Lead within Skills for Justice.

Nick Skeet
England Partnerships Manager
07795 815782
nick.skeet@skillsforjustice.com

Angela Sharp
England Programme Lead
07917 898251
angela.sharp@skillsforjustice.com

Adrian Jackson
Sector Lead – Policing and Law Enforcement
07870 670196
adrian.jackson@skillsforjustice.com

Charles Welsh
Sector Lead – Courts and Tribunals, Prosecutions and Forensic Science
07747 566810
charles.welsh@skillsforjustice.com

Tina Parker
Sector Lead – Community Justice
07866 582933
tina.parker@skillsforjustice.com

Anne Mackintosh
Sector Lead – Custodial Care and Youth Justice
07747 470426
anne.mackintosh@skillsforjustice.com