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***A qualification framework  
designed BY our industry FOR our industry***

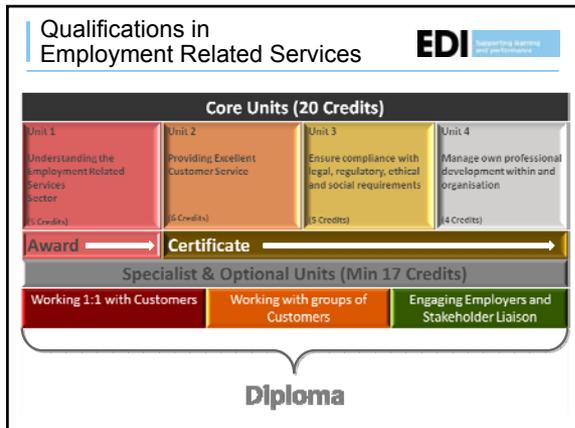
- Background
- The PoWER group
- What we did: The PoWER project
- The Qualifications
- Institute for Employment Professionals

- 2009 - The question increasingly being asked was 'what professional standards and qualifications should the industry have and how should these be addressed'.
- In January 2010 Inclusion invited employers to a meeting addressed by Professor Dan Finn of Portsmouth University who had undertaken research on the role of personal advisors. (JCP) '*Now its personal: personal advisers and the new public sector workforce.*'
- Sharing of good practice started but more research needed on our industry. 6 W2W Primes agreed to contribute £50,000 towards this research and Inclusion's report, 'Professionalisation of the Welfare to Work Industry. Developing a Framework for Action' was published in September 2010.
- To support the research, a group of employers based around the sponsors of the research was formed initially calling itself PERG (Professionalisation Expert Reference Group), later changed to PoWER

- Research concluded that needed both set of appropriate qualifications and a professional body to assure standards
- PERG/PoWER put together project proposal to create framework of industry based qualifications and Inclusion obtained financial and in kind commitment of W2W organisations
- Employed Project Manager, Helen Richardson
- **Project Phases**
  - **Phase 1**  
Developing the Framework for Practitioners  
Progression Routes, Apprenticeships  
Management Qualifications
  - **Phase 2**  
The Institute for Employability Professionals  
Working together to achieve the ambition

- Inclusive, open to Primes, subcontractors, public, private and voluntary
- Key from beginning that industry trade bodies work together to achieve objectives:
- All minutes, plans etc available on website;  
[www.cesi.org.uk/POWER](http://www.cesi.org.uk/POWER)
- 2 Working Groups;
  - Practitioners, chaired by Lisa Martin, Remploy
  - Management, chaired by Stephen Duckworth, Serco
- **Members**
  - Includes 16/18 WP Primes and organisations which represent 90% of those employed in industry
  - Also smaller and voluntary sector organisations
  - All trade bodies: ERSA, AELP, BASE, ACEVO
  - JCP
  - Awarding organisation partner EDI

- Very tight timeline – 6 months from start to launch
- Established Practitioner/Management Sub Groups to ensure the qualifications were built from actual job descriptions, practitioners themselves
- Excellent support from Skills for Justice
- Designed as Routeway/Progression from entry/induction to Advanced Apprenticeship
- Designed to incorporate units from existing QCF qualifications e.g. L&D, Advice & Guidance, Customer Service
- Established Expert Reference Group for incremental review (inaugural meeting 19<sup>th</sup> September 2011)

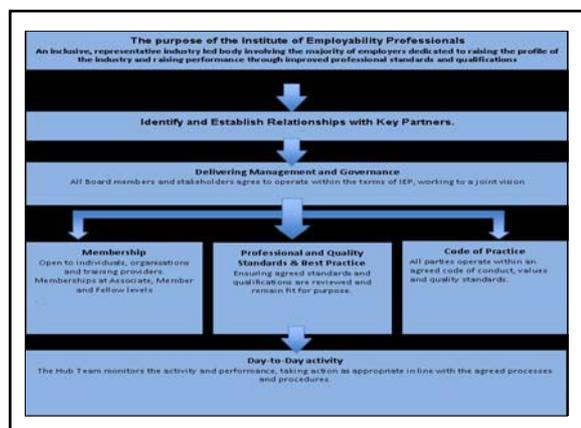


- ### SASE Advanced Apprenticeship **EDI** Supporting learning and performance
- Competency/Knowledge – Combined in Diploma
  - Generic Employability Skills – English, Maths, ICT
  - Employee Rights and Responsibilities (Workbook)
  - Personal Learning and Thinking Skills (Mapped)
  - Commitment to on the job and off the job learning
  - Funding Bid to develop Higher Apprenticeship

- ### Other Nations **EDI** Supporting learning and performance
- Work Programme Primes
  - Use Award/Cert/Diploma in ERS
  - Mirror Apprenticeship provision
  - Appropriate Generic Skills
  - ERR / PLTS
  - Enhancements

- ### Management Qualifications **EDI** Supporting learning and performance
- Original intention to work with University
  - Level 4 and Level 5 competency units in Management at present
  - Graduation from the practitioner qualification / Apprenticeship to management qualification / Apprenticeship
  - Consider a more academic offer at a later date
  - Over time extend to higher/Masters level
  - Require Managers to cover some practitioner training if new to Sector

- ### Ambition **EDI** Supporting learning and performance
- To create The Institute for Employability Professionals – Funding Support from UKCES
  - To have an embedded, industry led framework of qualifications, part of a National Skills Academy
  - The industry to be seen as one of choice by prospective employees with defined entrance points, good progression routes
  - To have 40% of practitioners holding or working towards Level 3 by 2013 and 60% by 2015
  - To raise the number of qualified managers to 50% by 2015
  - To continue to work together as an industry



Questions?

