



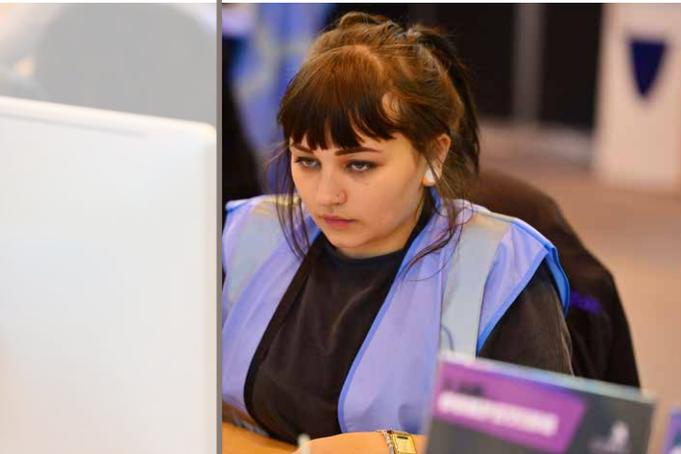
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WorldSkills Legacy Projects



In partnership with

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Supporting the Skills Competition CPD Programme through the WorldSkills Legacy Project's research, practice and development outputs

Introduction

In 2011 WorldSkills UK (worldskillsuk.org) successfully hosted the WorldSkills International Competition (www.worldskills.org) in London. The value of competitions in driving vocational education and training (VET) forward has long been valued by the 'converted' to make a greater impact on the lives of individuals and wider economic development for UK Plc, but it is recognised that more can be done. In order to add value to the UK VET system and 'make a difference' WorldSkills UK (WSUK), in concert with WorldSkills International (WSI), created a set of 'Legacy Goals' which are:

- 1 To raise the profile of vocational skills
- 2 To recognise skills as critical to wider economic development
- 3 To increase levels of employer investment and commitment
- 4 For more young people to consider and enter vocational skills and careers
- 5 To generate standards of excellence in the teaching of vocational skills to support future economic development and growth

To help achieve the goals a suite of Projects was designed. Table 1 below indicates the key relationships between the Projects and the Goals.

Table 1

THE LEGACY PROJECTS	GOALS				
	1	2	3	4	5
Developing and understanding vocational excellence	✓	✓	✓	✓	✓
International standards transfer and development	✓	✓	✓	✓	✓
Mainstreaming performance excellence qualifications	✓		✓	✓	✓
International exchanges and development	✓	✓			✓
Vocational master class programme	✓			✓	✓

The Projects fall into three inter-related categories:

- **RESEARCH** – rigorous and respected, strengthening the policy level profile of

UK VET and providing a basis for product development

- **DEVELOPMENT** – aspirational learning and accreditation products, raising the level of UK VET
- **GOOD PRACTICE** – capacity building in vocational education, training, learning and leadership

Underpinning the projects is the shaping of and alignment with UK VET policy, practice and increasingly international VET developments.

The CPD Skills Competition Programme

An additional output from the Legacy projects is the benefit the research, development and good practice will bring to the Education Training Foundation funded CPD Skills Competition programme. The outputs and ongoing research will inform the national CPD menu and regional events.

Through the national CPD Skills Competition programme there will be an opportunity to share the benefits with a wider audience in education and skills to inform the VET system.

The following section provides an overview of the suite of Legacy projects and information on accessing the research, development and good practice outputs.

Research

The Centre for Skills, Knowledge and Organisational Performance (SKOPE) at Oxford University is leading on a suite of projects which have been classified as 'Developing and Understanding Vocational Education' (DuVE). The over-arching questions being addressed are:

- What are the characteristics of individuals who excel?
- What kinds of support enable the development of high-level vocational skills?
- How can vocational education be structured to aim not just for minimum standards of achievement but for high achievement that reflects world class standards?
- Can broader societal benefits to developing vocational excellence be identified?

DuVE highlights significant investment the by Skills Funding Agency (SFA) to use

evidence-based research to further develop and embed high quality WorldSkills practice, to feed into related Legacy Projects and inform the VET system more broadly.

The DuVE suite consists of six individual projects:

- Project 1: Modelling the Characteristics of Vocational Excellence
- Project 2: Learning Environments to Develop Vocational Excellence
- Project 3: Benefits of Developing Vocational Excellence
- Project 4: FE college participation in skills competitions: costs and benefits
- Project 5: WorldSkills contestants and entrepreneurship
- Project 6: Training managers: benefits and barriers to WorldSkills UK participation

There are two phases to the projects:

- Phase 1 ran from April 1 2012 until September 30 2013 and consisted of Projects 1, 2 and 3.
- Phase 2 began on October 1 2013 and continues until December 30 2015.
- Projects 1, 2 and 3 continue from Phase 1 and Projects 4, 5 and 6 are new to Phase 2.

In *'Benefits of Developing Vocational Excellence'* the findings revealed that in addition to achieving greater technical skill development the majority of WorldSkills competitors benefited from enhanced development of communication skills, time management capabilities and self-reflection and confidence. This finding was taken forward into the development of the 'Skill Standards Specifications' as part of one of the 'Transfer of International Standards Project' managed by North Warwickshire & Hinckley College (NWHC).

Overall, however, SKOPE has aimed to create some collective impact through the development of a website on vocational excellence: <http://vocationalexcellence.education.ox.ac.uk>.

A Twitter account (@vocexcel) has been set up where comments will be posted about the DuVE projects, The Skills Show and vocational excellence more broadly.

Development

NWHC has been working on a project, through the Association of Colleges (AoC), to 'Transfer International Standards to UK VET'. This is a significant policy related project in that has informed thinking within the Department of Business, Innovation & Skills (BIS) with regard to the design of future apprenticeship standards and assessment. Key outcomes to date:

- Twenty-plus Skill Standards Specifications have been drafted and are currently part of a WSI global consultation with industry. Specifications will be incorporated in WSC Technical Descriptions from August 2014.
- A report on interviews with just under 40 UK industry representatives to gain feedback on the draft Skill Standards Specifications and to determine what 'high level performance looks like' in the workplace.
- delivery of a joint seminar with representatives from Australia, RMIT and the British Council China at WorldSkills Leipzig 2013. (Presentation available from helen.garratt@nwhc.ac.uk)

In a second project, NWHC, building on research from SKOPE, has developed a suite of generic 'Performance Excellence' qualifications with two awarding organisations: NCFE and Pearson (Edexcel).

- www.ncfe.org.uk/media/228694/PEQ%20handbook%20NCFE%20v1.1.pdf
- www.edexcel.com/quals/Professional/performance-excellence/Pages
- www.edexcel.com/quals/Specialist/performance-excellence/Pages/
- information on both suites of qualifications is also available via helen.garratt@nwhc.ac.uk

The QCF qualifications have been developed to recognise individuals who have exceeded expectations of the standards against which they are being assessed. The qualifications offer competition and work-based routes and are available at Levels 2 to 4. For those preparing to enter a skills competition, the 'Award' provides an excellent support structure. The qualifications enable the development of workplace skills highly regarded by employers e.g. work organisation and self-management.

International Exchanges and Development Project

The AoC is managing an International Exchanges and Development Project which was designed to enable global relationships to be developed around 'skills competitions' with Brazil, China, Russia and South Africa. One very positive outcome has been the work that the College of Cape Town is now doing to embrace competitions as a vehicle for driving up standards in the delivery of VET teaching and learning. The concept of 'Have a Go' areas at 'The Skills Show' and the Vocational Masterclass Programme have also been identified by the College of Cape Town as a valuable resource and career guidance

tool. The report on the 'UK Academic Visit by the College of Cape Town (November 2013) will be available on the AoC website.

The relationship with British Council (China), which is connected to, and extended the work of BIS's Memorandums of Understanding, has been very successful. Highlights have been:

- Roadshows covering 11 provincial capitals/cities, directly impacting upon over 500 teachers and managers and over 30,000 students, and comprising continuing professional development and master classes
- Established partnerships with the top eight Chinese colleges belonging to the Ministry of Human Resources and Social Security (MoHRSS)
- Press, radio and television interviews, including web based programmes for RenRen (the Chinese equivalent of Facebook, with comparable numbers of users)
- Presentations on QQ TED Talks
- The onset of a standard-setting project across 4 occupational areas
- An established system for exchanging UK WorldSkills Experts and former WorldSkills Competitors.

The UK's reputation is now firm as the gateway for the MoHRSS colleges acting as the centres for Team China and wishing to access international standards of excellence.

China's forthcoming bid to host WSC2019 will enable the above activity to continue and expand, as a result of the impact of this activity and the relevance of the projects on international standards and performance excellence.

For more information see:

www.worldskills.org

www.britishcouncil.org/uk_skills_olympians_travel_china.pdf

www.britishcouncil.cn/en/programmes/education/employability

Good practice

'The Black, Asian and Minority Ethnic (BAME) Students and Tutors Engagement in WorldSkills Project' emerged from the Equality and Diversity Strategy of the AoC Governors' Council. Two key actions were an 'Engagement Event' in June 2013 with students and tutors from eight colleges: Barking and Dagenham, Bradford, Burton and South Derbyshire, City of Bristol, Newham, South and City College Birmingham, Tameside and West

Thames. This was followed up with an 'Applied Learning Event' in October. Recommendations for learners, tutors and colleges have been produced and include providing 'role models for learners, developing mentors/peer mentors and developing sustainable strategies, training and action plans to develop more diverse skills competitions.

Vocational Masterclass Programme

The Vocational Masterclass Programme was designed to provide VET practitioners with the opportunity to develop new skills and techniques through participating in a highly effective and practice-based national CPD events.

Teachers, Trainers and Leaders shared and devised new models of good practice and strategies for boosting organisational performance leading to the creation of peer learning and expert practitioner networks

Skills competition activities were supported by expert advisers who provided guidance, coaching and mentoring for organisations to build capacity and capability.

Key outputs from the project include the development of a comprehensive resource bank of CPD materials, including a summary publication 'Winning ways of learning', a You Tube channel, 'Train the Experts' programme, CPD Module, to provide practitioners and organisations with the tools to support excellence in vocational education and training. The resources are available on the following sites

<https://worldskillsuk.org/organising-a-masterclass>

www.youtube.com/user/WorldSkillsVMP

Conclusion

Significant work is being undertaken across a range of projects to support the CPD of those involved in UK VET. By investing in rigorous research we are learning how to develop an approach to the design and delivery of vocational standards, teaching and learning and its assessment to support excellence. The research is informing the development of effective models of good practice through the work of the Education Training Foundation and partner organisations including the AoC and AELP. Through our work with VET colleagues we are committed to driving positive practical changes to support practitioners, learners and industry. Through the AoC website you will be able to keep up-to-date with the progress of the Projects.