



Photo credit: RDG

Transport Infrastructure Skills Strategy Two years on

A report by the Strategic Transport Apprenticeship Taskforce July 2018



Delivering on infrastructure investment

- 1 The UK's strategy for economic success is driven by innovation and improved productivity, underpinned by sustainable skills. There have been a number of policy developments over the past year in support of this strategy. Investment in transport is fundamental and infrastructure investment is trebling to a historic high.
- 2 The Strategic Transport Apprenticeship Taskforce (STAT) was established in 2016 to deliver the Transport Infrastructure Skills Strategy and its ambitions for 30,000 apprenticeships and improved diversity in transport. STAT is chaired by Mike Brown MVO, Commissioner, Transport for London.
- 3 Since 2016 STAT has expanded its reach across the sector to include Heathrow, maritime, and road freight and express delivery, as well as the original road and rail partners. Two years on, we are able to demonstrate good progress against our ambitions.



Apprenticeships in numbers



22% growth in apprenticeship starts
in road and rail, with 2,784 in 2017–18



12% ahead of
forecasted starts
to date in roads
and rail



1,300 apprentice starts
in road freight
*projected as 15,000 in One year on

Looking forward...



10,000 apprenticeship opportunities
at Heathrow by 2030



8,000 demand for apprentice starts
per year in express delivery



1,200 maritime cadet starts
will rise from 750 to 1,200 per annum

Investing in skills

- 4 In STAT's first year, 2,000 apprenticeships were reported in roads and rail, and we set out our trajectory for 27,000 to 35,000 by 2022, as well as commitments to many thousands more across the sector.
- 5 In our second year we have seen a 22% increase in apprenticeship starts in road and rail, despite a fall in the total number of apprenticeships created more widely across the economy since the new levy was introduced.
- 6 STAT is working closely with its supply chain to better understand the drivers and barriers to investing in the skills transport needs. For small (and sometimes medium sized) businesses in particular these include: lack of business confidence and/or a lack of staff able to support apprentices or to navigate recruitment processes.
- 7 This has given rise to a commitment to develop a shared apprenticeship scheme in transport. STAT has teamed up with a range of industry partners and through this group, will develop pilots for a shared or brokered apprenticeships model to facilitate take up in the supply chain below Tier 1.
- 8 Activities such as these can be facilitated by commercial models which support greater collaboration between client organisations and the supply chain, enabling the development of sustainable skills and increasing productivity.
- 9 Employers accept that capacity in the skills system to deliver new apprenticeships is still being built. A helpful change in these early years, whilst employers gear up to spend more of the funds in their levy pots, would be to allow increased flexibilities in the use of levy funds. For example, funding might support pre-apprenticeship training to build a pipeline into apprenticeships and to more sustainable employment opportunities.





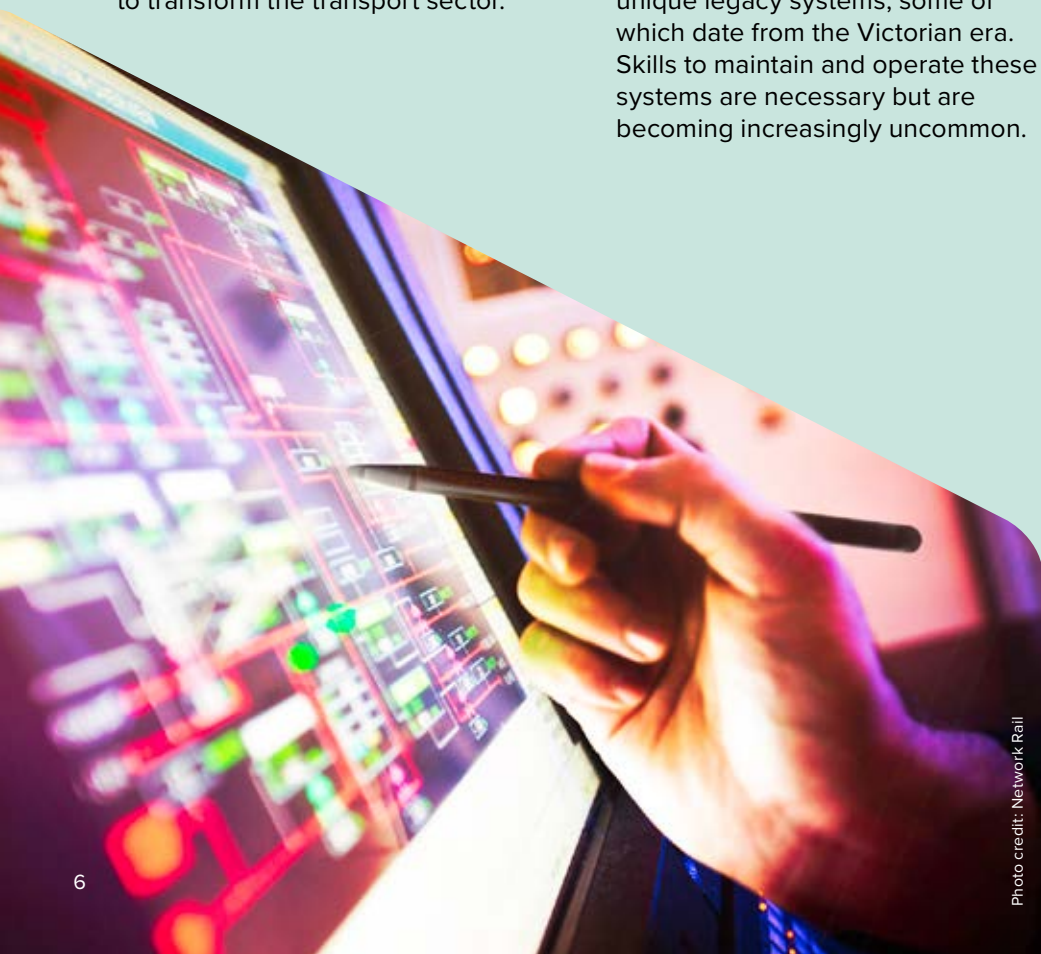
Photo credit: RDG

Capacity and capability

- 10 Over the past year, a number of standards have been approved that will help the industry to address shortages. There has also been an increase in the higher level standards, both approved and under development, which will help employers to meet future skills challenges.
- 11 STAT members remain committed to the development of quality trailblazer standards where there are gaps.
- 12 STAT urges the Institute for Apprenticeships (IfA) to continue to streamline and improve its approvals processes and communications with employers.

Future skills

- 13 Future skills will need a strong signal to market. The need is not yet there at scale, and so it can be challenging for employers to make a business case to invest in these skills. There is an equal need for client organisations and the supply chain to consider their capability and capacity to make the most of the productivity benefits provided by the broad range of digitally enabled technologies which are set to transform the transport sector.
- 14 Government departments, including DfT, have signed up to a presumption for offsite construction in 2019. This could be transformative for construction, offering opportunities to increase efficiency through the standardisation of assets and spreading the benefits of investment.
- 15 Industry also runs and manages unique legacy systems, some of which date from the Victorian era. Skills to maintain and operate these systems are necessary but are becoming increasingly uncommon.



Accessible, quality opportunities for all

The transport sector must ensure that its workforce properly represents and offers opportunities to the communities it serves. Two years on, STAT's reporting shows the scale of the task in achieving this.



35% Proportional increase in BAME starts
 14% in 2016–17 ⇒ 19% in 2017–18

Ethnicity data reporting has improved significantly



79% ⇒ **91%**
 2016–17 2017–18



Apprentice starts by gender*
 *3% unreported



Women proportionally
80% more likely to enter an apprenticeship
 at NVQ level 6 and above

- 16 The proportion of women apprentice starts in roads and rail has remained static at 20%. Likewise, female technical and engineering apprentice starts have not progressed, holding at 10%. This leaves STAT only halfway towards its initial ambition and there is a clear need to do much better in subsequent years.
- 17 In contrast, BAME representation has increased and the reporting rate has improved over the last year.
- 18 Many employers are leading programmes to support social mobility, honouring the commitments detailed in STAT's one year on report. Over the coming year, STAT member organisations will work collectively to further develop this good work. The STAT social mobility work programme will take place over 18 months and will identify potential pre-apprentice pilots to increase access to opportunities across transport.



Photo credit: Ahead Partnership



Inspiring the next generation

19 There are a number of programmes underway to help young people and their influencers to understand the opportunities in transport.

20 STAT members are working as part of the Year of Engineering 2018 campaign to showcase engineering to 7 to 16 year olds; and on ensuring a legacy for transport in future years.

Moving forward and STAT's commitments

Looking ahead, the aim of our collaboration is to continue supporting employers in their efforts to invest in apprenticeships, skills and the training needed, both now and in future. To continue our success, STAT has made the following commitments:

Overarching commitments

STAT will:

- continue to work with member organisations and government to support the wider strategy to increase productivity and growth; and
- consider the impacts of the UK's exit from the EU on the transport workforce, responding accordingly.

Capacity and capability

STAT will:

- update the National Skills Academy for Rail (NSAR) skills intelligence model, considering application beyond road and rail. We will address skills gaps by using our convening power to bring employees together to develop new trailblazer standards where there are gaps.

Investing in skills

STAT will:

- keep contractual requirements and reporting under review, promote commercial models which support closer working with the supply chain; and develop shared apprenticeship pilots; and
- build a case for levy funds to be used to support initiatives that develop a pipeline of apprentices.

Future skills

STAT will:

- work to engender a greater understanding of skills required for the government's presumption for off site construction and to harness the potential of emerging technologies, to boost productivity; and
- promote a client strategy for modern methods of design, maintenance and construction; support future proofing trailblazer standards, and encourage employee engagement with further education on future skills.

Accessible, quality opportunities for all

STAT will:

- use our collective experience to drive social mobility through piloting a pre-apprentice scheme, with the aim to develop and disseminate an employer toolkit; and
- work to diversify our talent pool; refresh the NSAR diversity survey as part of efforts to better understand and improve BAME representation in our workforce; improve our understanding of how we retain and progress apprentices, in collaboration with the supply chain to increase gender diversity.

Inspiring the next generation

STAT will:

- continue to promote transport jobs to young people in education, playing an active role in the Year of Engineering and beyond, harnessing the momentum and enthusiasm demonstrated by industry.



“STAT’s success underlines the power of collaboration on skills. I am delighted to announce rising numbers of apprenticeships in transport this year, and the development of more high quality opportunities right across the sector.”

Mike Brown MVO

Commissioner, Transport for London
and Chair of STAT