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London East
2003-2005

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Workforce Development Action Plan
Transport and Logistics



Learning+Skills Council
London East

Actions for 2003-2005

<p>Increase understanding of the labour market and employers' needs</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • liaise with policy-making public bodies over the timescales of infrastructure development to estimate employment needs in the sector. 	<ul style="list-style-type: none"> • Business Link for London • London Development Agency (LDA) • Strategic Rail Authority (SRA) • Thames Gateway London Partnership (TGLP) • Transport for London (TfL)
<p>Increase partnership working</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • work with public bodies, private-sector employers and learning providers to raise awareness of the industry's skill needs. 	<ul style="list-style-type: none"> • Academy of Logistics and Transport • Business Link for London • Connexions • Further education colleges • Higher education institutions • LDA • Private training providers • SRA • TfL • TGLP
<p>Raise the profile of the sector and the learning opportunities available</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • work with the National Rail Academy, and the CoVE in Rail Engineering based at Newham College of FE to promote to young people the full range of career opportunities available in the industry • support the industry in raising its appeal as a positive career choice, and • work with other bodies to raise the profile of engineering as a curriculum area that is essential to the future of the London East economy. 	<ul style="list-style-type: none"> • Academy of Logistics and Transport • Business Link for London • Connexions • Further education colleges • Higher education institutions • LDA • Private training providers • SRA • TfL • TGLP

<p>Increase the relevance of learning supply to the sector, and broaden the accreditation routes available</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • work with the prospective Sector Skills Councils in Passenger Transport, and Freight Logistics, and the National Rail Academy in the development of learning and training activity that can be appropriately accredited to meet industry need, and • support developments in the Rail Skills Award which is being developed by the SRA/NRA with the LSC nationally. 	<ul style="list-style-type: none"> • CoVE at Newham College of FE • Further education colleges • GoSkills • Higher education institutions • National Rail Academy • Private training providers • QCA • Skills for Logistics • SRA
<p>Increase the employment level of the sector to overcome skills shortages</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • engage with local employers in the private sector to identify potential ways that public-sector funding could support them in meeting their skills shortages. <p>Specific actions include:</p> <p>Rail industry recruitment – in our funding prospectus we have invited bids for a project to create a more diverse recruitment process within the rail industry in order to overcome problems with the current age profile. Applications are specifically invited from within the rail industry to attract more young people to the industry.</p> <p>A budget of £100,000 has been set aside for applicants to deliver recruitment and brokerage employment services delivered on behalf of the rail sector in collaboration with the Careers Service/Connexions.</p> <p>This is expected to lead to the employment of greater numbers from the 16-24 age group, females and members of black and ethnic minority communities.</p>	<ul style="list-style-type: none"> • Business Link for London • Connexions • CoVE at Newham College of FE • Further education colleges • GoSkills • Higher education institutions • LDA • National Rail Academy • Private training providers • Skills for Logistics • SRA • TfL • TGLP
<p>Increase the capability of staff and prospective staff in the sector</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • use the Small Firms Initiative to accelerate the take-up of Investors in People in the sector • work towards a target of 10% more employers achieving IiP by 2005 • support post-16 and workplace learning by encouraging the take up of 10% more MAs, and 10% more NVQs at level 2 (or equivalent qualifications) 	<ul style="list-style-type: none"> • Business Link for London • Connexions • CoVE at Newham College of FE • Further education colleges • GoSkills • Higher education institutions • LDA • National Rail Academy



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- support activities that enhance leadership and management capability in the sector, and
- encourage flexible learning as a means to upskill the workforce where time and cost are barriers to learning for small businesses, and for casual staff.

Specific actions include:

Modern Apprenticeships and NVQs in the Rail Industry – in our funding prospectus we have invited bids for a project to address the current skill shortages within the rail sector of employees in engineering and technical grades. This is required in response to the forecast level of job opportunities within the sector as a result of developments across east London – eg. Stratford (CTRL), DLR extension, Crossrail.

A budget of £275,000 has been set aside for applicants to deliver

- an increase in the level of take-up of MAs and NVQs within the rail sector
- a framework for skills for the industry – liP, MAs, NVQs, and diversity training, and
- 125 employees attaining NVQ/MA enrolments and qualifications at Levels 2 and 3.

- Skills for Logistics
- SRA
- TfL
- TGLP

Improve participation and remove barriers to learning. Encourage greater diversity in the sector's workforce.

Partner organisations

We will:

- encourage the industry as a whole to review its human resource management policies with regard to more flexible working patterns, and encourage the employment of non-traditional groups into the various subsectors.

Specific actions include:

Basic Skills and ESOL in the workplace – in our funding prospectus we have invited bids for a project to provide up-skilling support for key sectors including transport. A budget of £750,000 has been set aside for applicants to deliver capacity-building support to clusters of training and assessment providers. This is expected to lead to employees attaining either NVQ 2 or 3 qualifications or other QCA recognised awards. It is also expected that 50 organisations will be supported through capacity building.

- Basic Skills Agency
- Business Link for London
- Connexions
- CoVE at Newham College of FE
- Further education colleges
- GoSkills
- Higher education institutions
- LDA
- National Rail Academy
- Private training providers
- Skills for Logistics
- SRA
- TfL
- TGLP