



# *'A People-Centred Approach for the Integration of Skills for Life within Your Organisation'*

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# GCSE Results

Drama (C)

Sociology (C)


English (D)

Science (D)

Maths (E)

Pottery (E)

Geography (F)



**“Failure is only the  
opportunity to more  
intelligently begin again”**

**Henry Ford**

# Situation

- **Stats: 23% of the workforce have SfL needs/gaps**
- **SfL courses for 23% workforce = costly**
- **Off-the-job courses – Is this the most effective learning method for all?**

# Let's Think Differently

- Cost effective methods of skills development
- Systems to support development of skills within the organisation
- Staff understanding of the development of skills and impact on the workplace
- Organisation promoting access to a range of learning opportunities (on and off job)

# 1. A Clear Vision

**Vision without action is a  
daydream. Action without  
vision is a nightmare.**

**Japanese Proverb**

# Vision for SfL in the Workplace:

- Everyone is committed to the development of skills and **confident to talk about it**
- Everyone is **aware of their learning style** and how this impacts upon their learning and that of others
- Skills development is considered through **existing systems** such as performance management, appraisal, induction, recruitment/selection



- **In house expertise** to support employees on-the-job with their skills
- Organisation **works in partnership with educational providers to deliver purposeful training** for some staff
- Organisation is **aware of and promotes other avenues of learning, e.g. independent study on-line**

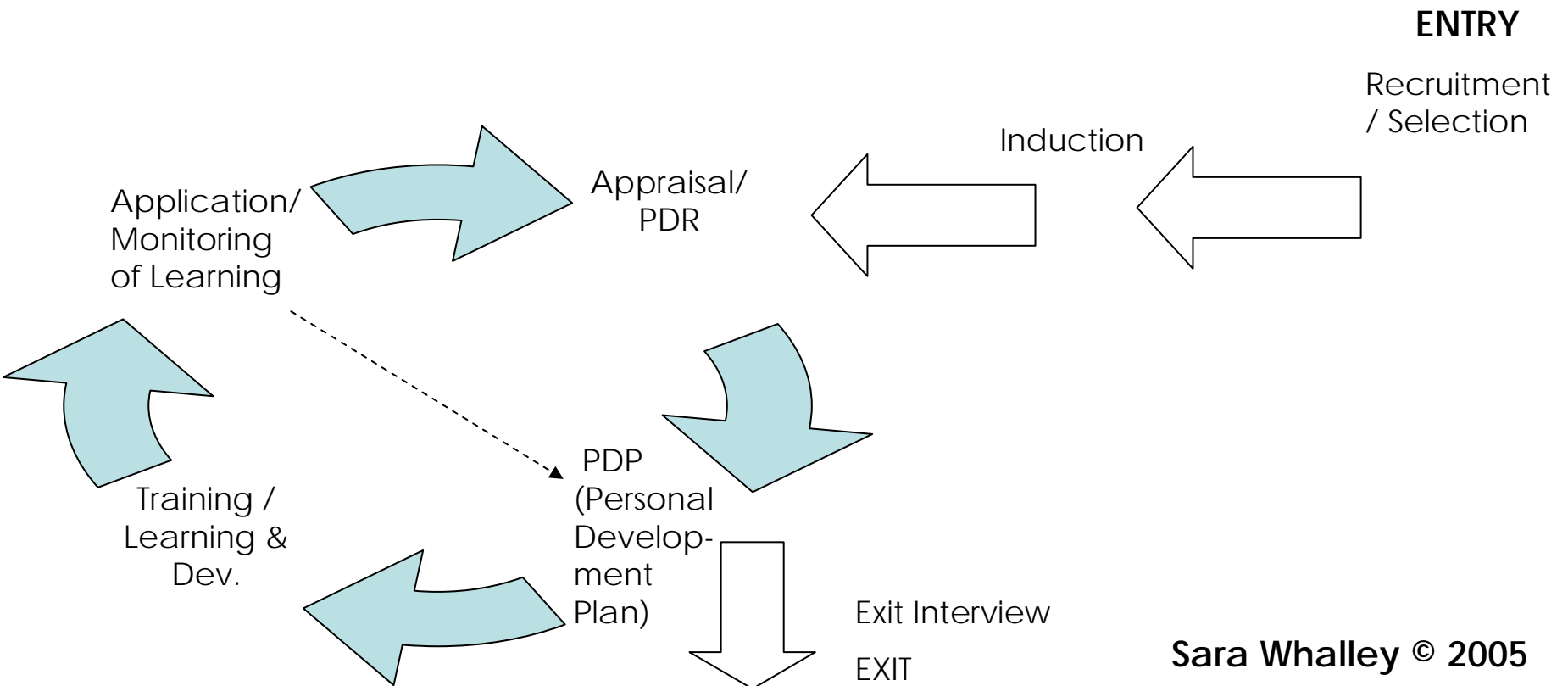


## **2. A People-Centred Model**

**SfL is all about investment in people. When planning an approach for integration, let's start with people.**

# Employee - Entry to Exit model

**CONSIDERING ACCESS TO LEARNING AND SKILLS FOR LIFE AT EVERY STAGE**





# What next?

**“I know a lot of people  
without brains who do an  
awful lot of talking”**

**The Scarecrow,  
Wizard of Oz**

### 3. Thinky-do, Thinky-do

**“I can give you a six-word formula for success: Think things through, then follow through”**

**Captain Edward V.  
Rickenbacker**

# Key action points

- Follow circular model, create SfL Action Plan
- Senior Management buy
- SfL built into existing policies, plans, systems inc. induction, appraisal, PDR
- SfL Toolkit /support documents for managers/appraisers
- Front-line manager/trainer training
- SfL embedded within existing training packages
- Partnership with education providers
- Monitoring/evaluation procedures

## 4. Again, think – ‘people’

Strategies must:

- Get people at all levels talking about skills and learning at work generally
- Motivate people to get involved
- Inspire innovation and ownership
- Encourage and reward achievement

# Organisations working with the people-centred model


- Lewes Prison
- Colleges (Agricultural, 6<sup>th</sup> Form, FE, Special)
- NHS Trusts (East Sussex Hospitals NHS Trust pioneered many of the approaches discussed via Brain Food SEEDA project)



# A model for all organisations?

The same basic principles:

- Start with people
- Examine the journey of your staff throughout their employment
- Attach access to learning/SfL to every stage of their journey



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