

Quarterly Performance Summary

Quarter 3
October-December 2014

Overall organisation summary

This report covers October – December 2014. Our performance ratings have improved since last quarter (2 greens and 6 ambers), with an equal balance of green and amber ratings (4 greens and 4 ambers). We are confident that performance is on track to achieve our goals by the end of this year. This quarter we achieved Investors in People Gold standard. This puts us in the top 7% of accredited organisations across the UK.

This quarter saw real progress on our ambition to lead the skills debate through the publication of Growth through People with the CBI and TUC. This was a call to action for employers to lead the way, working with unions and the government, and set out the five priority actions. The report achieved good coverage including an interview in the FT with Charlie Mayfield, John Cridland and Frances O'Grady. We also launched our Careers of the Future guide, launched by Douglas McCormick, Deirdre Hughes and Paul McKelvie. This sets out 40 top careers from ten key sectors. These two reports have resulted in our highest social media presence to date.

We continue to ensure that the key messages and information from our research products are promoted and disseminated. We launched our Employer Perspectives Survey in November. This provides a UK-wide picture of how employers are meeting their skills and recruitment needs, looking both at their engagement with skills and employment services and their broader approaches to people development. There is strong appetite among local audiences for our data and in Quarter 4 we will publish local data maps.

The industrial partnerships are all now building up their influence in their relevant sectors. Under Nigel Whitehead's oversight, we have produced an initial assessment of their effectiveness, looking at their business models and governance.

We are continuing to strengthen employer led innovation and collaboration through the UK Futures Programme. We are focussing on working with key partners including BIS to explore sustainable arrangements for the Off-Site Construction group of employers (Competition 1) through links with the Construction industrial strategy. We are supporting these employers with advice and expertise on National Occupational Standards. Action learning evaluation of the programme and the projects in the early competitions has now started. We will launch the next two competitions in Quarter 4.

The Investors in People Commissioner Group has signed off a number of key deliverables related to the development of the new Standard: the new framework has been approved for piloting to begin in Quarter 4, together with a revised assessment process and pricing model. A marketing exemption application was approved by the Cabinet Office and BIS to support the promotion of the framework and to raise awareness of Investors in People. The Northern Ireland Government has also decided to adopt the commercial model that UKCES has implemented in England from April 2015.

The Commissioner re-appointment letters have now been issued. We have continued to minimise the impact of the delay for this area on UKCES decision making. Approval has now also been given for the Sponsors to commence a new round of Commissioner recruitment which will be led by BIS. We are supporting them in this process, including providing a list of potential candidates.

Within UKCES, we were awarded the Investors in People Gold standard following our Investors in People accreditation process. We have launched our People Strategy to support the Business Plan and have started to discuss potential programme budget allocations for 2015/16 with BIS.

Headline ratings



Proven impact/
on track to
deliver in
line with
expectations



Impact not yet
proven/ progress
behind expectations
but can get back on
track



Impact unlikely/
progress significantly
behind expectations
and unlikely to get
back on track

Objectives and deliverables	Q1	Q2	Q3	Q4
1 Lead the debate with industry to drive better outcomes for skills, jobs and growth				
1.1 Policy insights/enquiries				
1.2 Intelligence/research				
Communications				
2 Work with industrial partnerships and wider networks to push forward employer ownership of skills				
2.1 Standards and frameworks				
2.2 Industrial partnerships				
2.3 Employer investment programmes				
3 Test out employer-led innovation to address persistent skills challenges				
3.1 UK Futures Programme				
4 Help businesses realise the potential of their people through Investors in People				
4. Investors in People				