

# THEORY OF CHANGE

## Beneficiaries & their objectives

### Educational Institutions

- Improve employability and skills of local workers.

### Employers

- Plan workforce needs.
  - Recruit, train and retain staff.
- Demonstrate staff skills levels via qualifications.
  - Certify apprenticeship completion.

### The Workforce

- Have the right skills and qualifications for their career path.
- Work in roles where they can reach their full potential.
- Have the information they need to make informed decisions.

### Policy Makers

- Set effective policy on funding, education, training, and innovation.

## Activities

### Connect

- Inform development of the Enginuity offering through industry insights.
- Share best practice from wider industry professionals.
- Attend and run advisory panels, groups, and boards.

### Curate

- Engage in policy consultation on a formal and informal basis.
- Play a continuing role in policy development to improve industry outcomes.
  - Publish data, insights, and research to inform and guide wider industry.

### Deliver

- Develop solutions for employers seeking new sources for skills.
- Develop solutions to attract and retain talent.
- Fund activity to explore – and close – the skills gap.
- Accredite the completion of apprenticeship frameworks.

## Primary Outcomes

- Adapting qualification content to keep pace with changing industries.
- Changes to education, skills, and funding policy to response to industry needs.
- Employers' increased understanding of the skills base in their existing workforce.
  - Employers' ability to upskill existing workers efficiently.
- Recruiters discovering new sources of skilled workers and emerging talent.
  - Businesses can plan more effectively.
- Workers' faster development of meta and technical skills.
- Engineers and technicians are more confident in career growth.
- Increased diversity in the engineering and manufacturing industries.
- New hires have the right mixtures of technical and meta skills, supported by qualifications.

## Secondary Outcomes

- Post-16 education is more closely aligned to industry needs.
- The national workforce has the right meta and technical skills.
- People are in the right role for them given their background, skills and ambitions.

- Displaced workers find new roles more easily.
- Increase in qualified engineers and technicians in the UK.

## Industry Outcomes

A more productive workforce

A thriving workforce