



AMFE Consultancy

Supporting the FE & Skills
Workforce

AMFE is dedicated to supporting the FE & Skills workforce by understanding training providers internal development needs, supporting them to design, enhance and maintain quality improvement and CPD systems and strive for outstanding service and provision.

www.amfe.org.uk

At a Glance

AMFE Consultancy has partnered with the Adult Learning Improvement Network and Fellowship of Inspection Nominees to identify actions required to produce ‘ An FE Workforce Fit for the Future’ while recognising that colleges and providers will be operating in a very tight fiscal climate.

Our sector is frequently cited as being the 'saviour' for so many other sectors or challenges, whether that be net zero, meeting local skills, improving productivity, enhancing the use of tech, digital and AI, but there remains very limited support for practitioners in the FE and skills sector, and with only 8 out of the 32 LSIP reports identifying education as a priority sector, we want to have a dedicated skills review for our own sector.

Sector bodies have teamed up to commission new research on the skills needs of lecturers, trainers and other staff in further education and skills.

The research will involve a 3 stage process –

- 1.Survey to providers and learners
- 2.Analysing FE sector workforce reports
- 3.Engaging with regional provider networks & research sharing sessions



AMFE Survey Results



Areas of need & focus for FE workforce development

- Changing demands of industry need more preparation for teaching staff
- AI & Digitization
- Advancements of Technology in the Care sector
- Decarbonization within the logistics sector
- Upskill "trade" subject learning coaches to improve their IT, communication, coaching and mentoring skills
- Delivery of CEIAG and AI use in TLA
- Ongoing teacher training linked to industry updates

Staff recruitment challenges

- Difficulty finding tutors and support staff who will travel. (Most want remote work only)
- Social care tutors and support staff.
- Data specialists
- Management at a level 5 & project management trainers
- Logistics trainers that understand education.
- Digital , data , green skills
- Construction
- Manufacturing
- Hospitality
- Construction and maths are the hardest to fill
- IT trainers

AMFE Survey Results



Are staff up-to-date on digital skills?

- 60% of respondents state NO
- Mixed picture – most are update with their industry knowledge and advancements but need to improve their own digital skills for teaching.
- Resources for supporting this are limited.

Forecasted industry & workforce planning

71% of respondents identified needing additional support in this area

Robust CPD plans for the future

- 53% of respondents stated they need extra support in developing this
- CPD needs reviewing, it concentrates a lot of the wrap around themes such as safeguarding and prevent
- We are too reactive and provide training when we identify a support need
- We have the mandatory CPD that all employees complete but not necessarily specific to the job role or curriculum area
- Not as organised as it could have been.
- We expect teaching staff to keep themselves up to date with technology.

AMFE Survey Results



Areas of good practice

- Teaching staff are leading industry updates and discussions in team meetings based on what they are seeing on site
- Staff are Provided with reports highlighting priority growth sectors and are mandated reading time and reflection on practice time following these updates
- We have regular input at quality & curriculum level from freelance industry practitioners
- Staff Skills scans are conducted regularly and training/staff development is arranged to meet the needs - this is completed by the staff and by their managers

Support needs

- More awareness of up to date teaching practice and strategy, especially around how to effectively measure start points and use the information to inform teaching and learning.
- More CPD in the area of formative assessment strategy would also benefit.
- Turning industry staff into educators, digital technologies
- AI in TLA
- Workforce for FE skills scans, not standard based.



Question & Information



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