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# IHBC School - June 2013

## Resources for Skills

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# Structure

- New HLF strategic framework
- Update on HLF skills funding
- Best practice for work based training
- Skills for the Future evaluation highlights



# Strategic context



## Good news

HLF will award **£400m** a year in new grants through to 2018 - more than twice as much as we expected in 2008

## But

- challenging economic conditions continue.
- continued pressure on public sector finances.

# Investing in heritage and people



- Outcomes
- Making a difference for heritage, people and communities
- Making working with us more straightforward



# HLF outcomes

As a result of our investment ...

## Heritage will be ...

- better interpreted and explained
- better managed
- identified/recorded
- in better condition

## People will have ...

- changed their attitudes and/or behaviour
- **developed skills**
- had an enjoyable experience
- learnt about heritage
- volunteered time

## Community / society ...

- environmental impacts will be reduced
- more people and a wider range of people will have engaged with heritage
- your local area / community will be a better place to live, work or visit
- your local economy will be boosted
- your organisation will be more resilient.

# People will have developed skills

Individuals will have gained skills relevant to ensuring heritage is better looked after, managed, understood or shared (including, among others, conservation, teaching/training, maintenance, digital and project management skills).

Structured training activities could include an informal mentoring programme, on-the-job training or external short courses.

# HLF programmes

- Sector strongly encouraged to build training into Heritage Grants since 2002.
- Training embedded in targeted programmes:
  - Townscape Heritage Initiative
  - Heritage Enterprise
  - Parks for People
  - Landscape Partnerships
- Young Roots projects can be vehicles for building skills.





# HLF strategic training programmes

- Since 2005, invested over **£60m**:
  - £13.8m in Training Bursaries
  - £46.9m in Skills for the Future
- Over 3,000 training placements to be created
- High quality, employer-led training designed to meet specific heritage sector need, build capacity and bring new and a wider range of people into the sector

# Skills for the Future evaluation findings

- More than 75% trainees found employment
- 88% of trainees received accreditation
- 83% of grantees developed new training partnerships for the project
- 72% reported that trainees contributed other business benefits: extra capacity, new ideas; a more diverse workforce.

# Skills for the Future evaluation findings

“[The organisation’s] Skills for the Future project has not only benefited the trainees taking part, but also staff members involved in the project, who now have an increased capacity for mentoring those at the start of their career.”

# Skills for the Future evaluation findings

“By becoming an accredited training centre this has validated our in-house training and enabled the organisation to provide a training framework - staff development has also been key to the project and two members of staff are now training to become qualified training assessors.”



**What have we  
learned?**

**Best practice  
for work based  
training**



# Delivering skills projects



- Identify needs
- Plan and prepare
- Explore accreditation/ funding
- Recruit for diversity
- Build trainee support
- Share learning



# Preparation to deliver work-based training

- Give enough time
- Build knowledge of current training environment
- Work with experienced partners
- Develop a strong training model and resources
- Train your trainers

# Broads Authority, HLF millwrights project

- Identification of crisis
- Assessment of key constraints and training needs
- Creation of partnerships
- Training map
- New accreditation



# Accreditation

- Know what is available through QCF and elsewhere
- Find out priorities for Govt funding support
- Fill gaps - develop appropriate new qualifications with SSCs and other partners – it takes time!
- Develop supervisors into assessors
- Share qualification frameworks and pathways with the sector

# Historic Scotland Training Bursary project

National Progression Award in  
Conservation of Stonemasonry

Team from industry and  
colleges worked to develop fit  
for purpose qualification and  
teaching resources

Delivered at a range of  
locations across Scotland since  
2007



# Recruitment for diversity

- Develop a recruitment strategy
- Use creative recruitment techniques
- Draw on experience of partner organisations
- Set realistic targets
- Be prepared to influence organisational change

# National Heritage Training Group

- Seeking more women and trainees from minority ethnic backgrounds
- Partnerships with wide range of organisations
- Targeted advertising
- Use of construction Ambassadors



# Trainee support

- Build in induction, mentoring, review points
- Consider pastoral support
- Provide additional skills
- Support through transition from training placement into paid employment or further education

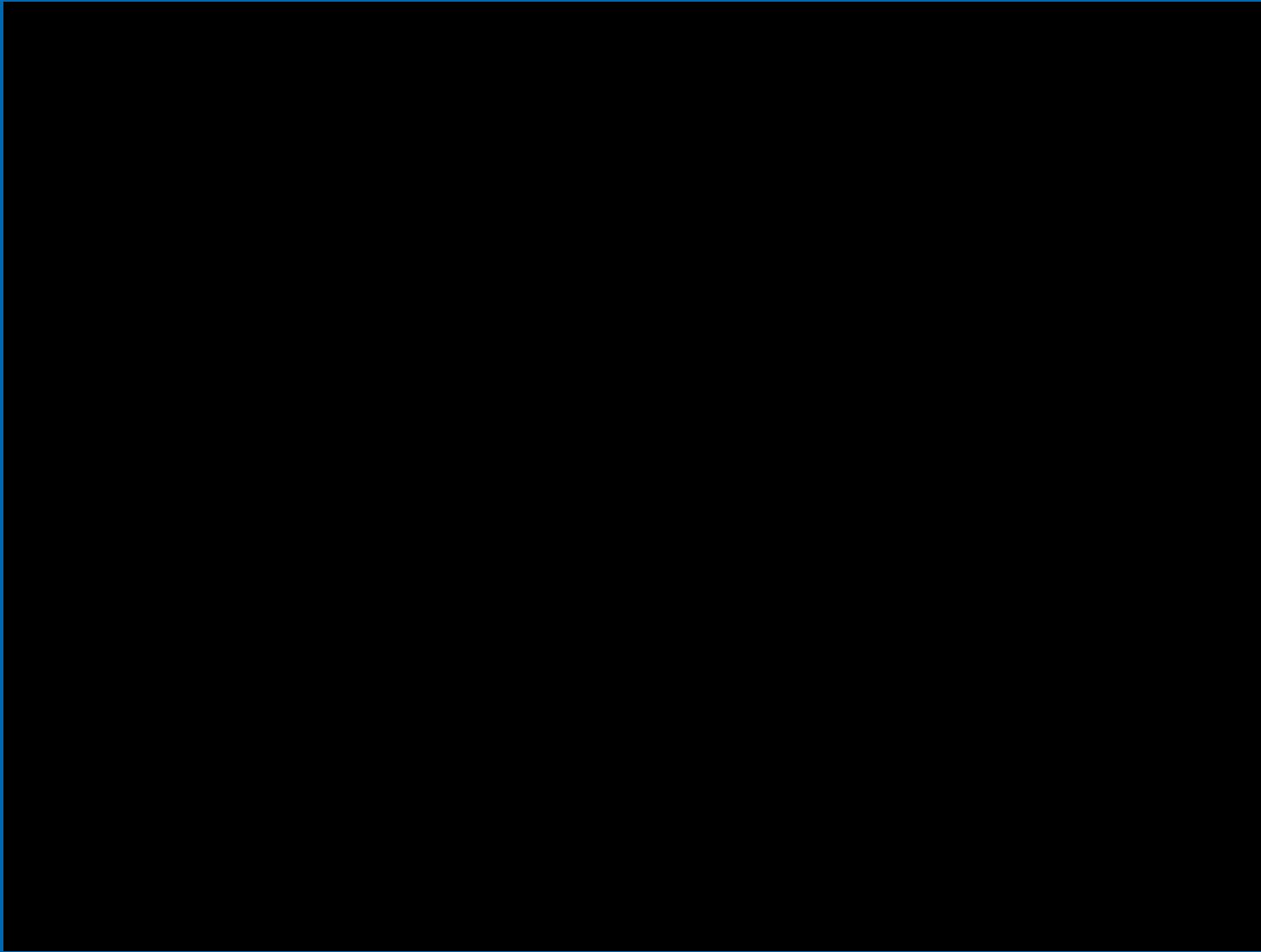


# Share learning



- Encourage trainees to showcase work with public
- Build training best-practice into day-to-day work of organisation
- Share lessons learnt
- Promote qualifications/ resources

# Trainee millwrights in the Broads





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