

WorldSkills UK Training Manager Opportunities

We are looking to develop collaborative partnerships between education and industry to lead on the training and development of young people preparing for international competitions.

WorldSkills UK exists to change the national conversation about skills and young people to improve the perception of apprenticeships and technical education. We play a key role in accelerating young people in their personal and professional development so apprenticeships and technical education are seen as prestigious career routes for all young people.

We do this through experiential and digital careers advice, as well as through skills competitions, and mind-set and productivity training. The aims of WorldSkills UK are to:

- Help young people make informed choices about their career directions
- Champion young people's success in their career paths
- Accelerate young people's personal and professional development through world-class training on resilience, mind-set and productivity.

Building on the UK's success at international competitions, WorldSkills UK is looking to recruit Training Managers to mentor and prepare young people for the next international competition in Russia 2019.

A critical element for WorldSkills UK in this continued success is the development of engagement from education and industry to enable these skills competitions to progress to WorldSkills Kazan 2019. The role of Training Manager is vital to this engagement.

Training Managers must demonstrate relevant industry knowledge and experience in technical and vocational education and training (TVET) and will play a crucial role in supporting the sustainability, management and design of a high quality skills training programme that enables individuals to raise their professional and technical skills in the pursuit of representing the UK in European and International competition.

Benefits and opportunities:

1. Be recognised as a leader in skills development and represent the United Kingdom in an international arena.
2. Represent your organisation nationally and globally as the centre for excellence and expand your professional network.
3. Lead the development and transformation of a group of young learners; transferring your knowledge, skills and expertise in the pursuit of excellence.
4. Lead an international exchange of best practice between education and industry championing world-class skills development.
5. Maintain and develop cutting-edge skills and knowledge and access a bespoke training and development programme to raise your professional capacity.

“Being part of Team UK and accessing the best apprentices and learners in the UK is an absolute honour, whilst also seeing how your trade is delivered to a world-class standard globally is priceless”.

Frazer Minskip, Autobody Repair Training Manager, WorldSkills UK

Team UK Preparation Programme

The Team UK 18 month programme is built on our distinctive accelerated learning methodology; underpinned by pedagogical principles and elite sports practices. The programme accelerates the growth of an individual's technical and productivity skills, whilst also focussing on the development of attitudes and behaviours that contribute towards a winning mind-set.

The Team UK preparation programme consists of two strands; **technical skills development training** and **mind-set boot camps**. In partnership with our network of Training Managers and Performance Coaches we model global best practice in skills excellence, development and delivery.

The Training Manager role

The Training Manager has responsibility for the design, delivery, quality and management of training programmes delivered within a given skill. You will plan and manage the effective delivery of a high quality skills development programme that accelerates groups of young peoples' growth in their professional and technical skills in the pursuit of representing the UK on either a European or International stage.

We are currently seeking Training Managers across each of these skills:

- CNC Turning
- Electronics
- Industrial Control
- Refrigeration
- Manufacturing Team Challenge
- Health and Social Care
- Automotive Technology

Find out more about the standards for these skills <https://www.worldskills.org/what/education-and-training/wsss/>.

Key responsibilities

Stakeholder engagement and relationship management

- To act as an ambassador for the work of WorldSkills UK.
- To generate through partnership and collaboration, investment from education and/or industry to secure the UK's participation in a given skill.
- To work with WorldSkills UK and its partners to enhance the benefits of the preparation programme.

Training and development programme

- To make a major contribution to the design, development and delivery of an enhanced training programme to secure world-beating performances in skills competitions, for the UK.
- To support and foster individual learning progress of young people in training and assessment activity, progressing to European and/or international competition.
- To support the transfer of global best practice across education and industry within the UK.

International competitions

- To participate in the WorldSkills Competition as the UK's designated Expert.
- To take opportunities to demonstrate a welcome and openness to other nations, cultures and social groups.
- To help develop and maintain the WorldSkills Competition in a particular skill.

Person Specification

Key: [E] Essential / [D] Desirable

Knowledge and experience

- An outstanding degree of knowledge of the craft or skill in education and/ or industry [E]
- Excellent knowledge of standards either in education and/ or industry in this craft or skill [E]
- Knowledge of international practices and standards in the craft or skill [D]
- Experience of developing training programmes for young people, in addition to assessment and marking [D]
- Knowledge and experience of teaching methods with a good command of knowing when and how to apply each method [D]
- Knowledge and experience of managing and monitoring performance and achievement [E]
- Experience in challenging and motivating young adults to achieve success [E]
- Experience working with a diverse group young adults with varying support needs [D]
- Knowledge of an influential network who will be able to support sustain the skills competition [D]

Skills

- Ability to observe, analyse, assess and report on performance in detail [E]
- Excellent skills in time management; able to prioritise and plan [E]
- Negotiation and influencing stakeholders in a multi-cultural setting [D]
- Ability to quickly develop successful working and trusting relationships with people from different backgrounds and cultures, and with varying levels of needs [D]
- Excellent communication, listening skills and interpersonal skills [E]
- Enthusiastic, flexible and patient and the capacity to motivate others and self [E]
- Ability to work well under pressure [E]
- Ability to think creatively and solve problems [E]

Special circumstances

- Capacity to work outside of normal office hours [E]
- Prepared to travel within the United Kingdom and internationally [E]
- Able to spend time away from home [E]

Application process

Stage 1

WorldSkills UK are excited to see applications from individuals who meet the person specification and are prepared to commit the time required to support the Team UK preparation programme with the commitment and support of their employer.

Submit your CV and supporting statement outlining how you meet the person specification, counter-signed by your employer (if applicable) to competitions@worldskillsuk.org by **10 September 2017**.

Stage 2

Successful applicants who meet the criteria will be invited to an assessment day on **21 September 2017** at Loughborough University. The assessment day will include an attributes assessment, an interview and a presentation.

The presentation must demonstrate how you will work with WorldSkills UK to establish and develop partnerships to source investment to take this skill forward post March 2018.

Terms of appointment

- WorldSkills UK offers a contribution towards loss of earnings incurred by individuals or their employers while participating in this programme over 18 month period to a minimum of 100 days, where this is required.
- It is important the applicant is able to understand and have occupational expertise at this standard to be considered for the role of Training Manager. Find out more here: <https://www.worldskills.org/what/education-and-training/wsss/>. The Standards Specifications outline the knowledge, understanding and skills that underpin the international skills competition, and reflect best practice of the associated occupational role in industry or business globally.
- Appointments will be made for one WorldSkills Competition cycle only, on the basis of the criteria set out in this document.
- The offer of appointment will be subject to satisfactory references.
- WorldSkills UK is currently dependent in part on government funding, and at this time the financial support we will be receiving from government for 2018/19 has not been agreed. It is therefore important to understand that our offer to you will be contingent on our ability to secure funding, both through contributions by government and through commercial partnerships.
- Travel and subsistence incurred on behalf of WorldSkills UK is reimbursed once appointed to the post.
- All Training Managers will be enrolled onto our leadership and coaching programme.