

Centre of
Excellence
Toolkit

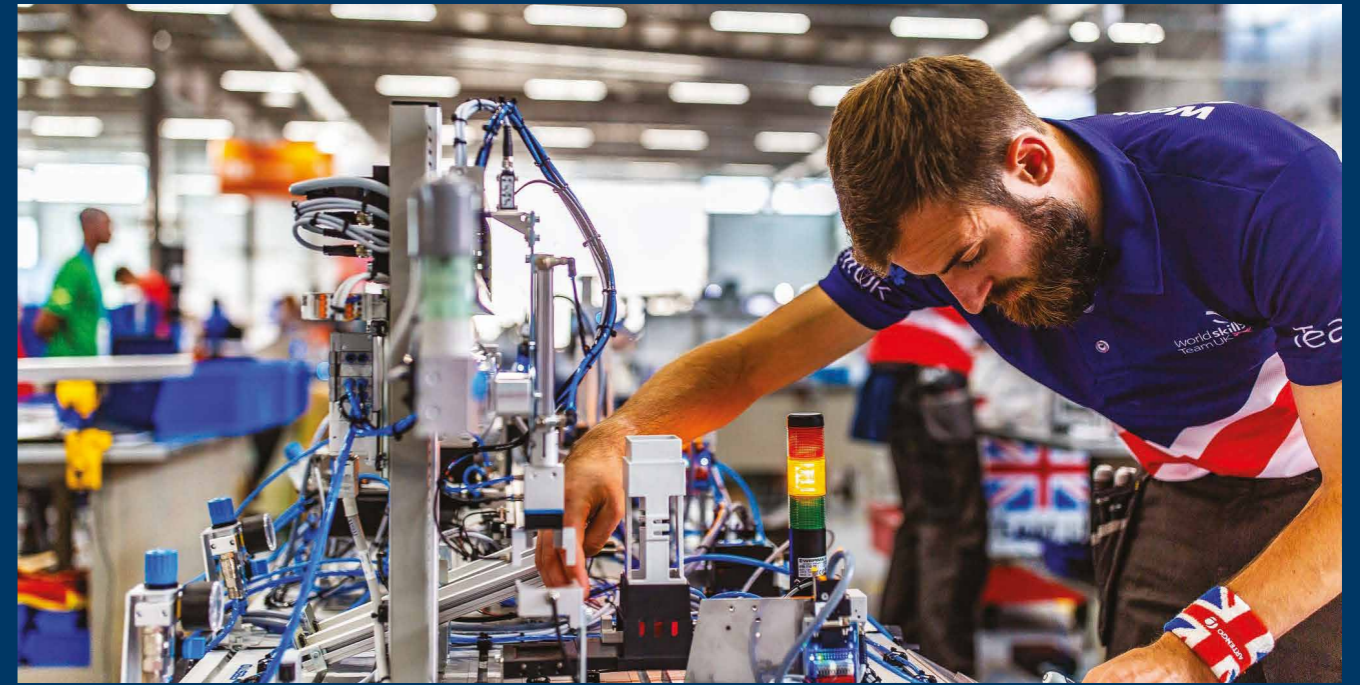


To support institutions in making an application

In partnership with

ncfe.





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“This innovative partnership with WorldSkills UK and NCFE will ensure young people receive the best vocational training possible and help businesses have access to the talented workforce they need to rebuild after Covid-19.”

Gavin Williamson
Education Secretary

“WorldSkills UK and its partners continue to promote technical education and apprenticeships and inspire more young people to consider these as prestigious career routes. The creation of the WorldSkills UK Centre of Excellence, which will mainstream international excellence, is something I welcome and would encourage more of. The centre demonstrates the types of innovative approaches that are possible across the sector to achieve better outcomes in skills provision in this country and should serve as a rallying call to us all of what can be achieved together.”

Gillian Keegan MP
Minister for Apprenticeships and Skills

Championing demand for world-class technical education & apprenticeships



The 'Skills for Jobs' White Paper set out clearly the government's blueprint for post-16 learning for England. At WorldSkills UK, we welcomed the focus on driving up the quality of teaching and training to better prepare young people to meet employer and economic development needs with reference to the WorldSkills UK Centre of Excellence in partnership with NCFE.

The WorldSkills UK Centre of Excellence is a workforce development pilot to transfer insights from global skills systems and world-class practices to equip educators across technical and vocational education and training (TVET) with the knowledge and skills to embed international best practice to advance technical teaching, training and assessment.

"The Centre of Excellence is a radical new way of working to bring global best practice to local economies and level up skills across the country - ensuring that we can embed international standards into training programmes and deliver what employers need in order to kick-start the economy."

Dr Neil Bentley-Gockmann OBE
Chief Executive, WorldSkills UK

Through our partnership with NCFE we aim to make a tangible, positive difference for learners in technical education by transforming the quality of teaching and learning, and by August 2023 we will:

- promote and advance technical learning so that teaching quality is higher, and staff, student and apprentice performance is raised
- support educators to gain high performing and industry relevant skills that enhance their career development and progression
- provide students and apprentices with increased confidence and career aspiration and give them a springboard to transition in to higher technical learning or work
- give employers a more highly qualified and skilled young workforce which will support higher business productivity
- boost social mobility to change the lives of learners of all backgrounds.



For institutions

Inspire excellence in teaching, learning and assessment and advocate for world-class skills in every setting to support continuous improvement and innovation to develop highly performing and qualified apprentices and students ready for work.



For educators

Enhance teaching practice and play an influential role in the development of young people with exposure to world-class insights, access to advanced techniques in skill development and technical learning.



For learners

Raise levels of achievement for apprentices and students by boosting formal attainment and motivation so apprentices and students aspire towards skill excellence and support the development of a deeper understanding of skills for the world of work.

How institutions will benefit and contribute towards mainstreaming excellence

The WorldSkills UK Centre of Excellence provides an exciting proposition for colleges, Independent Training Providers and employer providers to apply to join the pilot programme and lead in the transformation of teaching, training, and assessment practices to contribute towards quality improvement from within their institutions. The pilot is comprised of four features:

1. Community of practice

We have seen great strength in our network from the first year of the programme and we invite technical and vocational education and training (TVET) leaders, quality leads and teaching practitioners to join our community from the successful institutions.

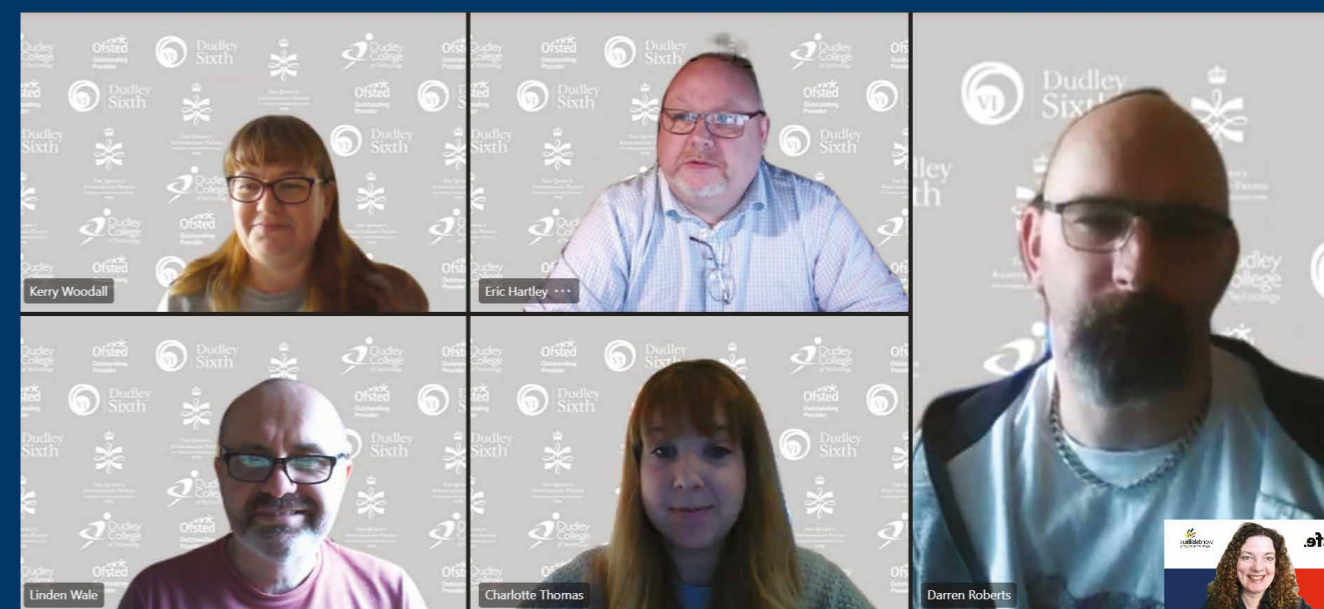
We will share our calendar of workshops and forums to attend and participate in a range of opportunities either virtually or face to face (when safe to do so) to network with peers, collaborate, exchange, and share ideas.

2. Developing Skills Excellence - Continuous Professional Development (CPD)

Five teaching staff (see criteria page 6) from your institution will be coached and trained by a WorldSkills UK High-Performance Skills Coach who will transfer insights from global skills systems and world-class practices to equip educators with the knowledge and skills to embed international best practice to advance technical teaching, training, and assessment.

The CPD will be delivered either virtually or face to face with commitment of a total of 10 days each academic year from, 2021 to 2023.

As part of the application, we require institutions to have understood the commitment of time, criteria for selecting teaching staff (educators) and consideration to the preferred CPD delivery method from December 2021 – June 2022, for example:



- option one – block delivery of full day sessions to a total of 10 days e.g. 2 full weeks over a period of time
- option two – 3 hours per week to a total of 10 days, for a period of 6 months.

Teaching staff will be supported over the duration of the pilot by their associated High-Performance Skills Coach.

3. Knowledge and skills transfer

The five-teaching staff will be mentored and supported to cascade the learning to peers within their institution to create a network of inspirational world-class educators who will drive systemic change from within their institutions across the UK.

We would expect the knowledge and skills transfer to be cascaded to ten teaching staff each academic year to embed practices within your institution. This will be supported by a High-Performance Skills Coach, in addition to a condensed CPD package with online resources to cascade the learning to peers.

4. Impact and evaluation

Our partnership with NCFE is enabling us to deliver the pilot to help us test a range of methods and practices to better understand the most effective means of disseminating and mainstreaming excellence across TVET.

The delivery of the programme will be underpinned by a robust impact and evaluation framework to measure:

- reaction
- knowledge change
- what is being done differently?
- impact.

The methodology for collecting this data will include anonymised data from institutions, surveys, meetings, and case studies and therefore we require support from each institution to combine efforts in collecting data over the course of the pilot.



How to apply to join the WorldSkills UK Centre of Excellence

Supporting institutions make an application

Stage 1	Stage 2	Stage 3	Stage 4
<p>Leadership teams can make an application between 12pm on 17 May to 12pm on 4 June 2021.</p> <p>Institutions must demonstrate how they meet the criteria and commitments of the pilot.</p>	<p>Shortlisted institutions will be invited to a video meeting with WorldSkills UK lasting up to 60 minutes from 21 June to 1 July, to discuss and present further information relating to their application.</p>	<p>Following an internal moderation process, we will confirm the successful institutions from the end of July 2021.</p> <p>We will then schedule induction meetings with each institution's leadership team from September 2021 who will sign up to a Memorandum of Understanding (MoU) with WorldSkills UK.</p>	<p>From October 2021 we will publicise the institutions joining the pilot and work with each institution in readiness for delivery to start from December 2021.</p>

As part of the selection process, based on the review of the volume of high-quality applications we will, at our discretion, consider the spread across the country and consider inspection ratings, percentage of BAME population and vocational areas of curriculum and specialisms.

- there is no requirement to have previously participated in WorldSkills UK competitions or deliver NCFE qualifications
- applications must demonstrate how they meet the commitment and criteria for joining the pilot
- we will host a series of webinars from May to June to introduce the programme and assist institutions consider their application
- we have provided the application questions to help you prepare your submission, which will be open from 12pm on 17 May to 12pm on 4 June 2021.

By providing much-needed investment in technical educators through the WorldSkills UK Centre of Excellence, we will mainstream international best practice into programme delivery. We are raising the bar for technical teaching and helping to create a cohort of highly skilled, employment-ready young people who can positively contribute to the workforce as we strive to rebuild the UK economy.

David Gallagher
Chief Executive, NCFE



Commitment and criteria

Institution criteria

- commitment from the Principal/CEO, and preferably institution Corporation or Board
- the pilot is open to:
 - general FE colleges with an excess of 1,000 16 - 18-year-olds in learning, and
 - ITPs and employer providers with an excess of 150 16 - 24-year-olds in learning
- capacity to release annually five members of teaching staff with remission for 60 hours of CPD over 10 days (non-teaching time) plus other time to implement programme activities as part of their teaching role
- the institution should identify the five-teaching staff to be involved by running their own internal recruitment process, ensuring a representation of individuals from underrepresented groups
- commitment of a wider support team; member of the senior leadership team to act as lead point of contact for WorldSkills UK and NCFE, a member of staff from your quality team to support transfer learning and a marketing & communications representative to promote your institutions involvement in the pilot
- agreement to share anonymised data and feedback on educators/learners engaged benefitting from the pilot programme
- pledge to support dissemination of best practice, knowledge, and skills transfer within institutions and to work with WorldSkills UK to achieve impact and mainstream excellence.

Educator criteria

- 10 days over each year including independent study activities, both in and out of work with remission from teaching hours
- we encourage the educators joining the programme to be on a minimum of 0.8-MGL or above
- the CPD is designed for educators delivering both practical and technical learning in vocational subjects from level 2 to 5
- the cohort of educators from each institution cover a breath of specialisms; however, we will place a specific preference on practical and technical teaching staff across STEM
- each educator you select needs to have contact with a minimum of 30 learners in order to transfer practice in a teaching and learning environment
- the enrolled educators will be required to cascade the knowledge and skills to their peers, which will involve them facilitating training following completion of the CPD, supported by their High-Performance Skills Coach as per details on page 4.

“Being part of the WorldSkills UK Centre of Excellence programme is an honour. I am working alongside a brilliant team with an amazing mentor. Every session is so insightful and extremely engaging. I thoroughly enjoy our sessions and it feels like I am doing this training programme for myself rather than my establishment. It has certainly highlighted areas where I would like to further develop my skills. The support offered is brilliant and I am really enjoying the resource.”

Katie Asgari, Educator, RNN Group



Application questions and guidance

Number	Question	What we want to see as part of your application
1-4	About your institution.	Details about who is making the application and your institution.
5-7	Details of leadership team.	Confirmation of support and endorsement of this application from institutions senior leadership team e.g., Principal/CEO.
8	How many learners are at your institution?	We are particularly interested in the number of BAME learners.
9	What are the main geographical areas covered by your institution?	This will help us understand the geographical reach and number of center's which form part of your institution.
10-11	What is the institution's most recent inspection grade/rating and when?	We keen to see where the Centre of Excellence can benefit institutions in quality improvement.
12	How will the Centre of Excellence pilot programme most benefit your institution, staff and learners/apprentices? (max 250 words).	The institution has demonstrated clear, tangible outcomes and benefits beyond involvement in skills competitions to transform engagement (staff/learner) and quality of teaching, training and assessment practices within their institution. For example, part of the quality improvement strategy.
13	What is the most significant challenge facing your institution that you consider the pilot programme can address? (max 250 words).	The pilot can realistically and positively contribute towards meeting specific needs within capacity of the Centre of Excellence.
14	Provide a brief explanation on how you will recruit and select five-teaching staff from practical and technical subject areas to be involved in the pilot and which vocational areas will they be drawn from? (max 250 words).	The institution must be able to demonstrate how they will identify and recruit teaching staff who meet the criteria. For example, an internal recruitment process, representation across STEM and actions the institution will take to ensure the selection of staff across a range of diverse identities.



Application questions and guidance

15	What measures will you take to guarantee commitment and engagement from the five selected teaching staff? (max 250 words).	Commitment from senior leaders to support and encourage teaching staff's engagement in the pilot by creating capacity for those selected to meaningfully attend and participate in the programme of CPD and knowledge and skills transfer. For example, remission from teaching hours to commit to 10 days of CPD, capacity implement learning in classroom and contribute towards the skills cascade.
16 - 17	Please identify your preferred delivery method and explain why this will have the most impact for your teaching staff. (max 150 words). <ul style="list-style-type: none"> ◦ option one – block delivery of full day sessions to a total of 10 days ◦ option two – 3 hours per week to a total of 10 days. 	This is to demonstrate that you have considered the delivery options for the CPD which can be changed if successful at a later date, before delivery begins from December 2021.
18	How can the institution support local, regional or national dissemination of the pilot? (max 250 words).	This will help us assess level of innovation, co-operation and extended partnership with each institution to broaden the reach and benefits outside of the institution applying.
19	How can the institution support us in measuring impact? (max 100 words).	We are interested to understand qualitative / quantitative frameworks in evaluating quality and performance and if the institution is prepared to release personnel and share these insights with us to report on effectiveness and impact of pilot.
20	Any other desired outcome(s) from involvement in the programme? (max 100 words).	Space to include any further information to support your application.
21	If successful, please advise on dates between 21 June and 1 July you will not be available for interview.	This will help us plan suitable dates and times if you are successful in progressing to the next stage of process. We encourage representation from your senior leadership team to be part of the interview.

Get in touch

If you would like to find out more information about the pilot please visit the WorldSkills UK [website](#) or email centreofexcellence@worldskillsuk.org

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"We are delighted to be part of the WorldSkills UK Centre of Excellence programme and to be able to access the expert support of the WorldSkills UK High Performance Skills Coaches. We are already seeing the positive impact on the staff involved in the programme to date, as they innovate their teaching, learning and assessment skills to embed world class competencies and standards. We are excited to soon be rolling out the programme across the college, so that all learners are able to develop world class skills to enable them to excel in their chosen careers."

**Gary Cumiskey, Deputy Principal / Chief Executive
Middlesbrough College**

"I feel more confident with my teaching, learning and assessment approaches. I have enjoyed the discussions with other Colleges who teach different subjects and collaborating together. I am enjoying the training more and more each week and I feel this training stretches you as a Tutor, moulding you into an even better more efficient Teacher. The support which we receive is excellent and I would recommend others to complete this training."

**Heather Ferguson, Educator
Middlesbrough College**

