

Human resource assignment 2

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Human Resource Management

Title: Critically evaluate the role of employment law, industrial relations and employee development.

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1.0 Introduction

This report critically evaluates the role of employment law, industrial relations and employee development. Focusing on Wales and Welsh current legislation. The report will identify current legislation related to employee training and development, it will critically evaluate the extent to which the legislation meets its aims and where improvements are required. It will also demonstrate how important skills are to the industries, in addition to good qualifications in education.

The purpose of this report is too:

- Identify different types of training and development.
- Identify how the Welsh Government is improving apprenticeships and education
- Demonstrate how important skills are becoming for the Welsh economy

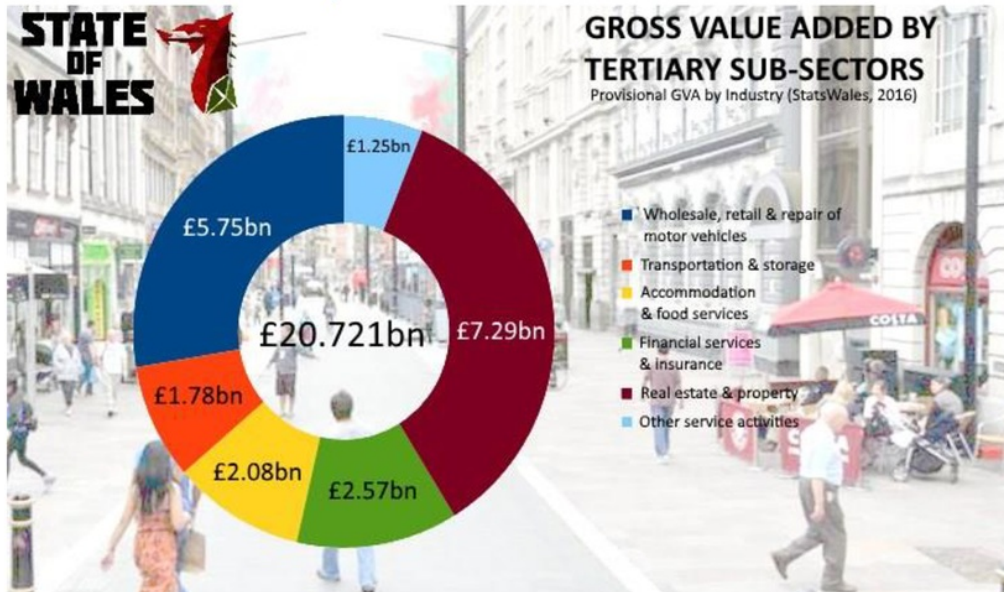
Indicate how Wales could benefit from a 'new future economy' of new skills available

2.0 Training and development/ Governmental policies

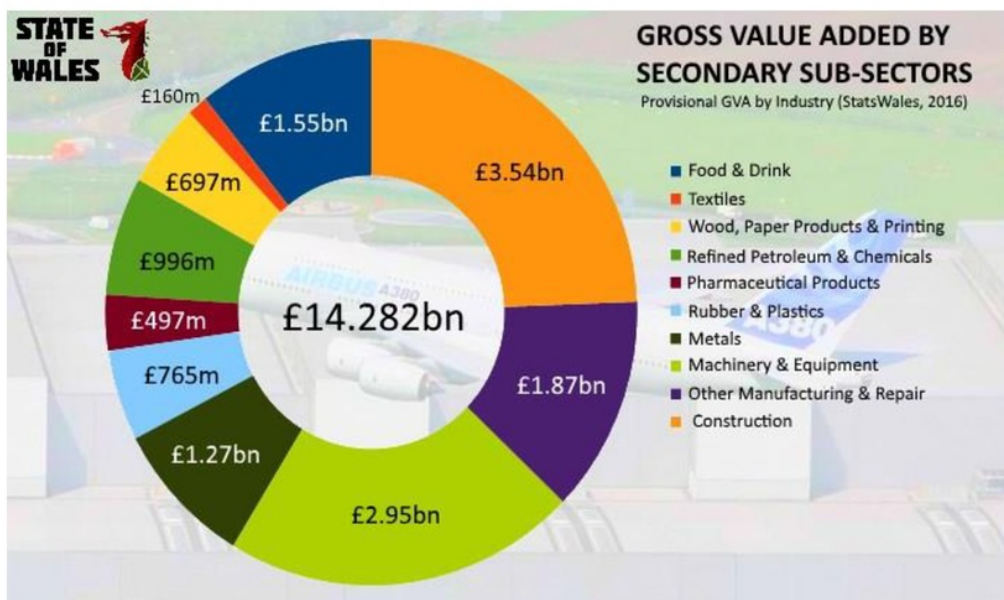
Training and development are important for developing a career. A survey of 2,042 British employees found about 90% believed that regular training was vital to their careers (Baska, 2018). According to Helen Jamieson, a CEO at HR and training consultancy Jaluch, stated that people need training, education and coaching if they are going to keep up with the **Good point** of newer technologies and new communication methods (Baska, 2018). In the same survey 64% of 18-24 year olds felt that training would impact on the time they are away from their desks (Baska, 2018).

Methods of training include classroom based, E-learning, case studies and behaviour modelling. The types of training include on the job training and apprenticeships. In Wales current legislation consist a variety of training and development for employees, predominantly aimed at younger employees, such as internships, apprenticeships and Higher and Further Education. Wales uses universities and colleges to help deliver training and development.

Service based economy



(Owen, 2018)



(Owen, 2018)

The Welsh Government introduced an economic action plan that is aimed to help grow the Welsh Economy and promote well being. This includes an economic plan that businesses in Wales will have to full fill by committing to growth potential, promoting health and skills, learning in the workplace and fair work (Gov.Wales, 21st May 2018). The point of this action plan is too work with businesses

to improve decarbonisation, high quality employment, skills development, automation and digitalisation (Gov.Wales, 21st May 2018).

Improvements

Wales could also improve by profiting from the economy of the future. The whole of the UK is moving away from physical, technical and resource based skills towards cognitive and problem solving skills (Karen Cherrett, 2018). Skills are changing to improve the economy. For example, engineers will not only need to know how to design industrial manufacturing process, but also how to deploy and use data analytics. increasing the use and learning of machines (Karen Cherrett, 2018). A challenge facing Wales is that it cannot encourage enough people into life science, cyber and digital areas resulting in a skill shortage. There needs to be urgent engagement and to retention of young people leaving school, and apprenticeships to fill this gap (Karen Cherrett, 2018). These issues were addressed in the Economic plan, the Welsh Government is proactive in looking into the issues and possible improvements required. The city regions will have an advantage because they will be well placed to design systems and joint commissions with sixth forms and colleges, enabling services and also commercial apprenticeships.

Long term is an ambition to parallel industry and employment alongside education and skills so that there is a natural progression between the two.

Mid term goals are to develop connections between businesses and industrial for placements and work placed study.

Short term goals are that companies pay back the Welsh investment, not just creating a number of jobs but to increase economic value, by using social and economic investment and supporting the colleges and universities.

(Karen Cherrett, 2018).

More skills, less qualifications?

There is an argument to be made that more skills are required than obtaining qualifications. According to Casey Fleischmann, employers are looking at a variety of talents, skills and personality traits, this policy ensures that people who did not attend university have just as much chance of getting highly paid employment job (2019).

Acquiring computer skills in Wales for school pupils is now seen as important as maths and literacy skills, for children of all ages (BBC News, 2015). Skills are being integrated into Further Education to help address higher level, job specific requirements (Gov.Wales, 11th December 2018).

An example of the importance of IT skills is the usage of data analytics. Data analytics are becoming increasingly important in the changing environment. According to Louis Columbus, data analytics and data science jobs will be increasing in 2020 to approximately 2, 720,000 jobs. Data Analytics Skills are already in high demand, with 59% of all data analytics being used in finance and insurance, professional services and IT. Data analytics are being used by businesses to help determine accuracy and examining factors that control the performance of the firm in order to raise sales and user interactivity. Google and Amazon use data analytics for these reasons (Hiba Alsghaier et al, 2017). The primary downside of using data analytics is that there is a lack of skills and technologies within organisations at this time. Also, there is a lack of knowledge and experience in

using data analytics (Hiba Alsghaier et al, 2017). In order to be a data analyst, some of the key skills required to be an analyst include problem solving, verbal and written communication skills and teamwork (targetjobs, 2019). According to Alex Gray, the top 10 skills required in 2020 will be complex problem solving, decision and judgement making and coordinating with others, all linking with data analytics (19th January 2016).

The major technology companies used to believe that having qualifications would be more important than skills, but now having high qualifications is no longer a guarantee to higher paid employment (Debroy, 2018). According to Debroy, degrees serve as foundations but certain job markets still call for a degree of skill, it is increasingly necessary to not only have a degree but to also attend skill based programmes to help increase the chance to qualify for a higher classed job (2019). Good point

According to the Welsh Government, skills have had a large impact on the economic and social well-being of Wales (Gov.Wales, January 2014, P.1). The Welsh Government in 2014 made a policy statement on skills that they claim will provide the skills needed for employment (Gov.Wales, January 2014, P.2) The skills provided Good point included in apprenticeships and Higher and Further Education.

However, the Welsh Government have also focused too much on students and younger adults, and need to start focusing on other people as well if they are to implement skills more to help improve the economy. Around 12% of the Welsh population will struggle to reach level 1 literacy skills in 2010. This is a problem especially with the over 55 year olds, where 15% struggle with basic level 1 literacy skills (iwa.Wales, September 21st 2015). Literacy, numeracy and digital skills not only help adult learning but also to help them contribute fully in society and economic growth. If adults don't have literacy skills, their opportunities are greatly diminished (iwa.Wales, September 21st 2015). More than 1 in 10 employers are likely to disregard a CV if it has poor punctuation for example (Grant Bailey, Tuesday 14th August 2018). This is an area the Welsh Government can really look at and improve with their skills plans Good analysis.

Apprenticeships

Apprenticeships are becoming increasingly important for employers. According to Grant Bailey, employers are starting to favour relevant apprenticeships over university degrees. Out of 1,000 decision makers in a survey made by the Association of Accounting Technicians and the survey found that 49% prefer to see relevant apprenticeship or previous experience ahead of qualifications, and just 24% said they would more likely choose someone with good qualifications. (Grant Bailey, Tuesday 14th August Good point According to the Government of Wales, the apprenticeships, skills, children and learning act 2009 intended to identify requirements of apprenticeships in Wales, it is separate from the English act (2016). The legislation act was created to enable 'provision for the structure and requirements for apprenticeships in Wales.' (Gov.Wales, 2016). This legislation was created only by Welsh Ministers (Gov.Wales, 2016). Apprenticeships allow the combination of work and studying by combining on the job training and classroom learning (Emma Knowles, 2019). The idea of using apprenticeships is to increase skills and knowledge within careers. Qualifications include functional skills, GCSEs, National Vocational Qualifications, Technical Qualifications and Academic qualifications (Emma Knowles, 2019). Good point

Apprenticeships can bring benefits to an organisation and to the individual. The Government of Wales recognises that apprenticeships can bring many advantages and benefits to any organisation

and individual who chooses to follow an apprenticeship in Wales. Some different benefits for the individual include:

- The ability earn money whilst through work whilst studying
- There is no loans or debt to pay, for example no student loans to pay off
- There are considerable apprenticeships to choose from, for example in Wales there are apprenticeships in mechanics and logistics
- With an apprenticeship, the individual has paid holidays, usually at least 20 day paid holidays every year, including bank holidays.
(Guildford college, 2019)

The benefits of apprenticeships in the business include:

- Reducing the staff turnover
- Helps to improve the company image.
- 73% of employers said in a survey that staff morale improved by having apprentices
- According to the same survey, 25% of consumers are willing to pay more for products from a business that has apprenticeships.
(UK Government, 2015)

Good point

The Government of Wales have been completing different strategies to ensure that apprenticeships are successful in Wales. An example is that the Welsh Government introduced a 5 year plan to help in improving apprenticeships for the Welsh economy. These improvements include delivering apprenticeships in Welsh in addition English, focusing on level 3 and higher level apprentices to allow jobs and growth and addressing skill shortage issues in the country (Gov. Wales, 2015). The Welsh Government's plan has also set a target of 100,000 apprentices of all ages in Wales over 5 years, from 2016 to 2022 (Gov. Wales, 2015). Whilst the Welsh Government has been successful in some areas, they have been less successful than others. These include the usage of the apprenticeship levy system and disabled apprentices.

Good analysis

Apprenticeship improvements

Apart from the fact that the security of apprenticeships can always be an issue, there are others that the Government haven't fully focused on.

Disabled apprentices

The Welsh Government is not focusing enough on disabled apprentices. According to the Welsh Government only 45% of disabled people in Wales are employed, whereas 80% without disability are employed (Gov. Wales, Monday 3rd December, 2018). The Welsh minister has introduced an action plan that disabled people have more chance of participating in apprenticeships by encouraging more employers to offer disabled people the opportunity. This policy is included in the Government's employment plan, the opportunities for disabled people to find and stay in work is the key element to disabled completing apprenticeships (Gov. Wales, Monday 3rd December 2018).

Good analysis

Part time apprenticeships

Whilst the Welsh Government has focused on full time apprenticeships, they haven't focused on the prospect of part time apprenticeships. Part time apprenticeships would be beneficial because the pay for an apprentice is poor. For an apprentice, the national wage will be £3.90 in April (Gov.UK, 2019). A part time apprenticeship would mean that the apprentices could earn more by getting a part time job, whilst building up skills and qualifications at the same time (BBC news, 12th October 2017). The Welsh Government will need to introduce the **Good point** to encourage people to do apprenticeship schemes and make a living whilst studying.

Higher and Further Education

Types of Further Education in Wales include attending college or sixth form to complete level three diplomas and "A" levels. Higher Education available in Wales includes Higher National Certificates, Higher National Diplomas, Bachelors Degrees and Post Graduate awards. There is considerable legislation that involve completing Higher and Further Education. Legislation created for the entitlement of further and higher education is made by the National Assembly of Wales or the Welsh Ministers (Gov.Wales, 2019). The Further and Higher Education Act 1992 sets out the 'establishment, dissolution, powers and responsibilities of Further Education institutions.' (gov.Wales, 2019). This act was updated in 2014, Welsh Ministers conducted reviews of focuses, such as the funding and additional learning needs (beta.Gov.Wales, July 2016). For students under 19 years old, further education insitutions work with schools or local authorities in their areas to help maximise the potential of using public resources to help (Jones, PATOSS (Organisation) and JCQ (Organization), 2011; Brown, 2015) provide education and training to those students (Gov.Wales, 2019).

Advantages of having Higher Education in Further Education Institutions in Wales

Bringing together the intermediate and technical skills gap

According to the Welsh Government, a lack of job related and technical skills are always a great concern to employers across the UK. By implementing Higher Education at Further Education facilities small and large employers are able to engage with Further Education insitution about skill requirements needed for the present and the future, and develop programmes that help to meet their needs (beta.Gov.Wales, June 2015). Four **Good point** are also very beneficial for businesses because they are designed to give specific skill requirements and are delivered on a flexible basis (beta.Gov. Wales, June 2015).

Higher employer engagements and local access

According to the Welsh Government, higher skills training is recognised as the key for improving economic performance (June 2015). Further Education Institutes have strong relations with local employers and are developing programmes that require higher level skills and can provide flexible education. They are able to connect with local employers and provide specific training that fit specific requirements and are able to give Higher Education in areas which universities may not be

available to deliver (beta.Gov. Wales, June 2015). Examples can include mechanics or medical research.

The limitations

There are also areas where the Welsh Government are failing to meet current legislation acts.

Funding appears to be the main limitation for the Higher and Further Education Act. 2014. The funding of Further Education especially appears unprotected. According to the Welsh Government report, the funding cuts for Further Education has meant reductions. For example, in 2012-2013 the Welsh Government spent around £450 million pounds, £330 million of that in further education Institutions and £113 million for sixth forms in (Beta. Gov.Wales, July 2016). By the years 2015-2016, the overall budget was reduced to just £400 million pounds (Beta. Gov.Wales, July 2016).

Under the Learning and Skills Act in 2000, the Welsh Government has considerable responsibilities, one of which includes the duty to secure facilities for education and training. According to the report, there was a potential for the Welsh Government to also cut public funding over two years since the Act was fully in force, in order to protect learners (Beta.Gov.Wales, July 2016). Between the years 2013-2015, there was a 12% decrease in students aged 20 and over in Further Education institutions and a 7% decrease in those aged 19 and under (Beta. Gov.Wales, July 2016). A recommendation for Further Education Institutions is to find other sources of income and use other commercial investments and not to rely heavily on the Government funding alone.

A further possible limitation could be the impact of Brexit, especially if with a no deal Brexit outcome. The impact of Brexit could also impact on funding for Further and Higher Education opportunities. The key issues include replacing funding from the EU, withdrawal of tuition fees and loss of student loans, existing funding problems and the recruitment of students (Assembly.Wales, 2019). The Welsh Committee found that the loss of tuition fees grants and loans would make Welsh Universities less attractive to study in, especially for EU students (December, 2018). 2018, UCAS applications data showed that the number of EU applicants fell to 10% for study in Wales for the 2018/2019 academic year. According to Cardiff University, if there is no EU scholarship or bursaries available to EU students, then Wales could lose 80%-90% of its current non EU Graduates in Wales (Assembly.Wales, December 2018).. As of September 2018, the tuition fee is no longer available to undergraduate students, EU or national students and from the 2018/2019 academic year and onwards, EU undergraduate students will have to fund the whole £9,000 fee (Assembly.Wales, December 2018). A recommendation is to produce a survey of EU students to determine why they chose to study in Wales and also develop a Good point different proposals to help Universities look more attractive to EU students including the financial incentives of the students (Assembly.Wales, December 2018).

Conclusion

The Welsh Government has identified many issues in its current legislations. The Acts they have made and how they have managed it are satisfactory, However, improvements within different sectors of their legislations still need to be made. The Welsh Government are looking to improve issues regarding training and development, by trying to improve education and taking a bigger interest in skills requirements. Despite them looking into these areas' improvements are still needed for a successful future

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Human resource assignment 2

GRADEMARK REPORT

FINAL GRADE

68/100

GENERAL COMMENTS

Instructor

Very well researched and good use of relevant sources.

A very good understanding of the dynamics of training and development.

Excellent critical analysis. Some key areas in legislation identified, analysed and criticised where necessary.

Very well structured but bibliography not in Harvard format.

A very good piece of work. Well done.

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Additional Comment

No Harvard Format

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