



**Not-for-profit organisation committed to
an improved and sustainable workforce**

Welcome to Skills for Justice

We are Skills for Justice, a not-for-profit organisation committed to an improved and sustainable workforce.

As the Sector Skills Council for the UK's Justice, Fire & Rescue, Local Government and Armed Forces, we work directly with employers to ensure high quality and sustainable public services by improving delivery and skills within the workforce.

In 2015, we merged with Skills for Health. We pride ourselves on being the authoritative voice around workforce issues affecting specific and important areas of the UK's public sector. As a hub for skills policy and educational standard developments, we work collaboratively with employers, education providers and policy informers to meet the needs of the whole sector.

Our team of experts assess emerging trends and needs across the sector delivering robust, dynamic and innovative research to inform policy development, strategic workforce and service planning.

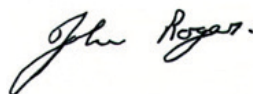
As an employer-led organisation, we support leaders to develop, manage and access cost-effective products and services that improve organisational performance such as workforce development, apprenticeships, education and training. These products include advice and consultancy relating to the application of National Occupational Standards, Apprenticeship Frameworks, bespoke qualifications, accreditation, training and support.

This brochure details how our products and services can benefit your organisation, for further details, please visit www.sfjuk.com or email contactus@sfjuk.com



John Rogers

Chief Executive, Skills for Justice & Skills for Health

A handwritten signature in black ink that reads "John Rogers".



Consultancy Services

As one of the UK's leading advisors for workforce development and consultancy, we work with a number of organisations across the UK's public and private sectors implementing the most cost-effective workforce models and solutions to ensure efficient service delivery.

Organisations across the UK's Justice, Armed Forces, Fire & Rescue and Local Government sectors commission us as their trusted partner, to help them face industry challenges and to create a flexible and sustainable workforce. We want to make sure you have the people with the right skills, working at the right time – helping you to make best and efficient use of your workforce.

We understand how changes in policy can affect an organisation. As experts across our sectors, we will keep you well-informed of these changes and advise you on the best approach to successfully implement them within your organisation.

Our consultancy experts will help you identify, understand and achieve the change you need and are on hand to help with:

- ✓ Workforce Planning
- ✓ Objective workforce reviews
- ✓ Service & role design/redesign
- ✓ Customised career development frameworks
- ✓ Apprenticeship development and delivery
- ✓ Getting good people into hard-to-fill entry level posts
- ✓ Quality Assurance/Benchmarking against industry standards and Quality Frameworks
- ✓ Justice sector-specific Training and Accrediting Assessors and IQAs
- ✓ Research & Labour Market Intelligence
- ✓ International work

Annual Employer Membership

A membership with Skills for Justice is a key asset if you are an organisation that values continual learning and workforce development.

By becoming a member, you will unlock a wealth of knowledge and resources to help transform your organisation, along with guidance from Skills for Justice when facing sector challenges and the implementation of new policies, such as Apprenticeships; we will be on hand to help you. You will get the full support of our experienced team who will work with you to develop and sustain a skilled workforce - so you are prepared for today and the future.

We offer two levels of membership, **Organisational Membership** for employers or **Strategic Membership** for large multi-site employers.

What is included:

Organisational Membership

- ✓ Free access to our members only knowledge exchange events throughout the year
- ✓ **Two days** consultancy support per year from one of our workforce development experts
- ✓ A named Client Director at Skills for Justice - making it easy to stay in touch
- ✓ Enhanced discounted services including CPD events, research and evaluation or quality assurance

Plus, one of the below additional benefits to suit your needs:

- ✓ **Ambit - Level 1:** An initial headline organisational diagnostic report using our unique research software
- ✓ Executive Coaching Programme
- ✓ Customised Certification (Certification of Attendance) of one of your own learning events

Strategic Membership

- ✓ Free access to our members only knowledge exchange events throughout the year
- ✓ **Five days** consultancy support per year from one of our workforce development experts
- ✓ A named Client Director at Skills for Justice - making it easy to stay in touch
- ✓ Enhanced discounted services including CPD events research and evaluation or quality assurance

Plus, one of the below additional benefits to suit your needs:

- ✓ **Ambit - Level 2:** A deeper analysis of the data gathered through your Level 1 report and in-depth review and analysis of data and results. High-level recommendations will be provided and support with next steps
- ✓ Executive Coaching Programme
- ✓ Customised Certification (Certificate of Attendance) of one of your own events/programmes or discount





Organisational Development Tool - Ambit

Ambit offers a new way to assess, benchmark, challenge, maintain and improve performance in your organisation.

This online diagnostic tool is designed to help you appraise how your organisation is performing in relation to essential aspects of organisational life.

It is easy to use and offers clear insights – providing you with a baseline for developing your improvement strategy and reassurance on where you are doing well.

Ambit aims to work with you to realise the potential of your workforce. Proven solutions are designed to operate efficiently, to raise the quality of services and improve productivity.

Skills for Justice members benefit from free access to Ambit.

Driven by an online survey that gives you a snapshot of your organisation – where you are doing well and where you may need to improve performance.

Level 1 Ambit Report

An initial headline report and analysis consisting of the consolidated and collective responses of all participants. Your Ambit Report is delivered within 10 days of the survey closing. We will then carry out a follow-up call with you to review your findings and support with next steps.

Level 2 Analysis

A deeper analysis of the data gathered through your Level 1 report that can be broken down in variables of interest. All the benefits of Level 1, but with more of an in-depth review and analysis of data and results. An in-depth focused review including demographic breakdowns, cross-tabulation of results, data visualisations, advanced statistical analysis, final report with high-level recommendations is provided. We will then carry out a follow-up call with you to review your findings and support with next steps.

Level 3 Enhanced Support

An enhanced analysis which may incorporate further quantitative data and/or qualitative data focused to your specific needs and based on the level of interrogation and analysis you require, for example interviews, focus groups further detailed survey work and an in-depth evaluation.

Research Services

Enhance the work you do with our dynamic research services. Skills for Justice has a substantial track record in conducting the highest quality research and evaluation in the public, private, voluntary and community sectors.

Our academically trained research professionals are skilled in gathering vital insight that informs future work programmes needed for our sectors, and government policy.

More specifically, our research aids in future planning, improving business intelligence, forecast, and identifying financial return on skills investment. We can help to reduce skills gaps and shortages, as well as look at managing the impact of services.

We can help you with:

- ✓ Identifying and managing the impact of your products or services – Our evaluations will enable you to identify objectives, inform strategic planning decisions and support the evidence of progress.
- ✓ Maximising the social value of your products or services Through our Social Return on Investment assessments we can help you to account for a much broader concept of value such as social, environmental, and economical, to evidence your impact and maximise the value of your products or services.
- ✓ Reducing skills gaps and shortages – Our targeted surveys investigate the skills gaps and shortages that exist within your sector's workforce to help you plan strategically and increase productivity.
- ✓ Planning for the future – By providing you with clear, accessible and meaningful up-to-date statistics, Labour Market Information and research about your workforce we can help you plan for the future in terms of development needs and staffing strategies.
- ✓ Improving business intelligence – We produce, publish, and disseminate research that improves the understanding of your sector and beyond – all to help your organisation deliver innovative and successful products and services.





Apprenticeship Support Services

We have a strong track record in developing apprenticeships across the 4 UK nations and are a preferred partner for Skills Development Scotland, for the development and review of Justice, Fire and Rescue Service and Armed Services qualifications in Scotland, Wales and Northern Ireland.

Our years of experience in developing and supporting apprenticeships, means we have the expertise to assist organisations in the justice sector deliver a seamless apprenticeship programme which integrates with long-term workforce and training goals.

Our aim is to ensure you make the most of apprenticeship and funding opportunities.

Skills for Justice can offer you the following support, information, advice and guidance:

Strategy and preparation

- ✓ Apprenticeship Strategy Development (getting organisations started/making it sustainable)

Implementation and Delivery

- ✓ Capability and Capacity building
- ✓ Implementation support
- ✓ Brokerage support – working internally to increase apprenticeship opportunities
- ✓ Information Advice and Guidance
- ✓ Are you Apprenticeship Ready? Audits
- ✓ Preparing staff and line managers for assessment

Recognised Centre for Training & Qualifications

We are a Recognised Centre for SFJ Awards qualifications and we will work with you to identify your requirements in order to formulate quality assurance and assessment solutions to meet your exact needs, whether developing bespoke offers or advising you on building a package from our core offering. Our team of Assessors and IQA's are all fully qualified and have extensive experience in working with organisations to design and implement training, assessment and Quality Assurance solutions.

Core Services we can help you with:

Training Design/Delivery

We can provide training for Assessors and Internal Quality Assurance staff with up to date methods and technical competence across the sector. This can include coaching, online tutorials and masterclasses.

Assessment of Learners

Our team of Associate Assessors can provide expert support assessing learners through their vocational qualifications. This can be your own qualifications or those provided through SFJ Awards.

Administrative Support Hub

We can take the strain out of your paperwork trail – our Administration Hub can help with Assessment and Quality Assurance processes. This includes access to and support with ePortfolio systems.

Benefits of outsourcing your services:

- ✓ Reduced administrative burden & staffing costs
- ✓ Online portfolio for storage of evidence
- ✓ Assistance with development of required evidence
- ✓ Independent confirmation of staff competence
- ✓ Learning activities undertaken by occupationally competent staff
- ✓ Independent Quality Assurance of internal activities and processes
- ✓ Streamlined processes to facilitate learner progress
- ✓ Tailored management information reports to meet your needs
- ✓ Improved learner journey
- ✓ Template forms and policies



Leadership, Management & Organisational Development

Our approach to leadership, management and organisational development begins with building our relationship with our clients as a partner. Understanding our clients' unique context, history and aspirations are fundamental to us; primarily we listen, and we observe.

Organisational Membership

With a background of extensive multi-sectorial experience and our deep knowledge of the justice sector, our team of consultants offer genuinely useful support for the challenges and opportunities you face. Our consultants have all held senior leadership positions in organisations and we deeply respect the realities and tensions of organisational life. Working from organisation development and systemic frameworks we consider the macro and micro when working with you. We take a relational, collaborative and exploratory approach when consulting to you and your organisation.

Projects include:

- ✓ Developing a high-performance culture through moving from performance management to continuous development
- ✓ Integrating multiple workforces post-merger
- ✓ Developing a strategic organisation development plan and leadership practice
- ✓ Organisation design and development for optimum performance
- ✓ Creating a culture of compassion and innovation

Development for Managers & Leaders

We are highly experienced in developing bespoke development interventions, programmes and environments using a range of practice methods and approaches. Our approach is to partner and co-create learning experiences that are uniquely crafted to meet your needs. Fully blended learning experiences are offered to ensure that your organisation, management, and leadership development outcomes are realised in a way that is accessible, timely and highly impactful for your people.

Examples of our work include:

- ✓ Capability development through participant action research and action learning leading to participant designed programmes of development.
- ✓ Leadership academy – fully blended leadership academy for three tiers of organisational leadership including residential modules, peer coaching and online academy.
- ✓ Middle leadership development programme – participatory need analysis, co-design and creation of evaluation criteria Management skills development programme following a new strategic plan.
- ✓ Digital leadership community of practice convening and facilitating through a fully blended multi-method approach.
- ✓ Co-design of support interventions and culture change strategy in a period of extraordinary change.
- ✓ Open Programmes covering current issues and trends in the justice sector.





CONTACT

For more information,
please contact us today:

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w: www.sfjuk.com/contact

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