

SKILLS & IPP JOINT BOARD –BUSINESS PLAN 2010 - 11

PART 1 – PURPOSE

In 2007 the BPA launched the UK Parking Sector Skills Strategy and the Institute of Parking Professionals. Both bodies were managed through a separate board. Given the complementary nature of their work, a decision was taken in the autumn of 2009 by the BPA's Council to combine the two. This plan builds upon all that has been done to date in delivering the UK Parking Sector Skills Strategy and

VISION

The Board's vision is that of a vibrant parking sector that provides excellent services to customers and the public through the knowledge, skills and professionalism of the workforce.

BUSINESS AIMS

- Establish the IPP as the recognised professional body promoting standards, skills and development for individuals working in the parking sector
- Increase employer engagement in the knowledge, skills and professionalism agenda. Increase both the supply and demand for learning.
- Increase opportunities for continuing professional development through the IPP.
- Build on the BPA's existing understanding of workforce issues in the parking sector through ongoing research. Monitor skills trends and develop standards.¹
- Develop a recognised career framework that is linked to both national and IPP approved qualifications. This will require the creation of learning opportunities for a wide range of occupational roles.
- Develop sustainable means to deliver the skills and professionalism agenda.

BEING PART OF THE BPA

The Board is established by and answerable to the BPA Council. Its work extends across the whole of the parking sector.

The Board will be cognisant of the fact that employers within the sector will be looking at the skills and professionalism agenda as part of their broader approach to human resource management and improved business performance. It will also take into account the government's approach to skills development in the broader economy.

The Board's full terms of reference are published in a separate document.

MAINTAINING AN ORGANISATION FIT FOR PURPOSE

The work of the Skills and IPP Board will be supported by the BPA secretariat, which will provide Communications and Marketing expertise to the Workforce Development Team and promote the work of both the skills agenda and the IPP through all the channels available to the BPA.

In addition, Skills and IPP will be supported by inclusion on all agendas, where appropriate, of Regional Groups and SIG meetings in order to promote the development of professionalism in the sector.

A monthly update on activities undertaken against the workplan will be circulated to Board members.

BEING PART OF THE WIDER SKILLS AGENDA

To achieve our business objectives the Board will, as far as is possible, work within the government's approach to skills development in the UK economy. This requires the BPA to have a working relationship with a Sector Skills Council (SSC). The BPA has a "buddying relationship" with Asset Skills, which the Board, acting on behalf of the BPA, will further develop.

¹ The route followed at the time of drafting this plan is through National Occupational Standards that can lead to accredited qualifications.

PART 2 - HOW WE INTEND TO DO THE WORK

The high level aims are taken from the relevant UK Parking Sector Skills Strategy and IPP documents

The Board is asked to identify "What success will look like". A list of suggestions is included to promote debate.

Aim	How	Key Success Indicators
1. Establish the IPP as the recognised professional body promoting standards, skills and development for individuals working in the sector.		
A Enhance the professionalism of individuals in the sector	<ul style="list-style-type: none"> Engage in a range of initiatives to encourage a broad understanding of the benefit of qualifications and CPD 	<i>IPP Members drawn from across the hierarchy with 80% pursuing CPD by 2012</i>
B Achieve recognition that parking can be a profession of choice with career opportunities	<ul style="list-style-type: none"> Create a membership structure linked to nationally recognized qualifications and CPD 	
C Increase demand for learning	<ul style="list-style-type: none"> Engage with employers and individuals to promote the benefits of learning 	<i>Increased uptake on qualifications</i>
D Increase supply of learning	<ul style="list-style-type: none"> Attain Awarding Organisation status Develop qualifications relevant to individuals working in the sector. 	
E Increase IPP membership	<ul style="list-style-type: none"> Develop and implement immediately programme of IPP activities Effective communications 	
2. Increase employer engagement in the skills and professionalism agenda.		
A. Increase demand for learning	<ul style="list-style-type: none"> Engage in a range of initiatives so there is broad understanding that the skills agenda is not purely about qualifications, but about HR business strategy so includes recruitment, retention and workforce planning 	<i>70% of parking employers signed up to skills agenda with 20% contributing financially by 2012</i>
B. Increase supply of learning	<ul style="list-style-type: none"> Demonstrate value of integrating the skills agenda into everyday business (eg AOS Code of Practice) 	
C. Obtain employer support for IPP	<ul style="list-style-type: none"> Gain employer support for the benefits to be derived from a vibrant and active professional institute 	
	<ul style="list-style-type: none"> Get more employers engaged in the SKIPPS boards's work : Target have 4 major employers represented by senior staff + 6 monthly review with their CEOs 	

	<ul style="list-style-type: none"> Implement clear categories of IPP membership that are relevant both to individuals and employers. 	
	<ul style="list-style-type: none"> Involvement across the sector, both commercial and local authority (eg L&D Network / Forum / National Operator Group / LASIG involvement) 	
3.		
A. Obtain commitment of employers and individuals to CPD as part of career development	<ul style="list-style-type: none"> Implement IPP CPD programme Liaise with external bodies to promote IPP CPD through their events Develop a thriving L & D network 	<p><i>70% of IPP members pursuing CPD by 2012</i></p> <p><i>Establishment of annual conference recognized as the CPD event by parking professionals by 2013</i></p>
4.		
A. Develop and maintain NOS	<ul style="list-style-type: none"> Up-to-date occupational and functional maps Up-to-date national occupational standards (NOS) 	<i>By 2012, 80% of parking sector workers have taken part in a recognized learning and development initiative in the last 2 years</i>
	<ul style="list-style-type: none"> Actively participate in the evolution of more appropriate SIC/ SOC codes for the sector 	
B. Monitor UK parking skills trends	<ul style="list-style-type: none"> Programme to regularly refresh labour market intelligence so skills and employment trends are identified / reviewed as well as qualification requirements 	

5. Develop a recognised career framework that is linked to both national and IPP approved qualifications

<p>A. Increase demand for learning B. Develop and maintain accredited parking qualifications C. Create specialist parking modules</p>	<ul style="list-style-type: none"> • Take up of qualifications / specialist modules • Develop new qualifications / modules that meet employer needs • Develop web-based career portal that makes research and NOS accessible / useful to employers and employees 	<p><i>By 2012, 70% of those employed in the parking sector feel they have a career in parking</i></p>
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6. Develop sustainable means to deliver the skills and professionalism agenda

<p>A. Renegotiate relationship with Asset Skills.</p>	<ul style="list-style-type: none"> • Established client provider relationship with Asset Skills • Agree level of service delivery with BPA and Asset Skills 	<p><i>Board to agree and maintain a 3 year business plan with funding</i></p>
<p>B. Identify what can be drawn from existing funding streams and what new forms of funding can be found.</p>	<ul style="list-style-type: none"> • Funding flows from government sources. • A budget that enables the delivery of an agreed business plan • Access all potential income streams 	
<p>C. Develop/maintain effective ongoing relationships with key stakeholders, including but not limited to a sector skills council, the UK Commission for Employment and Skills, awarding bodies, regulators, funding agencies so parking can take advantage of government approaches to skills, learning/qualification development a broader workforce planning</p>	<ul style="list-style-type: none"> • Skilled people within the BPA and on the Skills Board to deliver and review progress • Regular engagement with BPA Council • Effective communications 	