# BRIDGING THE SKILLS GAP: LEADERSHIP & MANAGEMENT APPRENTICESHIPS

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CMI Chartered Management Institute

# CMI AT A GLANCE

**Our Vision:**
Better led and managed organisations

**Our Mission:**
Increase the number and standard of professionally qualified managers and leaders

- Unique CMgr Standard
- 175k members; 60k students
- 500+ education providers
- 120+ universities
- International reach
- IIP Gold

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# POOR MANAGEMENT AND LEADERSHIP:

## NO. 1 CAUSE OF UK PRODUCTIVITY GAP

- UK 18% below G7 competitors
- Costs UK £84bn/year (IIP) / £19bn alone in absence (CMI)
- 2m managers needed by 2024 (UKCES)
- 72% of employers don’t train managers – 4 in 5 managers are ‘accidental’

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# EFFECTIVE LINE MANAGEMENT DRIVES ORGANISATIONAL PERFORMANCE.

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# CBI/PEARSON SKILLS SURVEY

- *“The biggest growth in jobs in the years ahead is expected to be in management, professional and technical roles”*
- 75% employers need more staff with higher skills
- High level skills will account for half of recruitment
- +80% higher-level skills needed in engineering, science and hi-tech
- 71% employers need more higher-level management and leadership skills in next 3-5 years

Key recommendation to Ministers:

*“Apprenticeship trailblazers to be expanded to include management, putting far more young people on the track to professional management careers.”*

# MANAGEMENT 2020

**PARLIAMENTARY COMMISSION ON THE FUTURE OF MANAGEMENT & LEADERSHIP**

**July 2014**

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# EMPLOYERS

and more…

# PROVIDERS

Manchester Metropolitan University

Aston Business School

UWE BRISTOL University of the West of England

Anglia Ruskin University

INTEC BUSINESS COLLEGES Ltd Est. 1982

nimis LIMITED

New College Durham

Sheffield Hallam University

Southampton SOLENT University

CITY of BRISTOL COLLEGE

Dudley College

MANAGEMENTFOCUS training is a journey

QA Apprenticeships

CORNWALL COLLEGE

PEARSON COLLEGE LONDON

MOL LEARN DEVELOP EXCEL

ASHRIDGE EXECUTIVE EDUCATION HULT

and more…

# ELIMINATING ACCIDENTAL MANAGERS

Effective leadership development results in 32% rise in productivity

90% report qualifications improve performance

81% pass knowledge on

£391k average added value from Chartered Managers

... And the new trailblazer management apprenticeships create new routes into professions

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## WHAT KEY SKILLS ARE EMPLOYERS LOOKING FOR IN NEW MANAGERS?

**Source:** CMI 21st Century Leaders research

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# WHAT DO EMPLOYERS LOOK FOR?

**Five traits most wanted in first time managers:**

- Taking responsibility (60%)
- People management skills (55%)
- Honest and ethical (55%)
- Problem solving and critical analysis (52%)
- Collaboration and team working (48%)

# TWO KEY GAPS.

**Figure 1:** Skills sought in first time managers, and net ratings of business graduates

# APPRENTICESHIP PROGRESSION PATHWAYS

## Trailblazer Agenda:

**Focus on professionalisation**

**Encourages progression through levels including to degree and masters level**

## CMI Mission:

**Increase the number and standard of professional managers**

*Trailblazer progression*

*CMI progression*

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# MANAGEMENT & LEADERSHIP TRAILBLAZERS

- Developed with over 50 employers based on CMI Standard
- Includes Chartered Manager Degree Apprenticeship
  - Most popular Degree Apprenticeship
- For every level of management
  - Team Leader
  - Department Leader
  - Senior Leader (executive education)
- Career Progression Pathways
  - Integrated Skills Support
  - Includes Chartered Manager
  - In partnership with CMI

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# CHARTERED MANAGERS BOOST PRODUCTIVITY.

**ACHIEVING RESULTS**
**£391,443**
A Chartered Manager's average added value to their organisation

**BETTER MANAGERS**
**96%**
Use Chartered Manager as proof of leading people and managing change

**BETTER MANAGERS**
**95%**
Agree that Chartered status shows their integrity & commitment to ethical behaviour

**BETTER MANAGERS**
**83%**
Say they are better managers after achieving chartered status

**CONFIDENT LEADERS**
**92%**
Report greater self-awareness

**CONFIDENT LEADERS**
**90%**
Have improved self-confidence

**CONFIDENT LEADERS**
**96%**
Use Chartered Manager to showcase learning and growth

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# THE LANDSCAPE IS CHANGING.

The Age of Apprenticeships is here.

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# QUESTIONS?

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