

Route Panel: person specification

IfATE person specification for route panel membership

Route panel members help drive economic growth and social mobility nationally and make an important investment in building the capability of their own sectors, ensuring that employers have the workforce they need for future success.

To be successful in the role, applicants are likely to have senior operational or management-level experience and/or experience of working with senior-level leaders across their sector.

Applicants do not need to be an expert in apprenticeships or technical education, but they do need to be able to demonstrate the following:

Employment status

Must be:

- An employer or an employee currently working in the sector – that is, the leader/owner of a business in the sector that employs its own workforce or employed by a business or professional body serving the sector.¹ Size of business, number of employees or profile is immaterial.

Knowledge, skills and experience

Able to demonstrate:

Essential

- professional credibility within the sector, ideally in a hands-on, operational role
- a basic understanding of technical education or willingness to invest time in learning
- up-to-date applied expertise in a relevant occupation
- insight into current and emerging skills needs across the route from an operational perspective

¹ Where an individual finishes employment in a sector during their tenure as a route panel member, it is anticipated that they will continue to serve their tenure as a route panel member for the duration of their contract.

Desirable:

- experience of working in or for a business that invests in building skills
- understanding of the labour market realities and skills requirements of different occupations across relevant sectors
- experience of working as part of a board or committee

Behaviours

Able and willing to:

Essential:

- set aside personal and business interests to act on behalf of the whole sector
- work collaboratively with officials and other panel members to reach consensus on recommendations and decisions that benefit the sector as a whole
- act as a critical friend to the Institute, offering constructive challenge where appropriate, drawing on evidence of current sector practice and needs (from personal knowledge or the knowledge of colleagues in their networks)
- demonstrate commitment to the panel through preparation for, and regular attendance at, meetings and engagement in other relevant panel activity
- contribute positively to meeting discussions, engaging with all agenda items – including those outside of their immediate area of sector experience and expertise