



Learning to work: the way forward

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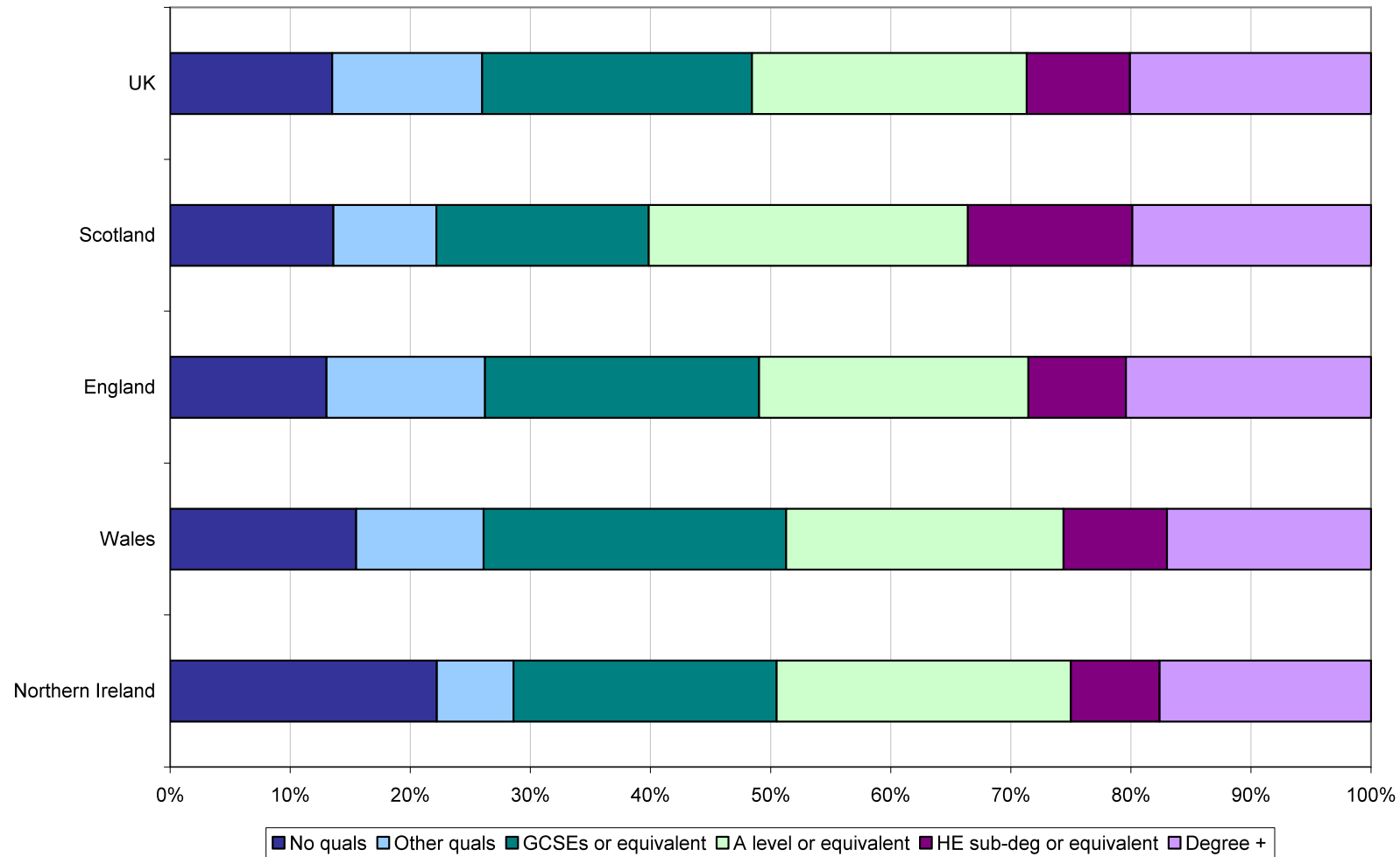
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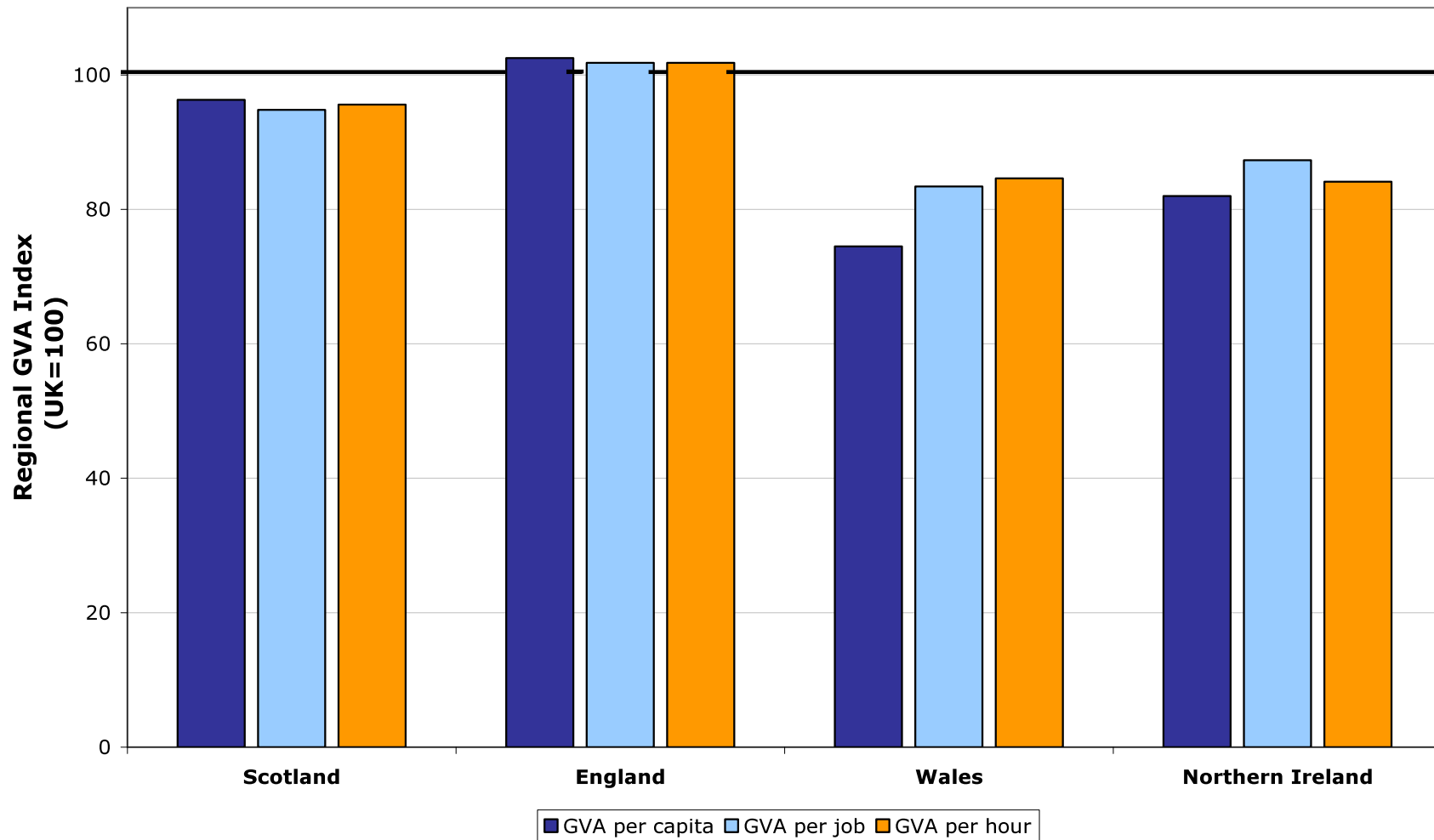
Agenda

- √ The new joint SFC/SDS Skills Committee
- √ Workforce development
- √ Learning to Work: investment in employability
- √ The Skills Utilisation Leadership Group
- √ Skills utilisation

Highest Qualification Gained by Country



Productivity by Country



The role of the new joint SFC/SDS Skills Committee

- ✓ To advise SFC/SDS boards on skills policies
- ✓ To play a pivotal role in implementing *Skills for Scotland* through alignment of services and interventions
- ✓ To improve the demand for, supply of and utilisation of skills in Scotland

Key current and future priorities for the Committee

- √ Aligning responses to the recession
- √ Developing a strategic approach to workforce development
- √ A programme of work with specific sectors of the economy
- √ *Learning to Work Two* Action Plan on employability
- √ Achieving a step change in skills utilisation

A strategic approach to workforce development

- ✓ Agree a shared definition of workforce development
- ✓ Simplify the language for employers
- ✓ Define clearly the provision that institutions offer to businesses and individuals
- ✓ Increase demand for WFD through industry gateways and the Talentmap portal
- ✓ Take a sectoral approach, focussing on key sectors, starting with: tourism; food & drink manufacturing; energy

Existing work with specific sectors

- ✓ Renewable Energy Skills Group
- ✓ IT Skills Network
- ✓ Scottish Textiles Action Group
- ✓ National Food and Drink Skills Academy
- ✓ Joint SFC/NES Action Plan for the Health sector



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Learning to Work: the Scottish Funding Council's
long term programme to enhance
employability for students in Scottish
universities and colleges

Learning to Work : progress so far

- ✓ Additional funding to colleges for employer engagement
- ✓ Additional funding to universities to embed employability in learning and teaching
- ✓ Aiming University Learning at Work: a project to develop work-related learning opportunities
- ✓ Support for enterprise and entrepreneurship through the Scottish Institute for Enterprise
- ✓ On Track surveys tracking employability and employment of college and university graduates over five years.



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Learning to Work Two: New Action on Employability

- ✓ Scottish Government Skills Strategy
- ✓ Economic strategy in the economic downturn
- ✓ Demographic shifts
- ✓ Employer feedback on graduate employability



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Learning to Work Two: Key Themes

- ✓ Employer engagement
- ✓ Staff engagement and staff development
- ✓ Learner engagement
- ✓ Links to schools developments (C forE)
- ✓ Developing Learning and Teaching
- ✓ Skills utilisation



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Learning to Work Two: employability strategy for the future

- ✓ Encourage universities and colleges to build on current work to embed employability in all courses for all students
- ✓ New strategic projects in:
 - ✓ Work related learning and work placements
 - ✓ Enterprise education and entrepreneurship
 - ✓ Workforce development

Skills Utilisation Leadership Group

- ✓ Chaired by Cabinet Secretary
- ✓ To champion the effective use of skills in the workplace
- ✓ Membership includes leaders from:
 - ✓ Government
 - ✓ Business
 - ✓ Unions
 - ✓ Public bodies
 - ✓ Third sector

Progress so far

- Vision statement agreed (November 08)
- Literature review published (December 08)
- Employer engagement strategy adopted (June 09)
- Cross-Sectoral Network established (September 09)
- Scottish Enterprise and SDS project to identify what works best in key sectors (expected December 09)
- Survey of leadership and management practice underway



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Achieving “a step change in skills utilisation for individuals”

- ✓ Enabling people to develop the “right” skills not just more skills
- ✓ More effective use of current and future skills held by those already in and entering the workforce
- ✓ Improved management, leadership and job design within the workplace



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Skills Committee Action

- √ *Learning to Work Two*
- √ A suite of 12 pathfinder projects that create and test new models of working between employers and colleges and universities and, together, form a programme of action research in skills utilisation

Skills utilisation Projects

- ✓ Forth Valley College: MA2MA: Chemical, Electrical and Mechanical Engineering
- ✓ Stevenson College: Working with Attitude
- ✓ West Lothian College: Business Improvement Techniques
- ✓ Barony College: Scottish Dairy Skills Initiative
- ✓ Barony College: Aquaculture work-based learning development
- ✓ The Open University: Enhancing Skills Utilisation by Private and Public Social Care Providers.

Skills utilisation projects

- ✓ The Open University: Recognising and Enhancing Skills Acquired in the Engineering Workplace: From Modern Apprenticeships to BEng
- ✓ Robert Gordon University-Aberdeen College: Maximising the impact of skills
- ✓ Glasgow School of Art: Creating cultures of innovation through creativity and design
- ✓ Edinburgh's Telford College: Skills utilisation and college graduates
- ✓ Dundee College: Skills for the Life Science Industry
- ✓ Dumfries and Galloway College: South of Scotland Knowledge Transfer Network



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Find out more:

- v www.sfc.ac.uk Skills and Employability
- v www.scotland.gov.uk/skillsuse