

UK Skills Convention Presentation

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What IES means to me?

- Cohesive - clarity of who does what; joined up
- Flexible - easy to access and progress through
- Personalised - meets individual needs
- Diverse - wide range of interventions on offer
- Agile - can mobilise quickly to economic change
- Funding - models that support agile delivery
- Sharing of data - to better plan delivery needs
- Relevant - responsive to employer needs



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Scottish Context: Challenges

- **Skills & Welfare responsibilities** (skills policies devolved to Scot Govt; welfare policy set by UK Govt)
- **Distinctive Frameworks & infrastructure** (e.g. Skills Development Scotland, national training programmes)
- **Skills Paradox** (high % of skilled people but productivity is low, poor skills utilisation, polarisation)
- **Connectivity** (need to improve linkages between education/training and employability providers)
- **Funding** (bureaucratic systems impede innovative solutions; funding for wider skills not just qualifications)



IES Scotland: Recommendations

- **Leadership** (commitment to make it work)
- **Iterative dialogue** (between service commissioners providers/employers/customers)
- **Devolved decision-making** (localised agenda)
- **Share** (labour market info, customer data, resources)
- **Processes** (improve assessment & measuring of soft outcomes)
- **Funding** (drives the system: so rewards need to reflect the changes required)



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