



National LMI developments in Scotland – a Good Practice model?

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Good Practices in Aligning Vocational Education and Training and Economic Development at Local and Regional Level

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Arbetsförmedlingen, Sweden



The University of Stirling,
Scotland



**UNIVERSITY OF
STIRLING**

The Marchmont Observatory,
University of Exeter



KWIZ, The Netherlands



Prospektiker, Basque Country



Institute for Economics, Labour and Culture (IWAK),
Centre of Goethe University Frankfurt am Main



IWAK

Institut für Wirtschaft, Arbeit und Kultur
Zentrum der Goethe-Universität Frankfurt am Main

The National Observatory of
Employment and Training



CRISP – Interuniversity Research
Centre on Public Services,
University of Milano-Bicocca





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Scotland

- Scotland is part of the United Kingdom of Great Britain and Northern Ireland... still...
- It has a devolved Parliament
- 5 million people
- Scotland has responsibility for its own skills and economic development policies
- Skills Development Scotland is responsible for skills and LMI delivery



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Skills Development Scotland

Skills Development Scotland (SDS) is the national skills body supporting the people and businesses of Scotland to develop and apply their skills. At the start of each business year Scottish Ministers issue a [Letter of Guidance](#) to SDS setting out key targets, objectives and priorities for the year ahead.

SDS works with partners across Scotland to deliver the following key services:

- Building [Career Management Skills](#) (CMS) through Scotland's all-age career information, advice and guidance service
- [My World of Work](#) - the SDS web service which offers the people of Scotland a unique mix of tools, features and job information to help them discover more about themselves and the future world of work
- [Modern Apprenticeships](#) - providing a way for businesses to train new entrants and existing employees to industry-recognised standards
- [Our Skillsforce](#). Support for employers to recruit, develop and plan a skilled workforce through a dedicated employer team and a skills web service
- Leading delivery of [PACE](#) (Partnership Action for Continuing Employment) support for those dealing with redundancy
- Supporting individuals to secure and sustain employment through the development of employability and vocational skills through a local delivery model - the [Employability Fund](#)
- [Individual Learning Accounts](#) - providing financial support for individual learning.



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The Scottish Skills Planning Model

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Background and Context

The Scottish Skills Planning Model identifies the need for a strong evidence base to inform planning and delivery of skills to meet economic demand

Central to the Model is the evidence base and planning generated through the:

- Skills Investment Plans (SIPs), and
- Regional Skills Assessments (RSAs)

Scottish Skills Planning Model

Understanding the needs of employers and the economy

Informing individual choices – Careers Information Advice and Guidance including MyWoW



Matching with learning supply and informed individuals

INFLUENCING SUPPLY

Scottish Funding Council/Skills Development Scotland investment in skills

Creating provision that aligns with employer and economic demand

Supplying appropriate skills to drive the Scottish economy and offering employer programmes

Understanding demand (employers and the economy)

DATA AND ANALYSIS OF SKILLS NEEDS, INCLUDING SKILLS INVESTMENT PLANS

Insights through enterprise bodies and other partners' engagement with employers

Direct employer input through Our Skillsforce (OSF)



Insights from our engagement with employer representative bodies

Our Skillsforce is brought to you by Skills Development Scotland and pulls together a wide range of skills related support into the one place.

From local authorities, colleges and national business support organisations, you'll be able to access useful information, keep up to date with news and events as well as finding out about a wide range of funding opportunities.

Find out more about who we work with:



Home > [My World of Work](#) is here to help you

My World of Work is here to help you

Rated 

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Here's how:



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My Account

Create an account and find the right career advice, tools and information for you.

[> Log in/Sign up](#)

My Toolkit

[My Account](#)

[My CV](#)

[My DNA](#)

[My Strengths](#)

[Careers A-Z](#)

[Job Search](#)

[Course Choices](#)

[My Interview](#)

Editor's video picks





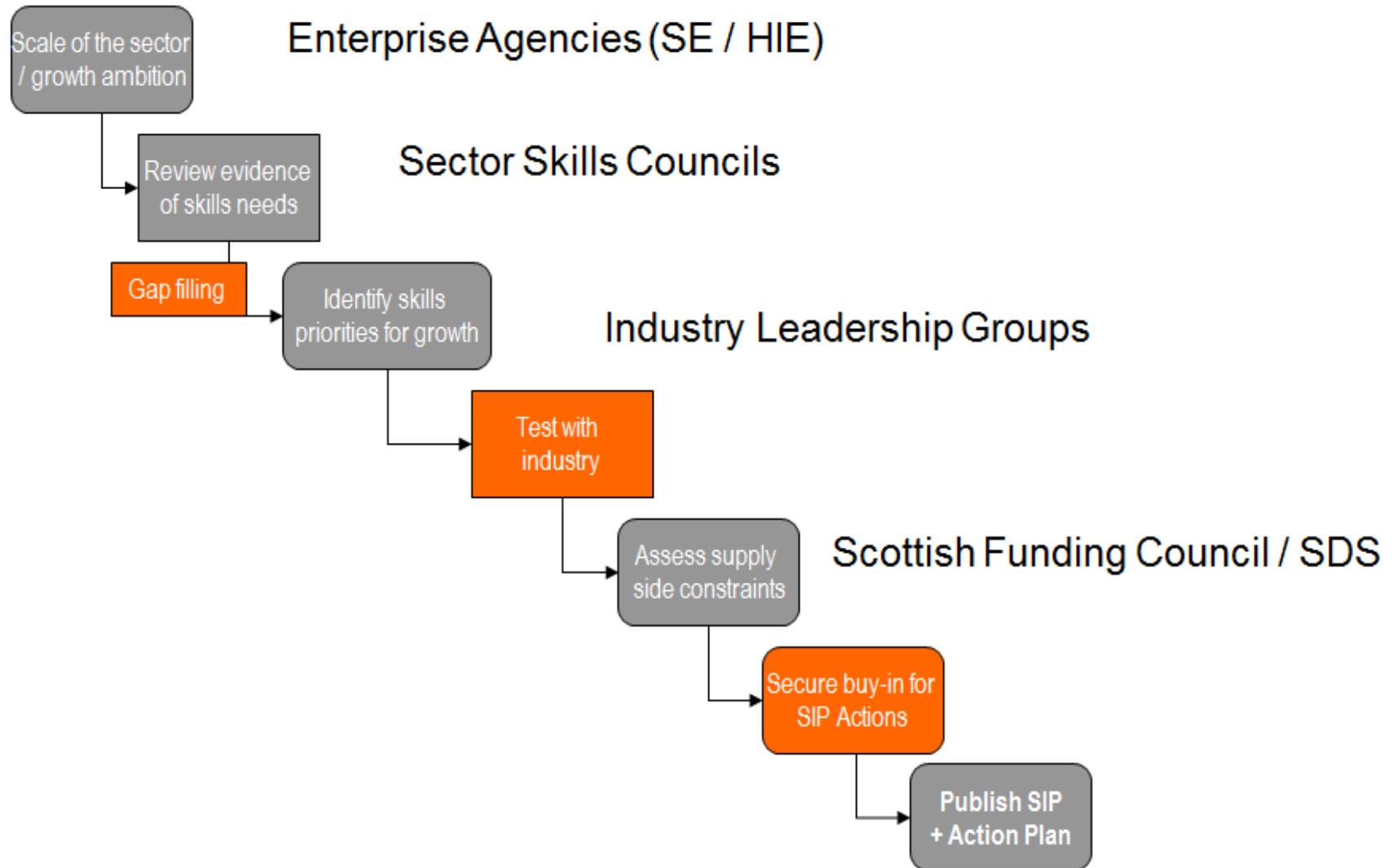
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Sector Investment Plans

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Developing a SIP



Sector SIP Development and Implementation Overview

The table below summarises the state of play regarding SIP publication. By the end of 2014/15 financial year it is our aim that the full suite of SIPs will be in place.

Sector	SIP Publication
Energy	March 2011, refresh underway and due early 2015
Food and Drink	June 2012
Tourism	March 2013
Finance	November 2013
ICT	March 2014
Life Sciences	April 2014
Engineering	August 2014
Chemical Sciences	October 2014
Creative Industries	March 2015
Construction	In development – anticipated soon



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Having worked through this programme of 10 SIPs, it is now clear to all involved that there are several cross cutting themes that present consistently across the SIP action plans. Work is underway to develop a strategic approach to addressing these. The themes take the following broad form:

1. To inspire and prepare the future workforce to engage in the career opportunities provided in the sector (i.e. **sector attractiveness**)
2. Developing and investing in pathways to enable people to enter and build their skills in the workforce (i.e. **entry routes, Apprenticeships, and transition training for existing workers**)
3. Providing specific support to address immediate workforce development needs (i.e. **tactical one-off projects to fill a gap**)
4. Stimulating systemic change to ensure provision meets the needs of employers (i.e. **right content, right place, right time**)



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Aside from the common themes in the action plans, there are other dimensions that are being considered in relation to implementing the SIPs so that opportunities to maximise impact are identified, for example:

- **Related skill sets** (e.g. customer service, Science, Technology, Engineering and Mathematics - STEM, management and leadership etc.)
- Elements of an **individual and business journey** through skills system (i.e. school interventions, FE/HE provision, workforce development)
- SDS (Skills Development Scotland) **service area**
- **Partner agencies'** sphere of influence and responsibility

Skills Investment Plan

For Scotland's ICT & Digital
Technologies sector



ICT SIP

- Chair – private sector CEO (<http://www.smartergridsolutions.com/about-us/our-leadership-team/>)
- Collaborative public-private
- Up to 11,000 job opportunities potentially available each year in Scotland – match the sector’s ambition for growth with highly-focused investment in skills, to maximises its employment and export potential
- SIP is strategy to do this by:
 - deepening the educational capabilities to produce and retain high-ranking performers
 - positioning the sector as a positive career destination for young talent, and
 - Fostering a culture that supports exports, innovation and entrepreneurship

Purpose of ICT SIP

- **Validate and bring clarity** to the scale and nature of the skills issues which face the sector
- **Create direction and bring focus** to the nature of the response required by the public sector and industry, on the priority skills issues
- **Provide a framework** for public sector and private sector investment to develop skills provision to meet industry needs.

Process of ICT SIP

- Determine scale of the sector/growth ambition (LMI)
- Supply side mapping (LMI)
- Review evidence of skills needs (LMI)
- Identify skills priorities for growth (LMI)
- Test with industry
- Launch SIP
- https://www.skillsdevelopmentscotland.co.uk/media/987939/ict_digital_technologies_sector_skills_investment_plan.pdf



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Regional Skills Assessments

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Regional Skills Assessments

Skills Development Scotland (SDS), in partnership with the Scottish Funding Council (SFC), Scottish Enterprise and the Scottish Local Authorities Economic Development (SLAED) Group, has developed 11 RSAs covering the Scottish Enterprise Operating area.

The RSAs, along with a **data matrix** providing key data broken down to local authority level, were launched on 14 November 2014. The purpose of RSAs is to provide a single, agreed evidence base on which to base future investment in skills, built up from existing evidence.

They should help to:

- Support the SFC and regional colleges in negotiating Regional Outcome Agreements;
- Provide a framework for aligning SDS investment in individuals and businesses;
- Assist partners in planning their strategic investment in skills; and
- Highlight gaps in national and regional skills evidence.



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An Inclusive Development Process...

The Regional Skills Assessments are the culmination of some twelve months of work. Extensive consultation took place during their development with partners (Colleges, local authorities, Regional Advisory Boards), to agree the geographic coverage, scope and content.

This engagement continued at the drafting stage with helpful feedback from a small number of 'critical friends' in July 2014. In August 2014, pre-publication drafts of each RSA were shared, in confidence, with the relevant regional college (and regional chair) and local authority delegated representatives (via SLAED) with a request for feedback by early September 2014 on three areas:

- Factual inaccuracies;

- Any additional insight/local evidence that could inform and complement RSAs; and
- Comments on the key questions contained therein.



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In addition, key SDS staff and Scottish Funding Council Outcome Agreement Managers provided vital feedback. Over 50 external responses were received (80% response rate) with the vast majority offering positive and constructive feedback. By far, the main area for feedback was based around the evidence presented for the HE and FE provision. Every effort has been made to accommodate relevant amendments and suggestions provided by partners.

Every partner that provided comment on their RSA received an individual written response thanking them for their input and detailing how their comments had been dealt with. For some partners this also included a telephone call or a follow up meeting.

In addition, prior to publication (and after launch) we engaged with other stakeholders that were likely to have an interest in Regional Skills Assessments, including:

- Department for Work and Pensions;

- Employer representatives – e.g. FSB, CBI, Chambers of Commerce, SCDI; STUC;

- Scottish Training Federation; and

- The Third Sector - Scottish Council for Voluntary Organisations and also representatives from the Third Sector Employability Forum.



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Fulfilling the Purpose - Next Steps

Linked to the four purposes of Regional Skills Assessments described above, there are four key areas of action post launch:

1. Engagement with Scottish Funding Council and regional colleges to identify a plan for the way in which Regional Skills Assessments are utilised to inform Regional Outcome Agreements.
2. Engaging with key staff teams within SDS on the use of RSAs within our business with a view to:
 - Raising awareness of their content;
 - Exploring with relevant staff teams:
 - The ways in which RSAs can best be used to meet the needs of our clients;
 - The requirements of our staff to enable them to use RSAs effectively e.g. summary documents/slide packs, extracts of key relevant data;
 - Agreeing a plan with staff teams on the ways in which RSAs will be used to align investment and to influence delivery of services.



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3. Engaging with partners to ensure that Regional Skills Assessments are utilised in the regional planning process. Amongst other things this will include:
 - Discussion with partners at the National Conference planned for February 2015;
 - Piloting a piece of work in to utilise the Regional Skills Assessments and sector based Skills Investment Plans to develop a Skills Strategy for the region, jointly funded by SDS and the pilot area; and
 - Engaging with regional fora and other partners in their skills planning and development; and

4. An independent review of the Regional Skills Assessments ' content (including highlighting gaps in evidence), process and utility. This is planned for the early part of 2015.

Discussion

1. What do we need to know about the labour market in order to inform VET policy (at all levels)?
2. What do we need to know about the labour market to inform Economic Development policy?
3. To bring these audiences together... how should we:
 - a. Gather our data and intelligence
 - b. Present our data and intelligence
 - c. Offer 'other services'
4. In Milan we have a major conference in October. What kind of presentations would observatories like to see to help achieve (3)

PROCESS – Please stay in touch – send us your EUREKA! moments...