

Enabling People to reach their full potential

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The 6 Scottish Government Key Sectors are?:

- Tourism
- ????
- ????
- ????
- ????
- ????

There are
PRIZES



Contents

- **The importance of frontline staff development – WHY?**
- **Improving skills and developing talent – HOW**
- **Support to provide a positive change - HELP**

Skills Development Scotland

- SDS is the national skills body supporting people and businesses to develop and apply their skills.
- Formed in 2008, we're a non-departmental public body bringing together careers, skills, training and funding services.
- We work in partnership to:
 - enable people to reach their potential
 - make skills work for employers
 - improve the skills and learning system.

Preparing Scotland's workforce to maximise opportunities in today's global economy.

Why Develop Your Staff?

Most frequently cited benefits are:

- Enhance quality of service delivery or products (58%)
- More efficient processes (48%)
- Increased productivity (43%)
- Responding to changing customer requirements (41%)
- Complying with regulations (34%)
- Taking advantage of new technology (20%)
- Increased profitability (20%)

(Skills Pulse Survey, Spring 2013)

Businesses that don't train are twice as likely to close down as those that do (*Employer Skills Survey 2011 – Scotland*)



Reasons for non-participation by employers

- Not sure which programmes or schemes are relevant to their organisation (36%)
- Not aware of any employment and/or skills related government programmes (26%)
- Lack of internal capacity to organise participation (19%)
- Can't spare staff time away from the job (17%)
- Don't know how to access government programme schemes (16%)
- Lack of match funding or resources internally (13%)
- Can't guarantee long term employment opportunity (12%)
- Concerns about losing staff following training (1%)

(Skills Pulse Survey, Autumn 2013)

And yet – 99% of firms see skills as important to achieving their objectives. (CBI Report)

How to improve skills and develop talent?

- **KEY QUESTIONS**

- why are you considering a learning and development programme?
- what difference will it make to your business?
- who will benefit most from participation?
- when is it right for them to participate?

- **KEY AREAS TO CONSIDER**

- understanding what training your staff need to help you compete ☐
- spotting skills gaps within your business ☐
- identifying opportunities for business development ☐
- prioritising and planning how to meet these needs.

'So what business can afford not to train and keep it's staff' (Sharon Glancy, People 1st)

Staff Development options

- short periods of work shadowing
- specific short courses/workshops
- web-based learning modules
- Modern Apprenticeships
- reading materials
- observation of a peer
- College courses
- mentoring
- longer formal development programmes
- professional qualifications
- inclusion on a working party
- responsibility for a new area of work
- secondment
- job swaps

Despite the initial monetary costs, staff training pays back your investment. (CBI skills report)

Help available from SDS

- Flexible Training Opportunities Fund
- Modern Apprenticeships
- Low Carbon Skills Fund
- Guide to identifying learning and development needs
- Links to college and university business development services
- Individual Learning Accounts
- Our Skillsforce website



Other sources of help

- Business Gateway
- Scottish Enterprise and HIE
- Sector Skills Councils
- Investors in People Scotland
- The Scottish Credit and Qualifications Framework (SCQF)

Don't be afraid to ask questions.

Our Skillsforce

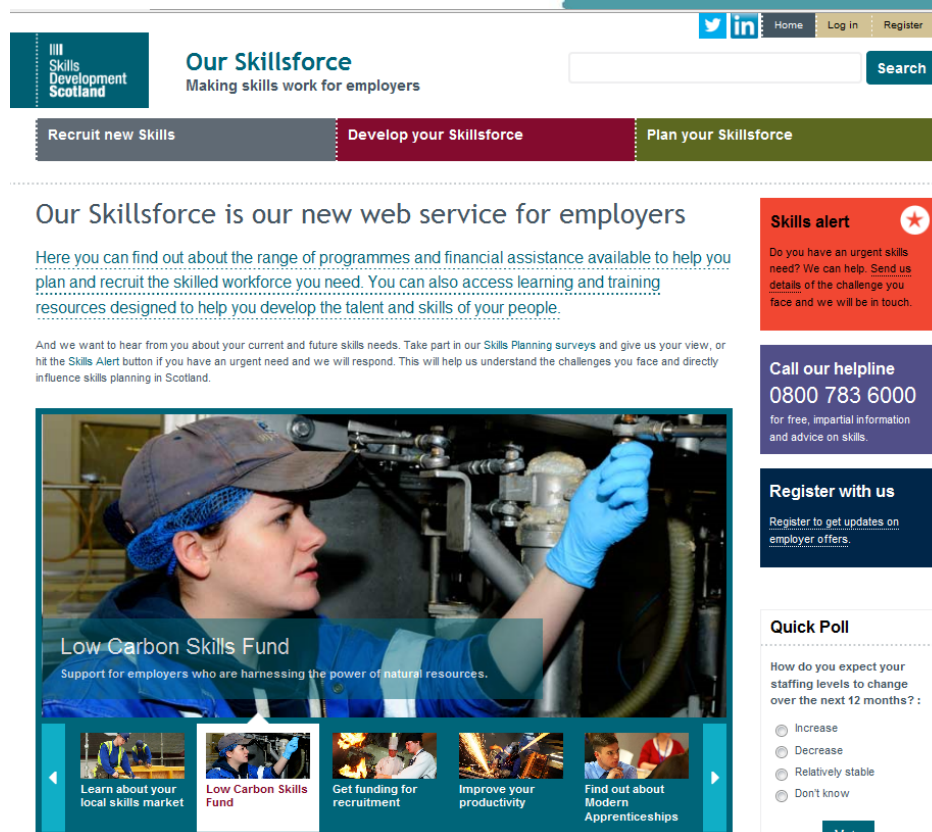
*The skills web service for
Scotland's employers*

www.ourskillsforce.co.uk



The skills web service for Scotland's employers

- Our Skillsforce is a web service developed by Skills Development Scotland (SDS) and partners to support Scotland's employers
- It provides employers with information on the skills support available from public sector organisations in Scotland, enabling them to quickly access the services they need



Information all in one place

- Employers can find information on recruiting, developing and planning their workforce all in one place, along with up-to-date information on national and local labour markets
- It draws together information from national and local skills related organisations, including Jobcentre Plus and Scotland's 32 local authorities

The screenshot displays the Skills Development Scotland website. At the top, the logo and tagline 'Our Skillsforce Making skills work for employers' are visible. A search bar is located on the right. Below the header, three main navigation tabs are shown: 'Recruit new Skills' (active), 'Develop your Skillsforce', and 'Plan your Skillsforce'. The 'Recruit new Skills' section features a headline, a descriptive paragraph, and a link to 'Local employability partnerships'. A map of Scotland is shown with numbered regions. To the right of the map, a list of regions and their corresponding counts is provided. Further right, there are three vertical panels: 'Skills alert' (red), 'Call our helpline' (purple), and 'Register with us' (dark blue). At the bottom right, a 'Quick Poll' section asks about staffing levels over the next 12 months, with options to increase, decrease, remain stable, or not know, and a 'Vote' button.

Skills Development Scotland
Our Skillsforce
Making skills work for employers

Recruit new Skills

We can offer you a range of programmes and financial assistance to help you recruit the skilled workforce you need. Explore the options and connect your business to the best form of support from local and national agencies.

National Support Local Support

Local employability partnerships

A diverse range of support is available from local partners, tailoring local and national resources to meet the needs of employers and assisting people in to work. Connect to your local service here.

Regions

Aberdeen City (x)	Highland (2)
Aberdeenshire (x)	Inverclyde (1st)
Angus (x)	Midlothian (x)
Argyll & Bute (2)	Moray (2)
Clackmannanshire (2)	North Ayrshire (2)
Dumfries & Galloway (x)	North Lanarkshire (x)
Dundee City (x)	Orkney Islands (2)
East Ayrshire (2)	Perth & Kinross (x)
East Dunbartonshire (2)	Renfrewshire (x)
East Lothian (x)	Scottish Borders (x)
East Renfrewshire (2)	Shetland Islands (2)
Edinburgh City (x)	South Ayrshire (1st)
Eilean Siar (2)	South Lanarkshire (1st)
Falkirk (1st)	Stirling (1st)
Fife (x)	West Dunbartonshire (x)
Glasgow City (x)	West Lothian (x)

Skills alert

Do you have an urgent skills need? We can help. [Send us details of the challenge you face and we will be in touch.](#)

Call our helpline
0800 783 6000
for free, impartial information and advice on skills.

Register with us
[Register to get updates on employer offers.](#)

Quick Poll

How do you expect your staffing levels to change over the next 12 months? :

☐ Increase
☐ Decrease
☐ Relatively stable
☐ Don't know

Vote

How to use the services

- Check out our web service:
- **www.ourskillsforce.co.uk**

Call our helpline:

0800 783 6000

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