

# Tay Cities Regional Skills Investment Plan: Presentation on Draft Plan

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INSPIRING  
PEOPLE

# Regional Skills Investment Plan

1. Plan for 3 years, for same geography as Tay Cities Deal.
2. Engaged all relevant stakeholders involved in skills broadly defined.
3. Central focus on actions to tackle issues and exploit assets.
4. Reviewed data + documentation.
5. Over 40 1-2-1 consultations.
6. 2 workshops with stakeholders.

# **Economic, Labour Market + Policy Context**

- 1. UK + Scottish growth projections for next few years well below long run trends, not taking account of BREXIT.**
- 2. Employment projected as flat for next decade, but need extra 78,500 employees over decade to replace employees retiring or otherwise leaving labour force.**
- 3. But BREXIT + digital disruption not in forecasts.**
- 4. Policy + organisational environment in Scotland increasingly complex – so key role for Tay Cities partners to simplify + join up at regional level.**

# Key Messages from Data

1. Working age population falls by almost 5,000 by 2026 + BREXIT threat.
2. Earnings of residents are lower than Scottish average.
- 3 Employment rate 72% compared to Scottish 74%. In Dundee, 65% - increasing to 70% would bring nearly 4,500 into work.
4. Economic inactivity rate 25% compared to 22.5% for Scotland.
5. Big improvement in school leaver destinations – particularly in Dundee.
6. On range of key indicators, little evidence of progress over time.

# Issues Raised in Consultations

1. **Problems with skills systems + processes.**
2. **Challenges around skills development + retention.**
3. **Need to meet range of employer + sector skill needs.**

# Assets to Build On

1. **Good quality colleges + universities with diverse + strong specialisms.**
2. **Large base of micro to small businesses – challenge but also an opportunity.**
3. **Significant current + prospective private sector investment.**
4. **Tay Cities Deal investments.**
5. **Tay Cities Deal approach facilitates regional sharing of good practices + higher cost effectiveness.**
5. **Strong tradition of innovative interventions around employability, including joint working with other services such as health.**

# Tay Cities RSIP: Mission for Skills

**We will support delivery of Regional Economic Strategy + promote Inclusive Growth by helping to:**

- **Raise productivity to Scottish average.**
- **Close jobs gap + improve job quality (pay, hours, security, etc.).**
- **Reduce unemployment.**
- **Focus on sectoral strengths + opportunities.**

**We will work to create a smarter + fairer Tay Cities region – both attractive to inward investors + with positive benefits for our population's health + well-being.**

**We will simplify skills system, actively address unnecessary duplication, build agility to respond quickly to shocks + opportunities – and put individuals + employers at heart of system.**

# Tay Cities RSIP: Strategic Goals

1. We will build greater supply of more appropriately skilled new entrants to workforce to support productivity + competitiveness of key + growth sectors.
2. We will increase supply of skilled labour by reducing economic inactivity rates + narrowing employment rate gaps for disabled people + other equalities groups.
3. We will grow investment in existing workforce to enhance skills, focusing on key + growth sectors, to raise productivity + earnings, increase entry jobs + create more Fair Work.
4. We will increase volume of enterprise skills interventions to grow base of business with potential to find scale, and management skills to help develop existing small businesses.
5. We will create robust + effective city region skills governance structure, supported by high quality intelligence, to drive delivery of Skills Investment Plan.
6. Cutting across all of above, we will develop + deliver greater agility, inclusivity and resilience.



# **Actions for SG1: Better Prepared Labour Market Entrants**

- 1. Enhanced + more effectively communicated information on jobs (cyber security, data analytics, etc?) education/skills pathways + qualifications – see Dundee + Angus College led initiative.**
- 2. Maximise value + sustainability of employer/school/college engagement activity – more regional approach + greater collaboration across organisations + involve teachers in process co-design.**
- 3. Design + deliver more + better work experience offers.**
- 4. But for more young people + parents to get interested in, say, hospitality – sector has to show progression + career.**
- 5. More effective effort around Foundation Apprenticeships, learning from Fife.**
- 6. Roll out shared apprenticeship model to other sectors – fit with size of business in region.**

# **Actions for SG1: Better Prepared Labour Market Entrants**

- 7. Involve key + growth sector employers more in service design and re-design of all of above.**
- 8. Ensure significant investment in digital education as basic skillset, with specific action on gender gap.**
- 9. But also need to re-skill digitally as digital disruption proceeds – for example, call centre operator into cyber security. Potential to pilot best ways of doing.**
- 10. Develop + deliver approaches to education + skills that embed agility, enterprise, innovation and resilience as core employability assets for prospering in tomorrow's economy.**

# **Actions for SG2: Less Inequality + More Skilled Workers**

- 1. Generate greater gender equality across highly gendered occupations – more men into care + women into engineering. A Tay Cities approach.**
- 2. Reduce disability employment rate gaps with mix of demand + supply side measures.**
- 3. Find extra resources to work effectively with people with challenging mental health issues.**
- 4. More robust service with better complementarity of services for 50+ in redundancy situations – age group most at risk of LTU and economic inactivity.**
- 4. Reduce economic inactivity:**
  - reduce unproductive duplication, + recycle resource.**
  - maximise synergies with Fair Start Scotland.**
  - create pot of flexible money to support acquisition of occupation or sector-specific certificates.**
  - do away with different organisations funding + planning in isolation – care course provision.**

# **Actions for SG3: Promote More Workforce Development**

- 1. Develop concise regional skills plans for key + growth sectors in private + public sectors, co-designed with employers, + targeting replacement + new jobs.**
- 2. Create workforce development fund that aligns or co-invests with college funding – focusing on key + growth sectors.**
- 3. Deliver maximum synergy with Tay Cities Deal projects + funding involving workforce development.**
- 4. Explore innovative uses of Community Benefits organised across all public sector purchasers in region to lever in employer investment.**
- 5. Deliver more Graduate Apprenticeships, learning from Fife.**

# **SG 4: Grow Enterprise, Innovation + Management Skills**

- 1. Enhance mentoring and e-learning support for owner managers in micro businesses, focusing on key + growth sectors and their supply chain.**
- 2. Need to bring more industry people into courses to deliver compelling messages about industry realities for potential start ups.**
- 3. Enterprise skills embedded in coursework (e.g. Life Sciences at Dundee University) seems to link students into business as option + also helps with graduate retention.**
- 4. Business Gateway Elevator model should be rolled out across Angus + NE Fife to give full city region coverage.**

# Actions for SG5: Regional Skills Governance + Skills Intell.

1. Set up robust skills governance structure + remit that involves **ALL** education + skills players.
2. Build capacity of regional labour market + skills intelligence to educate decision making.
3. Ensure:
  - TCD project delivery not constrained by skills issues.
  - employment + skills gets maximum benefit from TCD projects to drive step change.
3. Build high quality systems for:
  - performance measurement + management of skills projects + pilots.
  - gathering 'softer' skills supply + demand intelligence by sector + occupation.
  - evaluating different skills investments + approaches – including rates of return.
4. Evaluate + roll out deserving pilots quickly, + conversely where things not working.
5. **Conduct challenging, annual end-year progress reviews + ACT ON THEIR FINDINGS.**