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Sector Skills Councils

Working together as one voice

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Alliance of Sector Skills Councils – Scotland

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- Develop and maintain effective relationships across the skills and employment system
- Support Sector Skills Councils (SSCs) as the authoritative voice on Labour Market Intelligence (LMI)
- Assist the SSCs with their unique role in ensuring that standards and qualifications meet employers' needs
- Provide support and coordination in priority cross-sector areas and sectors not yet covered by SSCs
- Provide first class services to SSCs to help raise their capacity, capability and performance

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asset skills
Property services, housing, cleaning services and facilities management

IMI
The retail motor industry

government skills
The Sector Skills Council for Central Government

construction skills
in NORTHERN IRELAND
Construction

GoSkills
Moving skills forward
Passenger transport

Skills for Care & Development
Sgiliau Gofal a Datblygu
Social care, children, young people and families

cogent
Chemical, nuclear, oil and gas, petroleum and plastic industries

Improve
food & drink sector skills council
Food and drink manufacturing

Lantra
Environmental and land-based industries

semta
Science, engineering and manufacturing technologies

skillsmart retail
Retail

skillfast-uk
The Sector Skills Council for fashion and textiles
Apparel, footwear, textiles and related businesses

Skills for Health
Health sector across the UK

SKILLS JUSTICE
Custodial care, community justice, court services, prosecution services, policing and law enforcement

Summit SKILLS
Building services engineering

SkillsActive
Shaping Skills for the Future
Sport and recreation, health & fitness, outdoors, playwork and caravans

creative & cultural skills
Advertising, crafts, cultural heritage, design, music, visual, performing and literary arts

energy utility skills
Electricity, gas, waste management and water industries

e-skills uk
Information Technology and Telecommunications and the lead body for Contact Centres on behalf of the Skills for Business network

Financial Services Skills Council
Financial Services Industry

skillset
Broadcast, film, video, interactive media and photo editing

LIFELONG LEARNING UK
Skills for Learning Professionals
Community learning and development, further education, higher education, libraries, archives and information services and work-based learning

people 1st
Hospitality, leisure travel and tourism

proskills
MAKING SKILLS WORK
Process and manufacturing, coatings, extractives, glass, building products and printing industries

Skills for Logistics
Freight logistics industries

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Role of Sector Skills Councils

- Reduce skills gaps and shortages
- Improve productivity, business and public service performance
- Increase opportunities to boost the skills and productivity of everyone in the sector's workforce
- Improve learning supply including Apprenticeships, Higher Education and National Occupational Standards (NOS)
- All SSCs are licensed by the Secretary of State for Innovation, Education and Skills, in consultation with Ministers in Scotland, Wales and Northern Ireland
- Together, the SSCs cover approximately 90% of the UK workforce

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... in Scotland

'**Skills for Scotland:** A lifelong skills strategy' charges SSCs with:

- Developing proper engagement with broad spectrum of employers to speak legitimately on their behalf
- Delivering sectoral LMI that is trusted, well-used, comparable
  and compatible with Futureskills Scotland
- Ensure that employers have a say in the design, development
  and delivery of qualifications at all levels and in all settings
- Maintaining strong partnerships with other key players in their sectors, and with Government, providers and intermediary bodies

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Employer Issues and Challenges

'Skills, Business and the Economy' Issues Paper from the Alliance found:

- Recruitment freezes placing strain on current employees
- Low morale amongst employees
- Reduced or negated training budgets
- Managing fixed costs to help reduce expenditure
- Emphasis on Management and Leadership development
- Need for public funding to support new entrants
- Need for public funding to support up-skilling and re-skilling

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Employer Issues and Challenges

The Alliance in Scotland is also about to launch the Scottish LMI Sector Profiles for the 25 SSCs' sectors, which highlights:

- Sectoral employment characteristics
- Challenges anticipated sectorally from employers
- Recruitment
  (hard-to-fill vacancies, skill shortages, etc.)
- Workforce Development
  (skill gaps, training, etc.)
- Human Resource management

SOURCE – Scottish Employer Skills Survey 2008

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Employer Issues and Challenges

The main challenges anticipated by employers:

- Costs / prices
  (interest rates, taxes, inflation, etc.)
- Keeping existing customers / business
- Attracting new customers
- Cash flow
- Business regulations
- Fuel prices
- Downturn in the economic climate

SOURCE – Scottish Employer Skills Survey 2008

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Workforce Development

The highest proportion of employers reporting skill gaps:

- Oral Communication skills
  Asset Skills (64%), SkillsActive (55%)
- Written Communication skills
  SkillsActive (58%), Asset Skills (50%)
- Problem Solving skills
  Proskills (73%)
- Team Working skills
  Skills for Justice (97%)
- Basic Computer literacy
  Lifelong Learning UK (44%),
  Energy & Utility Skills (42%)
- Numerical skills
  Government Skills (34%), People 1st (32%)
- Literary skills
  Institute of the Motor Industry (29%),
  People 1st (28%)
- Soft skills / personal attributes
  Energy & Utility Skills (20%),
  Creative & Cultural Skills (19%)

SOURCE – Scottish Employer Skills Survey 2008

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Workforce Development

The highest proportion of employers reporting skill gaps:

- Customer Handling skills
  Asset Skills (67%), SkillsActive (65%)
- Planning and Organising skills
  Government Skills (59%)
- Strategic Management skills
  Lifelong Learning UK (45%), SkillsActive (41%)
- Advanced IT or Software skills
  Improve Ltd (42%), Government Skills (40%)
- Other Technical or Practical skills
  ConstructionSkills (64%), Financial Services Skills Council (59%), SummitSkills (58%), Asset Skills (57%)

SOURCE – Scottish Employer Skills Survey 2008

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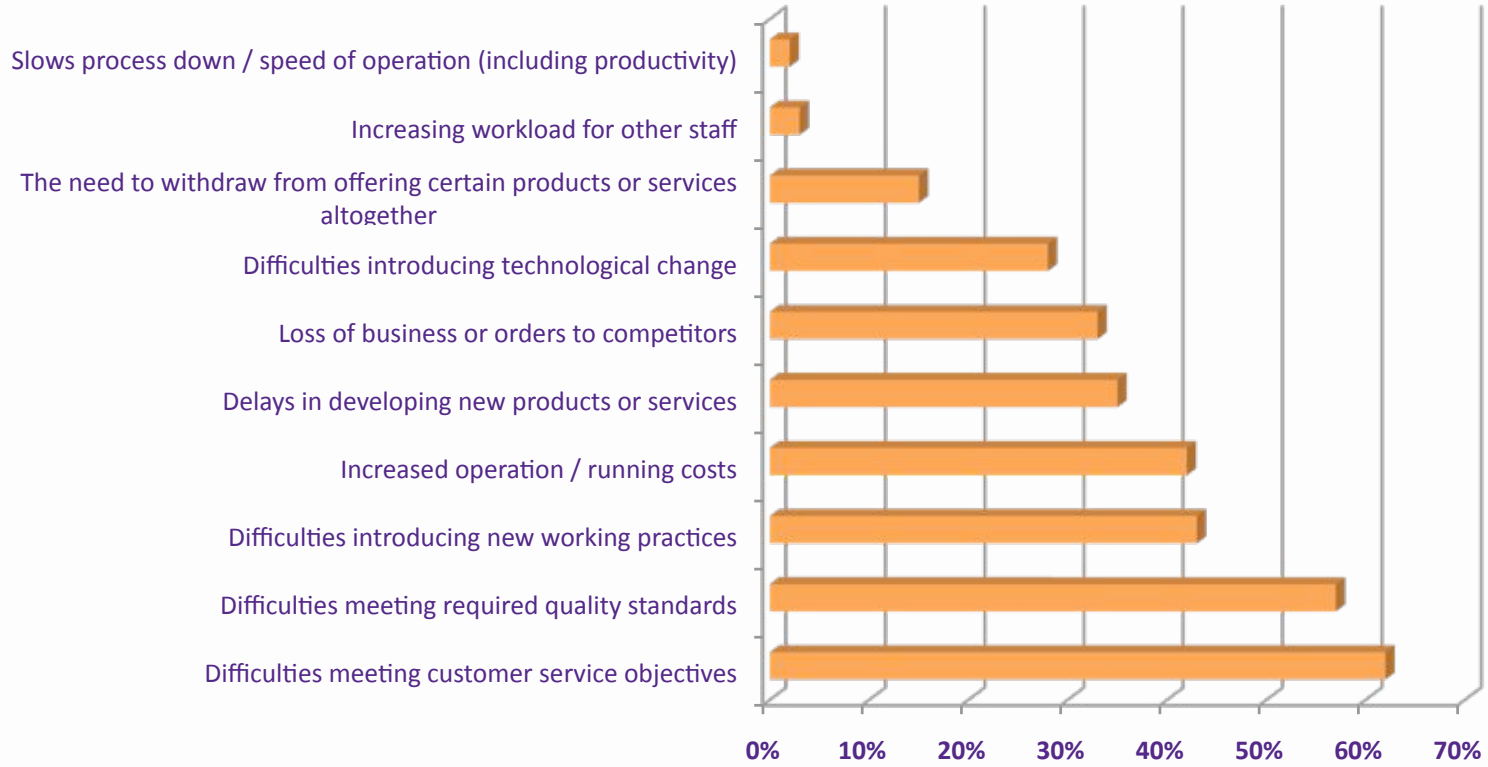
Workforce Development

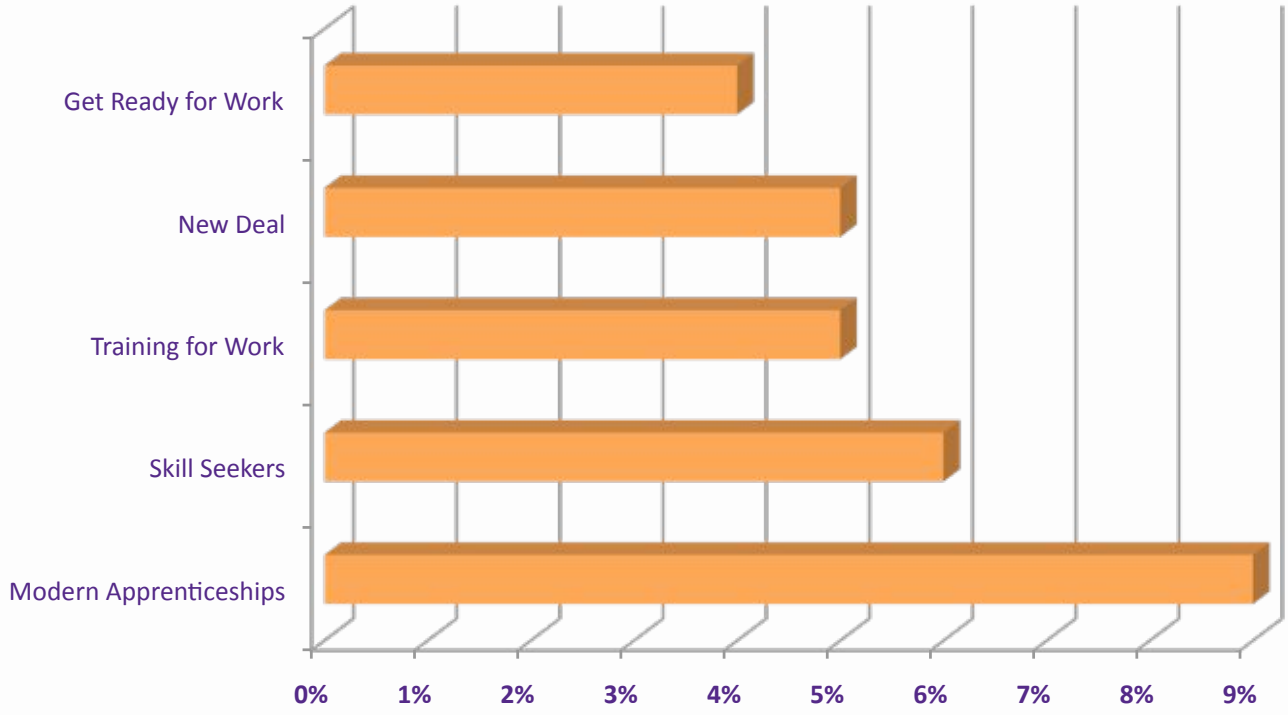
The impact of skill gaps across all sectors:



SOURCE – Scottish Employer Skills Survey 2008

Government Training Schemes

Most common Government funded training schemes used:



SOURCE – Scottish Employer Skills Survey 2008

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What do Employers want?

SSC Research says:

- A flexible workforce that can adapt to new challenges
- Skills and competencies, not full qualifications
- Learning opportunities delivered as close to the workplace context as possible
- Flexible funding and delivery structures that provide the right training at the right time

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What can we do about it?

The Alliance is making a case for:

- Public funding to be aligned to qualifications and programmes recognised by industry
- Greater flexibility in the current structures and the offer from partners
- Simplified skills system with greater clarity around roles and responsibilities
- Innovation and new thinking

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