

Skills
Development
Scotland

Skills for a Changing World



The world is experiencing an historic transformation in how people work, where they work and even why they work. The skills they need are changing too.

Our operating context continues to be shaped by these and a range of drivers of change.



Industry 4.0



Climate emergency



Inflation and cost of living crisis



Productivity challenges



Constraints to public finances



Population and talent supply



Poverty and inequality

Our vision:

Scotland has an agile, dynamic, and employer-led skills and careers ecosystem which enables all people to develop the skills, adaptive resilience, and personal agency to thrive in a vibrant and inclusive labour market.





Five corporate goals underpin our strategy. By achieving these goals we will be helping Scotland's people build the future they want.

Our broad CIAG Service Delivery

Approach	School	Next Steps	Adult	PACE	Digital
<ul style="list-style-type: none"> • Equality of Opportunity • Needs based • Universal and Targeted Services • Career Management Skills (CMS) • Coaching Approach to Career Guidance • Evidence-based Information and Advice • Empowerment and ownership • Impartial • Professional • Internationally recognised • External scrutiny • Continuous Improvement 	<ul style="list-style-type: none"> • Service Offer negotiated annually • Every maintained and non-maintained secondary school in Scotland • Key part of the school team • Career Education Standard entitlements • Group activity • 121 engagement • Parental engagement • Career Long Professional Learning • Results Helpline 	<ul style="list-style-type: none"> • Proactive targeted 121 support • Intensive coaching guidance weekly or fortnightly • Unemployed seeking up to 18.5 years (26 c exp) • OfA 16-19 follow up • 16+ Data Hub • Key part of the LEP • Network of SDS Public Access Centres and outreach locations 	<ul style="list-style-type: none"> • Proactive targeted support for displaced apprentices • Demand led services to diverse customer groups e.g. <ul style="list-style-type: none"> • Unemployed • Veterans • IES DWP • Returning to work • In learning • In work • Network of SDS Public Access Centres and outreach locations • Helpline 	<ul style="list-style-type: none"> • Lead agency for Ministerial PACE partnership • Chair of PACE partnerships • Employer support • Employee support • Individual support • Digital support inc. webchat • Events • Webinars 	<ul style="list-style-type: none"> • My World of Work • Age and stage appropriate tools and resources • School profile with coordinated customer journey • Adult Beta site • Self serve or facilitated • Jobs portal • OU courses • Course search • Skills tools • CMS and Employability • Individual Training Accounts • Marketplace

Scottish Careers Week 2022

Follow the action throughout Scottish Careers Week 2022!

- Search for events and activities in your local area or online



myworldofwork.co.uk/scottish-careers-week

#ScotCareersWeek22

National PACE Partnership



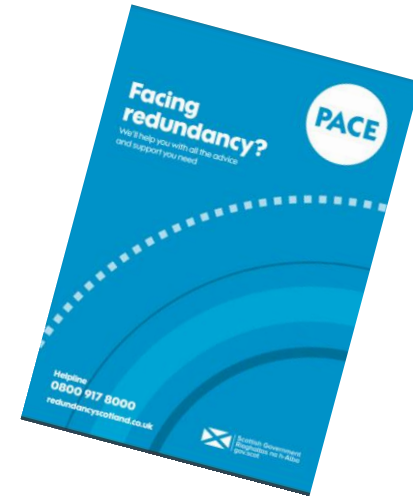
Partnership Action for Continuing Employment (PACE)

Skills Development Scotland leads on Scottish Government's PACE initiative dedicated to helping individuals and employers with advice and support when faced with redundancy

Free, impartial advice and support is available to help:

- understand the redundancy process, as well as rights and entitlements
- check benefits entitlements and review tax calculations
- gain practical advice on getting a new job
- identify learning and training opportunities
- start a business

Full details can be found in the [PACE National Guide](#) and www.redundancyscotland.co.uk
Try the new [Redundancy Support Tool](#)



PACE: local delivery

PACE Notifications:

- ***HR1***
- ***Liquidation / Administrations***
- ***Local and national media***
- ***Through partner organisations***
- ***Individuals contacting SDS directly***
- ***Employers contacting SDS***
- ***The under 20 issue !***

PACE: local delivery

The role of the PACE chair:

- **Reach out to the employer / insolvency practitioner (*Nat Team*)**
- ***Meet with the employer***
- ***Agree PACE service delivery options & timelines***
- ***Liaise with unions or employee rep' groups***
- ***Co-ordinate delivery with PACE partners / SDS***
- ***Maintain contact with the employer, review delivery***
- ***Update the National Team i.e. SG questions***
- ***Update CSS and maintain accurate records***

Additional Skills Support



Adopt An Apprentice

Provides a £2,000 grant to support a redundant Modern or Graduate Apprentice to continue their apprenticeship

www.apprenticeships.scot



Flexible Workforce Development Fund

Apprenticeship Levy-payers or SMEs can access up to £15,000 to create tailored training programme

www.sfc.ac.uk



Digital Catalyst Fund

Support for businesses and employees to fast-track advanced digital technology skills.

digitalcatalyst@sds.co.uk

Contact Us

skillsdevelopmentscotland.co.uk

apprenticeships.scot

redundnacyscotland.co.uk

Via your Union Learning Organiser