

SOSCN Session 1st March

The Apprenticeship Family Wider SDS support

Gary Gray

Making skills work for Scotland

SDS Employer Services Offer: One to one business support

Digital Offer for Employers: [Ourskillsforce.co.uk/ apprenticeships.scot](https://ourskillsforce.co.uk/apprenticeships.scot)

Digital Skills Management Tool: self help and skills diagnostics for employers



Employer Helpline: 0800 783 6000

Initial point of enquiry, for assessment and onward referral to wider SDS services. Provides support with straight forward enquiries and signposting to funding and partner services.



SME Support

Dedicated one to one support for small to medium sized businesses, supporting organisational goals through bespoke skills planning consultancy service. Providing advice for talent attraction, developing and upskilling the existing workforce to enable business growth.



Large Business Relationship Management

Specialist led project management for larger employers. Supporting businesses to develop skills in occupational areas critical to the resilience and growth of the Scottish Economy. Assisting businesses to navigate the Scottish skills system, support workforce planning objectives and creating talent pathways for the future.

Skills
Development
Scotland

SCOTTISH

APPRENTICESHIPS

APPRENTICESHIPS.SCOT



DRIVERS FOR WORK-BASED LEARNING



Climate change



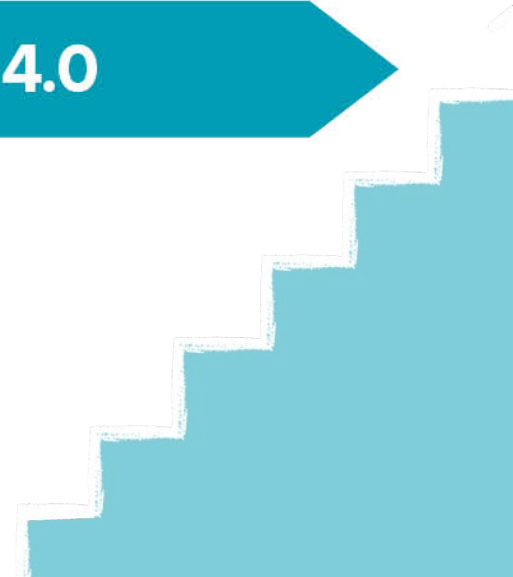
Wellbeing



Population growth



Industry 4.0





**FOUNDATION
APPRENTICESHIPS**



**MODERN
APPRENTICESHIPS**



**GRADUATE
APPRENTICESHIPS**

FOUNDATION APPRENTICESHIPS

Shape the next generation of talent

- ✓ Senior phase work-based learning qualification starting in S5 or S6
- ✓ Available in 12 frameworks at SCQF Level 6
- ✓ Range of providers – colleges, local authorities and other learning providers
- ✓ Pupils apply learning in a work placement with a local employer
- ✓ SCQF Level 6 (same level of learning as a Higher)
- ✓ Pilots in 3 frameworks from SCQF Level 4 and 5



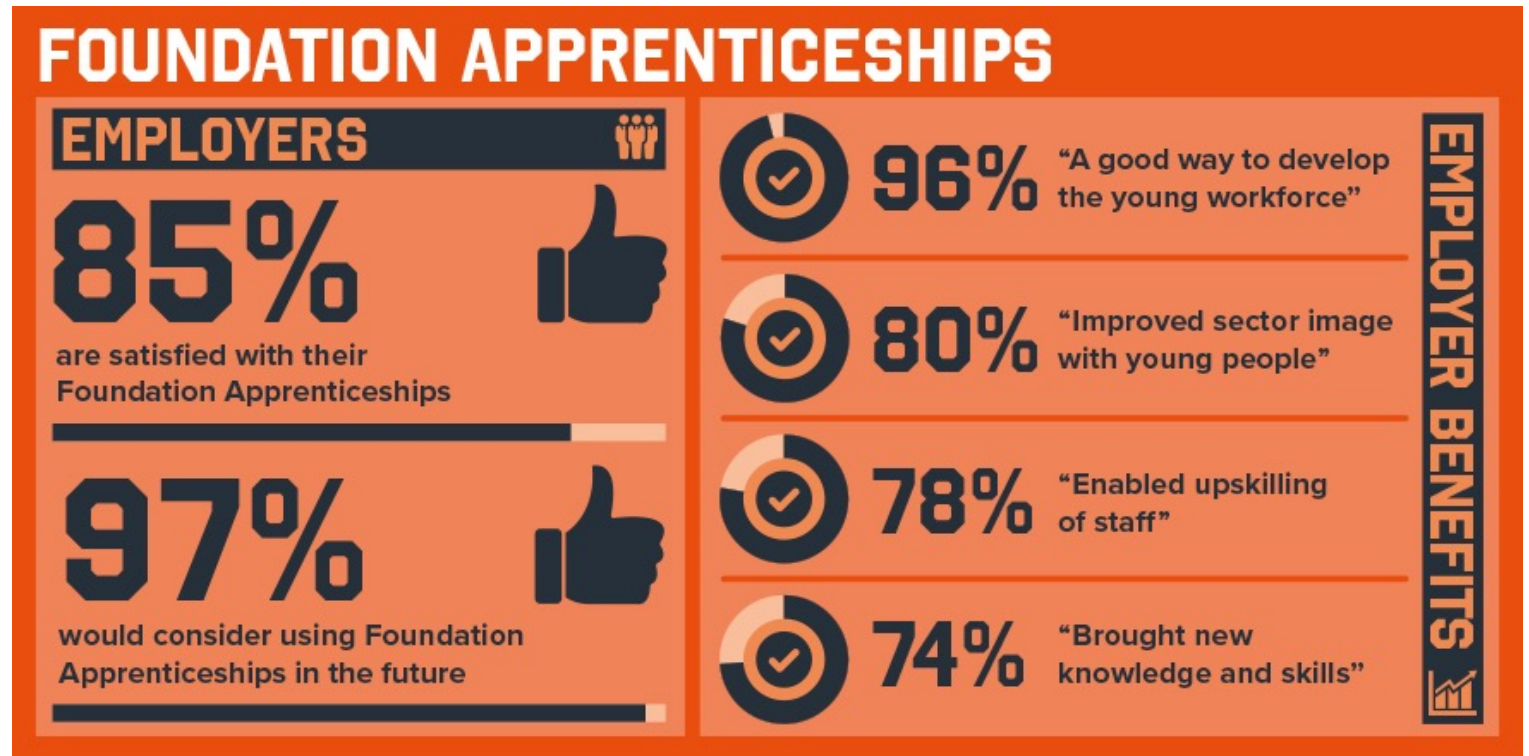
WHAT SUBJECTS DO THEY COVER?

- Accountancy
- Business Skills
- Civil Engineering
- Creative & Digital Media
- Engineering
- Financial Services
- Food & Drink Technologies
- Hardware & System Support
- Scientific Technologies
- Social Services Children & Young People
- Social Services & Healthcare
- Software Development



WHAT ARE THE BENEFITS?

- ✓ Get early access to future talent
- ✓ No direct costs to you as an employer
- ✓ Fast track talent development in your business
- ✓ Develop your staff as coaches and mentors
- ✓ Grow your business with the skills you need



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MODERN APPRENTICESHIPS

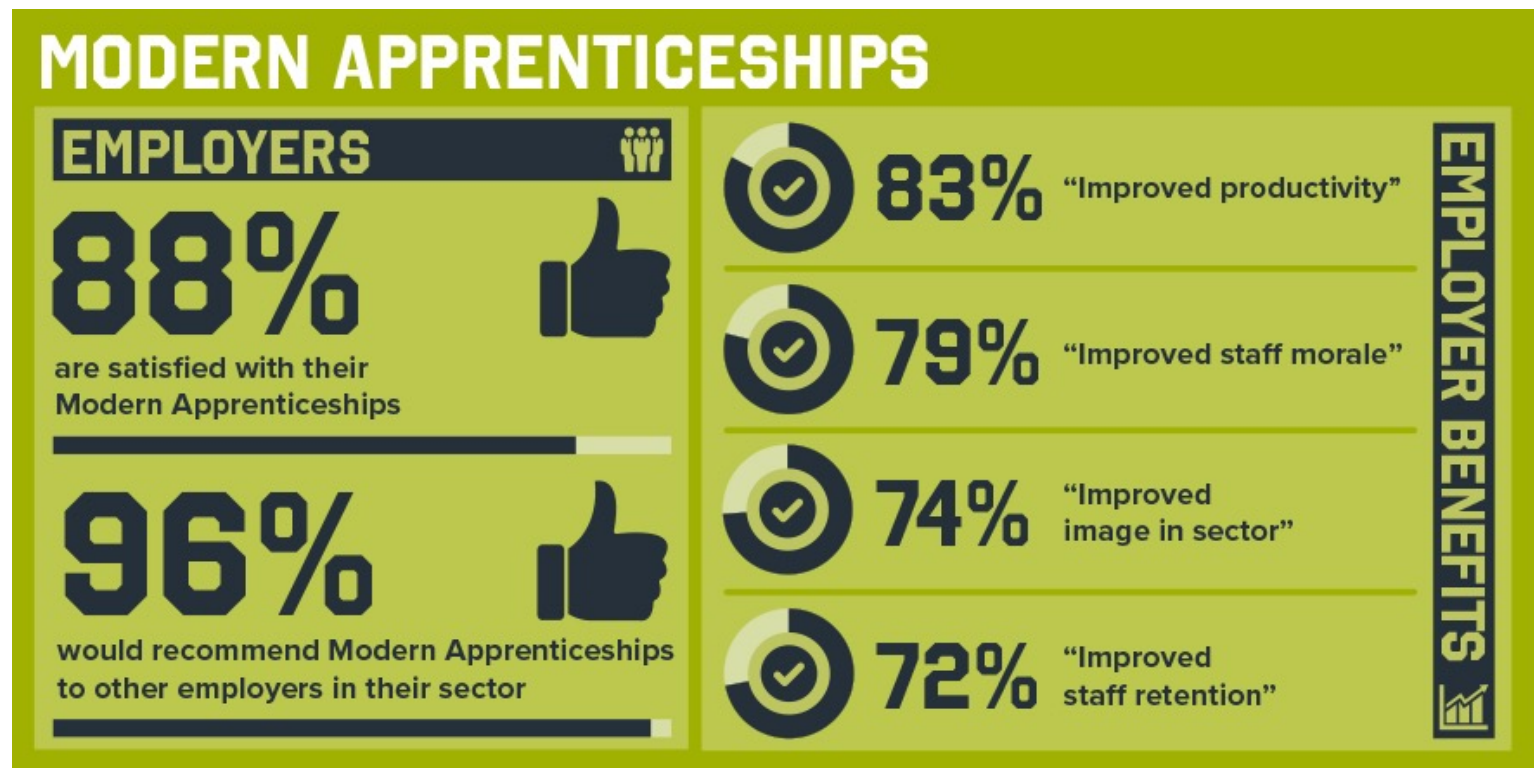
**Build the skilled workforce your
business needs**

- ✔ A job where apprentices work, learn and earn
- ✔ Over 100 types, from financial services to digital, from engineering to health and social care
- ✔ Wide range of learning providers
- ✔ 12,000 employers



WHAT ARE THE BENEFITS?

- ✓ Get flexible, tailored training to meet your business needs
- ✓ Attract fresh talent and develop the workforce of the future
- ✓ Upskill your existing employees
- ✓ Improve your productivity, staff morale and quality of service
- ✓ Retain talent, reducing your recruitment costs



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GRADUATE APPRENTICESHIPS

A new way to get qualified up to Master's degree level while in paid employment

- ✓ Majority of time learning on the job, also a student at university or college
- ✓ Designed around the needs of industry
- ✓ Available in 13 industry designed frameworks
- ✓ 14 universities and 1 college



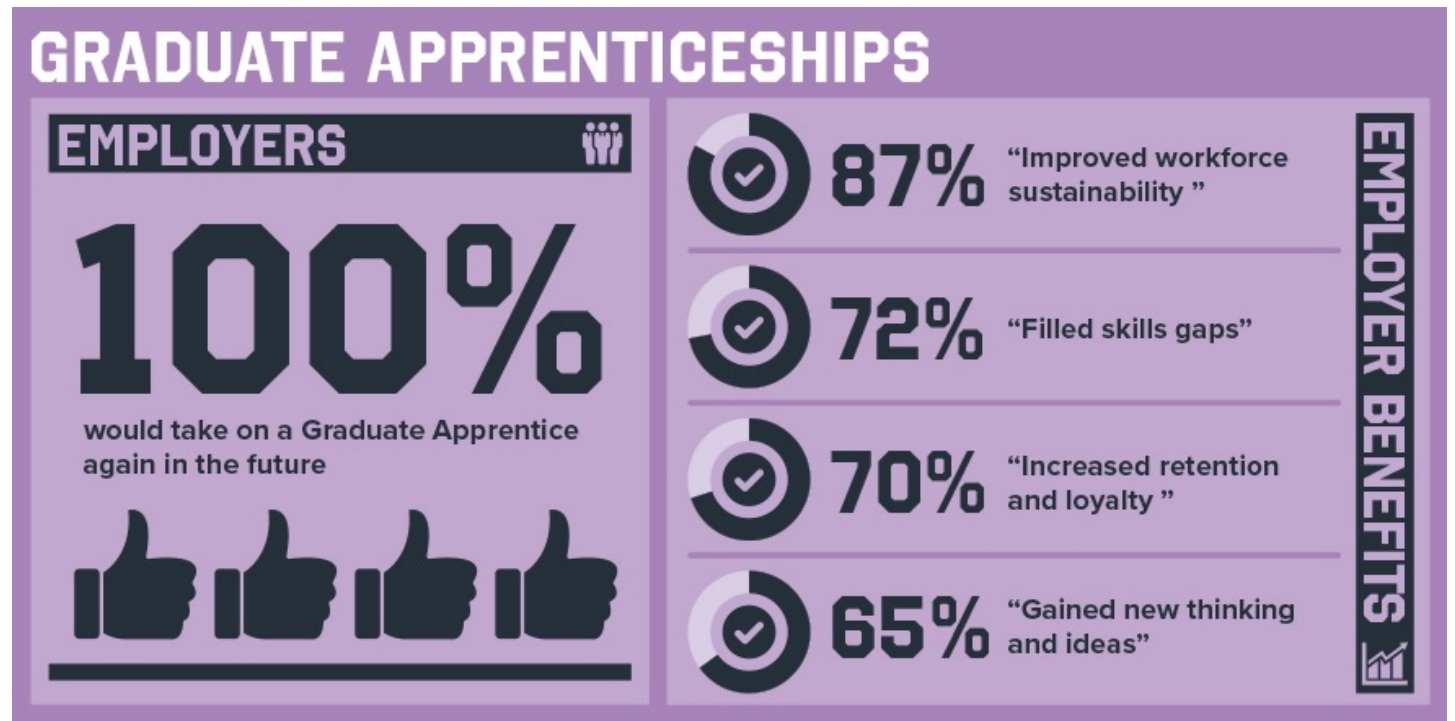
WHAT SUBJECTS DO THEY COVER?

- Accounting
- Business Management
- Civil Engineering
- Construction & the Built Environment
- Cyber Security
- Data Science
- Early Learning & Childcare
- Engineering: Design & Manufacture
- Engineering: Instrumentation, Measurement & Control
- IT: Management for Business
- IT: Software Development



WHAT ARE THE BENEFITS?

- ✓ High level of academic and industry accreditation, combined with experience in the workplace.
- ✓ Suitable for new and existing employees
- ✓ Apprentices learn on the job, supported by Scotland's top universities and colleges
- ✓ Develop and retain skilled graduates who understand your business
- ✓ Improve your productivity, morale, staff retention and quality of service.



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MODERN APPRENTICESHIPS

Social Services - Children and Young people

- ✓ Available at SCQF Levels 7 and 9
- ✓ Suitable for several roles enabling them to be recognised practitioners in the sector.
- ✓ Contributions range £1,500 - £5,500
- ✓ Supports all age groups



Children and Young People SCQF Level 7

- **Mandatory Units (4)**

- Promote effective communication
- Promote health, safety and security in the work setting
- Develop your practice through reflection and learning
- Promote the safeguarding of children and young people

- **Optional Units (4)**

- Promote the development of children and young people
- Plan and organise environments for children and families
- Promote the health and physical development of children
- Promote children's wellbeing and resilience
- Implement frameworks for early education through the development of curriculum planning
- Assess children's progress according to relevant curriculum frameworks
- Implement positive environments for babies and children
- Support early intervention for the benefit of children and families

- Promote the care of babies and children
- Promote ways to support families that have literacy, numeracy and language needs
- Promote children's early learning in the school environment
- Engage with families in ways that encourage them to be involved with their children's learning and development
- Plan for and support self-directed play
- Promote healthy living for children and families
- Care for children at home
- Promote the care, learning and development of children with additional requirements in partnership with their families
- Empower families through the development of parenting skills
- Use information and communication technology to promote children's early learning
- Support the use of medication for children
- Support children and young people through major transitions

Children and Young People SCQF Level 7

Optional Units (Cont)

- Support children who have experienced traumas
- Manage a small scale childcare business
- Work with a management committee
- Maintain a service for children and families
- Support children and families within the community
- Support families to engage in groups within the childcare setting
- Promote the recruitment of staff in childcare settings
- Deliver services to families, children and young people from diverse cultural and language communities
- Promote positive behaviour
- Promote childcare practice in group living
- Develop productive relationships with others
- Promote the care, learning and development of children with additional support needs in early education settings
- Promote quality systems and procedures for the delivery of childcare services
- Promote literacy, numeracy and language development for children's early learning
- Promote the acquisition of a new language by children through immersion in an early years setting
- Contribute to the assessment and planning process with children and young people
- Care for babies
- Support Children and young people to manage aspects of their lives
- Support children and young people to achieve their educational potential
- Work with children and young people to prepare them for adulthood, citizenship and independence

Core Skills

Communication

Working with Others

Problem Solving

Information and Communication Technology

Numeracy

Children and Young People SCQF Level 7

Optional Units (Cont)

- Support children and young people to develop and maintain supportive relationships
- Support children and young people to develop a positive identity and emotional wellbeing
- Work with children and young people to promote their own physical and mental health
- Care for a newly born baby when the birth parents are unable to do so
- Work with children and young people with additional requirements to meet their personal support needs
- Work with children and young people with additional requirements to address their developmental needs
- Prepare your family and networks prior to providing a home for babies, children and young people
- Provide a home for children and young people
- Support the families of children and young people in their own homes
- Support professional advice to help parents take care of their newly born baby
- Support parents and guardians to care for babies during the first year of life
- Prepare, implement and evaluate group activities
- Contribute to childcare practice in group living
- Contribute to the support of children and young people who have experienced harm or abuse
- Promote the development of positive behaviour in children and young people
- Model pro-social behaviour when working with individuals
- Support individuals, families and communities to commission their own services

Core Skills

Communication

Working with Others

Problem Solving

Information and Communication Technology

Numeracy

Children and Young People SCQF Level 9

• **Mandatory Units (4)**

- **Maintain effective communication systems and practice**
- **Lead practice for health and safety in the workplace**
- **Take responsibility for the continuing professional development of yourself and others**
- **Lead practice that promotes the safeguarding of children and young people**

• **Optional Units (4)**

- **Lead programmes for the promotion of children and young people's development**
- **Lead provision for babies and children in partnership with parents and carers**
- **Lead curriculum provision of early education for children**
- **Lead the physical, cognitive, emotional and social development of children**
- **Lead the support of children's communication**
- **Lead the support for children's creativity**
- **Evaluate the environment for children and families**

- **Lead the support for children's mathematical learning, exploration and problem solving**
- **Develop and implement operational plans for your area of responsibility**
- **Lead the review of policies, procedures and practice for children with additional support needs**
- **Lead in advising and supporting practitioners in early years settings working with children who have additional support needs**
- **Lead in the assessment of quality assurance schemes**
- **Lead service providers in accessing information to support the care, learning and development of children**
- **Lead the revision of policies, procedures and practice for registration and inspection**
- **Undertake a research project**
- **Provide information about children and families' services**
- **Lead the monitoring of procedures, policies and practice in partnership with families to benefit children's care**
- **Lead multi-agency working arrangements in childcare settings**

Children and Young People SCQF Level 9

Optional Units (Cont)

- Obtain additional finance for organisation
- Provide leadership in your area of responsibility
- Encourage innovation in your area of responsibility
- Allocate and monitor the progress and quality of work in your area of responsibility
- Manage finance for your area of responsibility
- Provide leadership and management of integrated childcare provision
- Manage provision of care services that deals effectively with transitions and significant life events
- Prepare the childcare setting for regulatory inspections
- Advocate with and on behalf of children and young people
- Support parents and carers to acquire skills to care for and protect babies, children and young people
- Manage and develop yourself and your workforce within care services
- Assess individual preferences and needs
- Lead the planning process with individuals
- Promote employment, training and education opportunities for individuals
- Assist individuals at formal hearings
- Provide and present information for courts and formal hearings
- Lead practice to reduce and prevent the risk of danger, harm and abuse
- Support individuals who have experienced harm or abuse
- Develop risk management plans to promote independence in daily living
- Actively engage in the safe selection and recruitment of workers and their retention in care
- Contribute to the development of organisational policy and practice

Career Skills

15 SCQF credit points – Choice of options

Active Leisure, Learning and Wellbeing

- Playwork **MA**

Customer Service **MA**

Finance

- Accounting **MA**
- Accountancy **FA**
- Accountancy **GA**
- Payroll **MA**

Support Services

- Business Skills **FA**
- Business and Administration **MA**
- Digital marketing **MA**
- Procurement **MA**

Systems

- IT Hardware and systems support **FA**
- IT: Software Development **FA**
- IT & Telecommunications **MA**
- Information Security **MA**
- Digital Applications **MA**
- Data Analytics **MA**
- IT Management for Business **GA**
- Cyber Security **GA**

Management

- Business Management: Business Analysis **GA**
- Business Management: Project Management **GA**
- Business Management (Including Financial Services) **GA**
- Management **MA**
- Project Management **MA**

Skills for Growth

Skills for Growth is a fully-funded service for businesses with between five and 250 employees.

- ✔ You'll get up to two days worth of fully funded consultancy from Skills Development Scotland and our 4 partner suppliers.
- ✔ We'll work with you to understand your skills needs, create a detailed people plan and guide you to the right support.



Skills for Growth

Participation in Skills for Growth can help you:



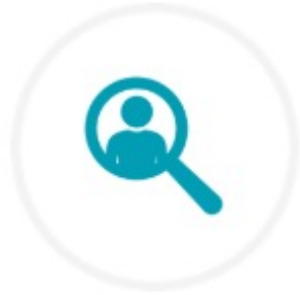
Increase performance

by working to people's strengths, resulting in a more motivated and engaged workforce



Build confidence

invest in training and development that's focused to where it matters most



Attract the right people

by recruiting for the skills that you don't already have in the business



Manage change

and introduce innovative workplace practices



Support employees

in understanding how they contribute to business success

Balgillo Nurseries

"Skills for Growth is a hugely rewarding experience which has brought about a lot of positive change for Balgillo Nurseries management and the wider organisation".

Pamela Gail, Balgillo Nurseries



The benefits of Flexible Workforce Development Fund



Flexible Workforce Development Fund

SME route

- Eligible for up to £5,000
- Available to SMEs (250 or fewer employees)
- Levy-paying SMEs must choose 1 fund to access
- Delivered through College Network/ Open University
- Must complete Training Needs Analysis
- Training delivered by colleges/Open University
- Further information is available from [Scottish Funding Council](https://www.scottishfundingcouncil.gov.uk/)

Levy payer route (colleges)

- Eligible for up to £15,000
- Available to Levy-paying employers (can only access 1 fund route)
- Delivered through College Network
- Must complete Training Needs Analysis
- Training delivered by colleges
- Can nominate up to 2 supply chain companies to benefit
- Further information is available from [Scottish Funding Council](https://www.scottishfundingcouncil.gov.uk/)

Levy payer route (SDS)

- Eligible for up to £15,000 grant contribution
- Available to Levy-paying employers (can only access 1 fund route)
- Administered through Skills Development Scotland
- Must complete Training Needs Analysis
- Training delivered by private providers
- Further information is available at [OurSkillsForce.co.uk](https://www.ourskillsforce.co.uk) or by emailing fwdf@sds.co.uk

The benefits of Our Skillsforce



Assess skills in your organisation

Review your team's skillsets to identify the priorities for skills development across your business or department.

Organisational skills profile



Get your skills-first action plan

Sustain, manage and grow your business with a plan of manageable tasks supported by useful products and services to develop your people, policies and working practices.

Skills management tool

Still got questions?



Call our free employer helpline

0800 783 6000



Get in touch

Fill in the contact form

Find out more



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World of
Work**

myworldofwork.co.uk

**Skills
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Scotland**

apprenticeships.scot

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**Our
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