



Skills  
Development  
Scotland

## College Expo18

### Work-based learning – Policy into Practice

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# What we do

Skills Development Scotland is the national skills body and aims to deliver the very best outcomes for Scotland's:



People



Businesses



Economy

1,400  
staff

We work with our partners to:



drive skills planning and development



promote the value of work-based learning; and



achieve greater equality of opportunity for all

## Partnership Working

City Deals  
Industry Leadership Groups  
Employer Bodies  
SQA  
Scottish Funding Council  
Scottish Enterprise  
Highlands & Islands Enterprise

Our approach aims to improve the response of education and training to the needs of industry; ensuring people have the best possible chance of succeeding in the world of work.



Education

Industry Needs



Training

Skills Development Scotland  
Monteith House  
11 George Square  
Glasgow  
G2 1DY  
Phone: 0141 285 6000



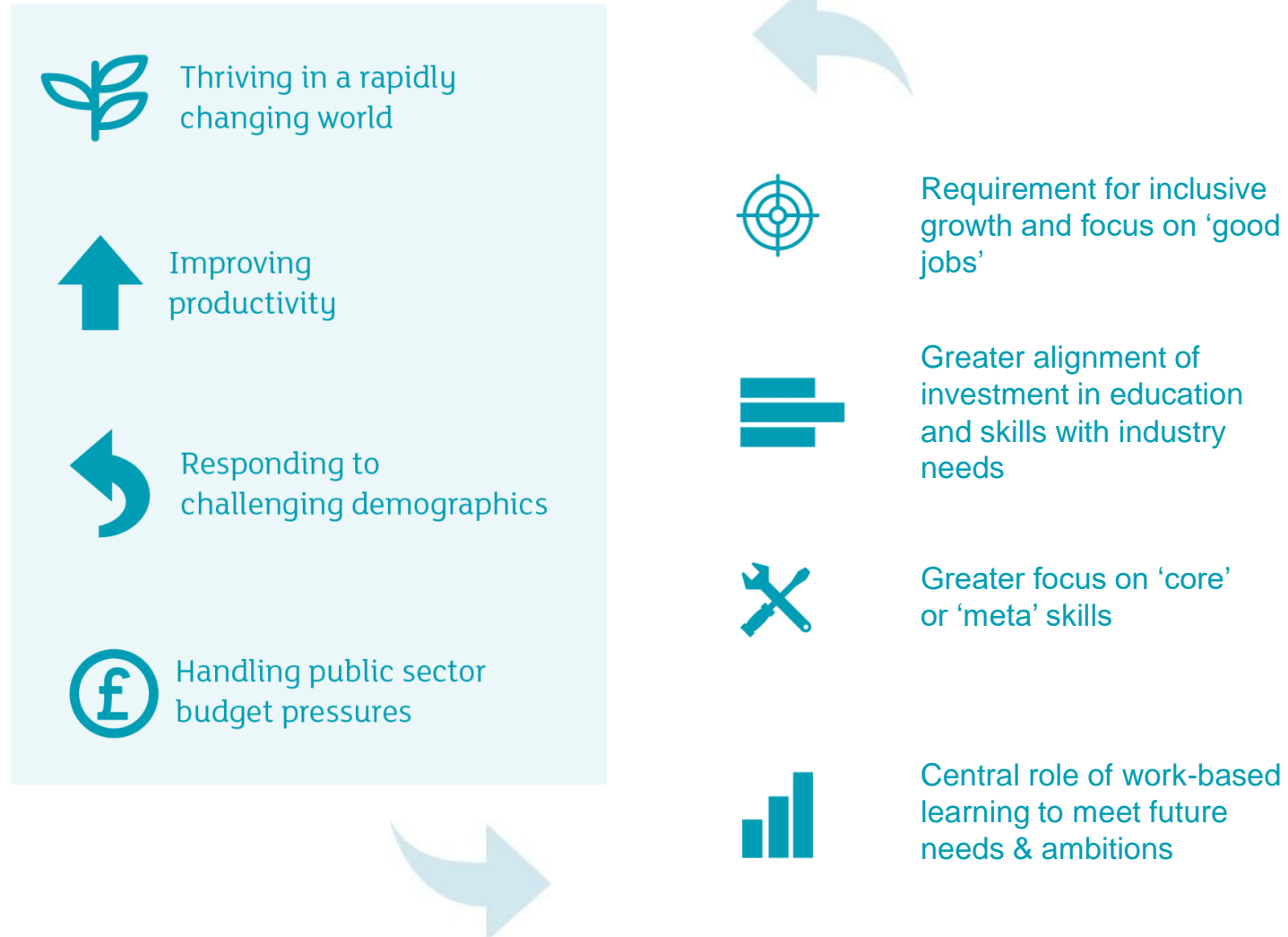
[skillsdevelopmentscotland.co.uk](https://skillsdevelopmentscotland.co.uk)

# Economic Importance of Work-based learning

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# Drivers for Work-based learning

## Fundamental drivers for expansion of WBL



# Scotland's Ambition

**Our desire is for Scotland to rank in the first quartile of OECD countries for productivity, equality and wellbeing, and sustainability.**

*Scottish Government, Enterprise and Skills Review Report on Phase 2, June 2017*

**“We need more work-based learning”**

*Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney – 15-24 Learner Journey Review, May 2018*

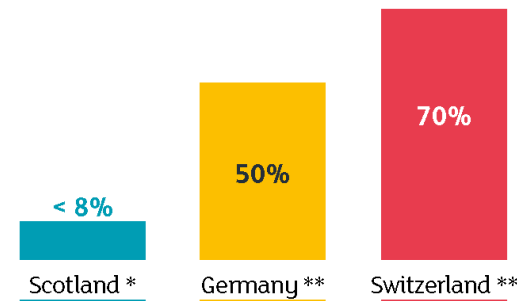
**“By the end of 2019, 5,000 new start Foundation Apprenticeships will be available in Scotland’s schools, raising the attainment bar in vocational education and giving all our young people equal chances and choices to succeed at school and to succeed in life.”**

*Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney, March 2017*

## Attributes of First Quartile OECD Performers

- Direct employer engagement
- Building the future workforce
- High percentage of work based learning
- Transitions to the world of work
- Engagement of social partners

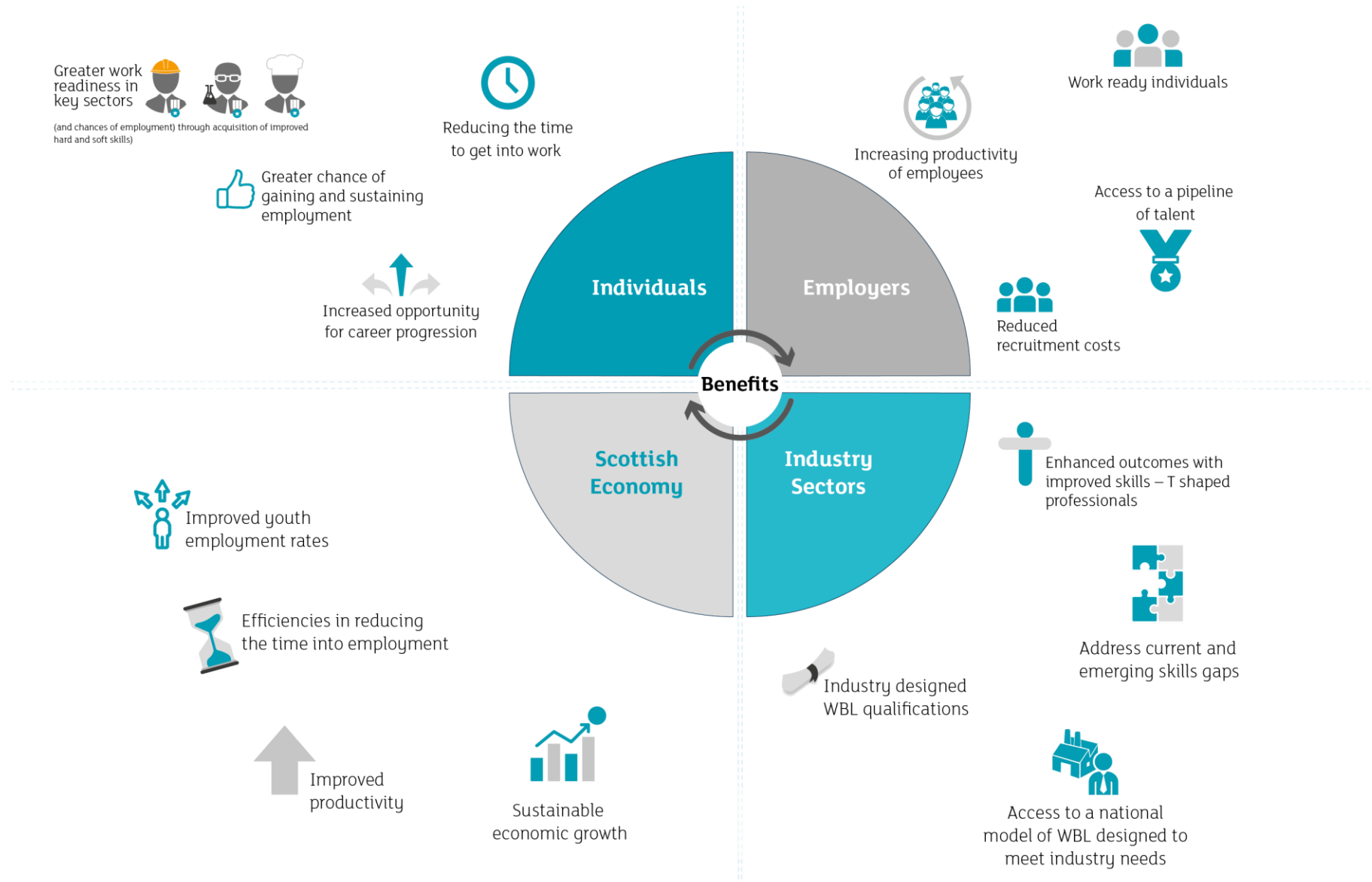
## OECD Comparison



\* Work-Based Learning

\*\* Vocational, Education & Training (VET)

# Work-based learning benefits to Scotland







# Our work on work-based learning

We continue to develop work-based learning so that:



individuals get the opportunity to gain invaluable knowledge, skills and experience



businesses build the talent and productivity they need to grow

*“Our ambition is for them to be part of every schools offer by 2020.”*



## Foundation Apprenticeships

are a new and innovative way to equip our young people with industry recognised qualifications, skills, and practical experience, in key growth sectors of the economy; helping them get a head start on their careers.



Work-based learning opportunity typically starting in S5



Currently available in 12 subjects



Pupils gain industry qualifications and skills at college and local companies



## Modern Apprenticeships

allow people to work, learn and earn while being directly employed with a business, while they help employers develop their workforce by training new staff and upskilling existing employees.



Over 80 types, ranging from financial services, retail, and engineering and construction



## Graduate Apprenticeships

provide work-based learning opportunities up to Master's degree level for employees.



Majority of time learning on the job, also a student at university or college



Designed around the needs of industry



Eleven courses currently available

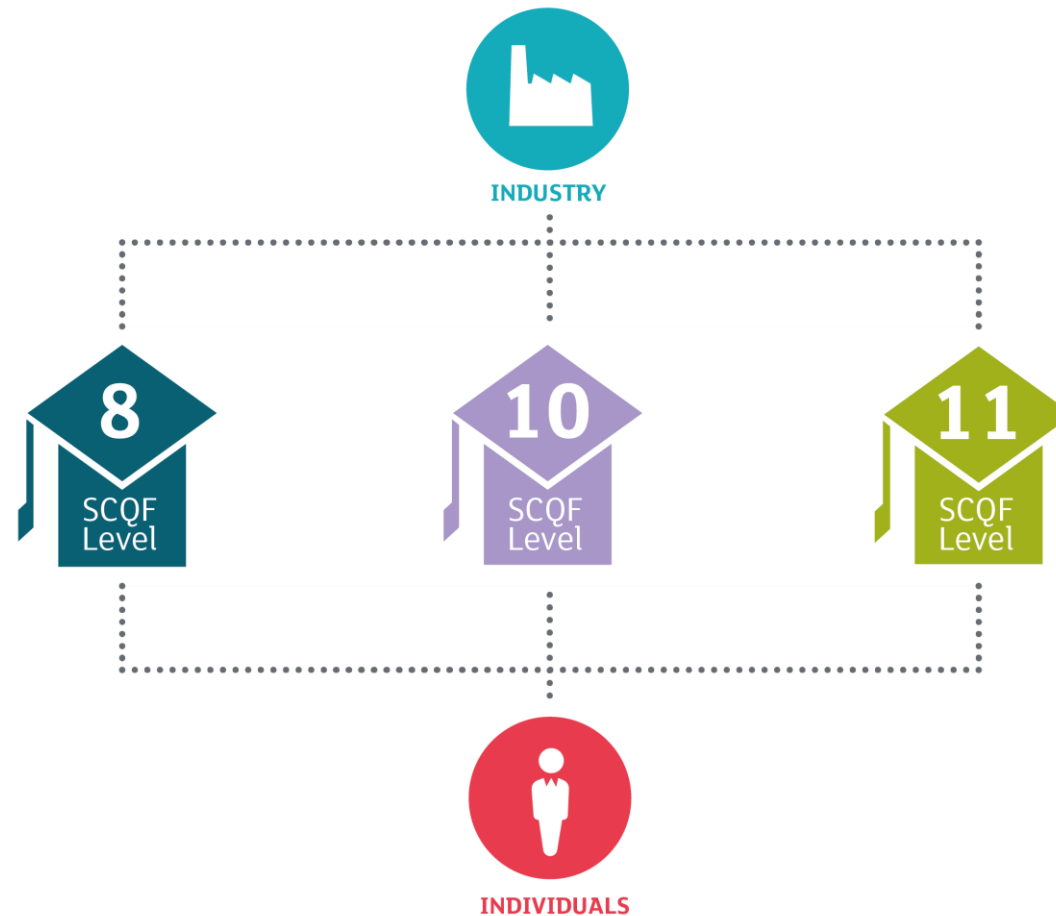
*“We are committed to delivering 30,000 Modern and Graduate Level places each year by 2020.”*



[apprenticeships.scot](http://apprenticeships.scot)

# Graduate Apprenticeships

GAs are **work-based graduate apprenticeship programmes** which are offered at **SCQF levels 8, 10 and 11**.





# Where are we now?

Creation of around **900** more Graduate Apprenticeship opportunities across **11** frameworks by September 2018



IT:  
Management for Business  
SCQF 10



IT:  
Cyber Security  
SCQF 10



IT:  
Cyber Security  
SCQF 11



IT:  
Software Development  
SCQF 10



Business Management  
(Financial Services)  
SCQF 10



Business Management  
SCQF 10



Engineering Instrumentation  
Measurement & Control  
SCQF 10



Engineering Design &  
Manufacture  
SCQF 10



Civil Engineering  
SCQF 8



Civil Engineering  
SCQF 10

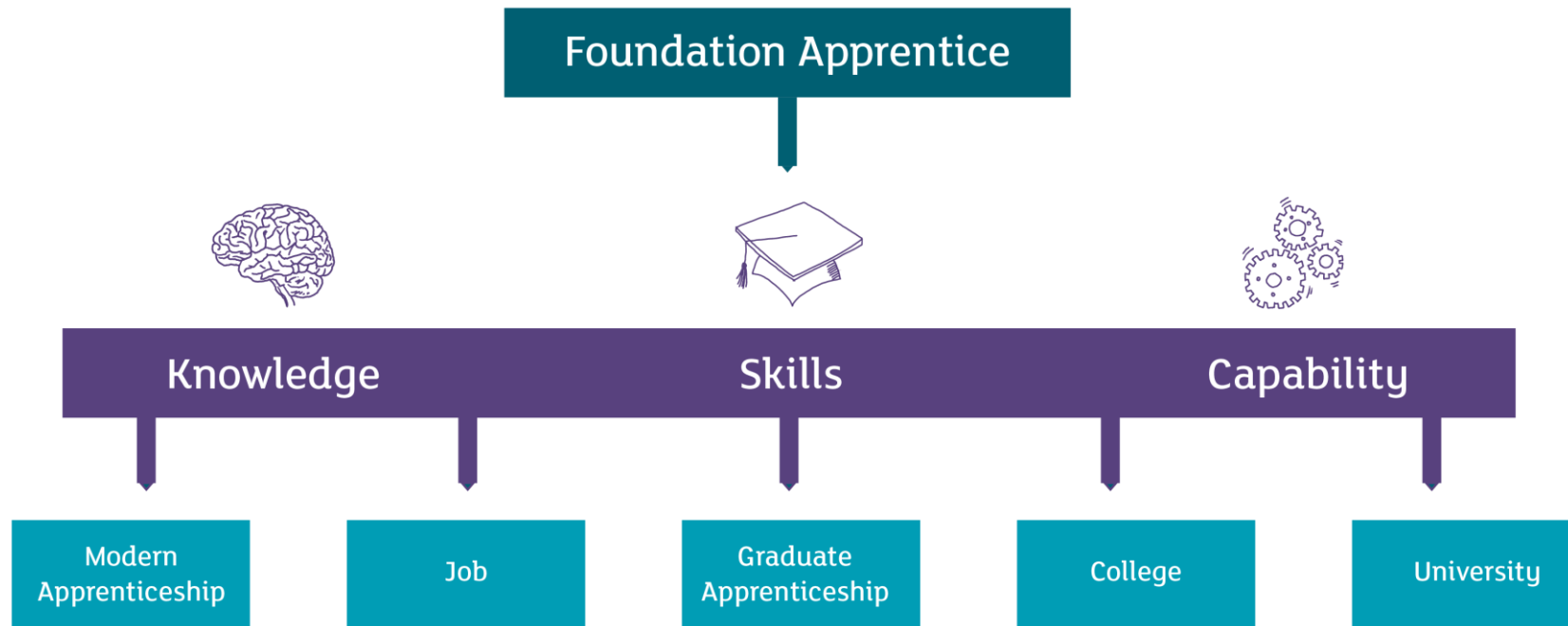


Construction & The Built  
Environment  
SCQF 10

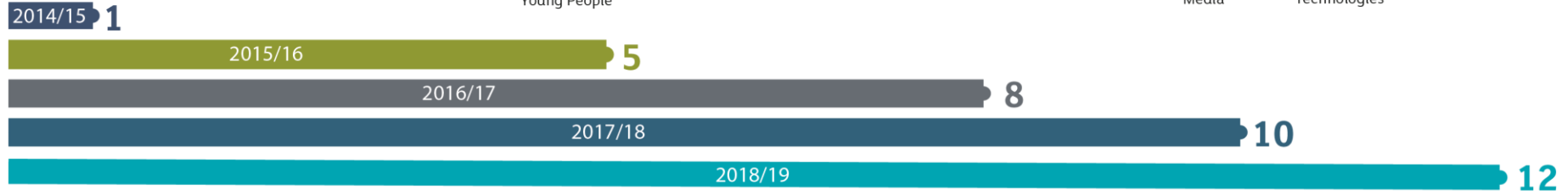


# Foundation Apprenticeships

FAs provide **work-based learning opportunities** for secondary school pupils within their senior phase at **SCQF level 6**.



# Where are we now?



2016 354 starts

2017 1,245 starts

2018 c. 2,600 starts

2019 c. 5,000 starts

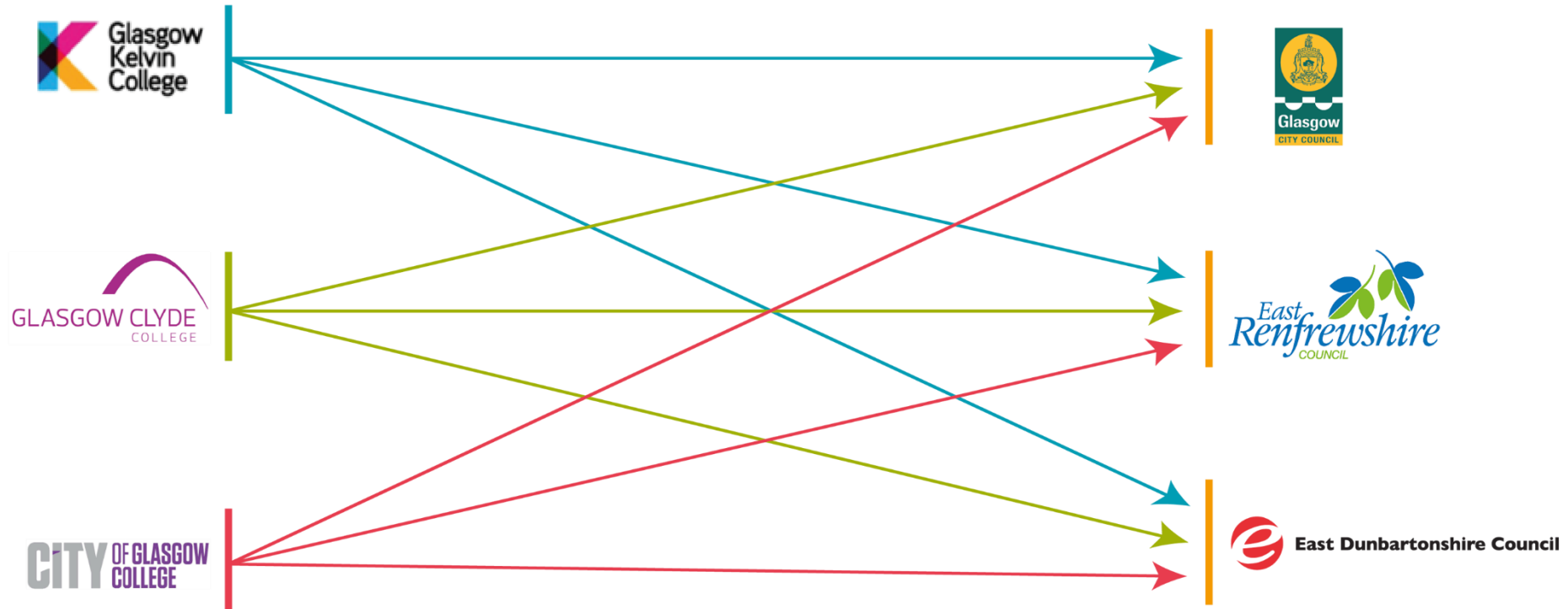
- Benefits**
- Head start to a Modern Apprenticeship
  - Employees are ready for the world of work and are more productive quicker
  - Individuals gain skills, qualifications and experience that employers need
  - Experience in growth industries to get a foot on career pathway

|                   | 2016/17 | 2017/18 | 2018/19 |
|-------------------|---------|---------|---------|
| College regions   | 11      | 13      | 13      |
| Local Authorities | 26      | 32      | 32      |
| of schools        | 32%     | 65%     | c. 80%  |
| Frameworks        | 8       | 10      | 12      |

# Pre-FA Partnership

**3** Glasgow Colleges delivering vocational offers at a range of SCQF Levels – sometimes competing

**3** Local Authorities each with local arrangements per college for vocational provision



# FA Partnership in Action

## Foundation Apprenticeship Delivery Approach



- Standardised Delivery Model
- Collaborative Policies and Procedures
- Shared Employer Engagement
- Shared Governance and Development
- Shared Regional Strategy
- FA Written into School timetables
- Standardised Vocational Slots

# Glasgow Regional Growth and Ambition

**3 Colleges, 3 Local Authorities, 46 Schools**



**6** FA Frameworks  
**3** Colleges  
**3** LAs  
**78** students  
**19** of **46** schools



**10** FA Frameworks  
**3** Colleges  
**3** LAs  
**217** students  
**38** of **46** schools  
**10** (2 year)  
**2** (1 year) delivery models



**12** FA Frameworks  
**3** Colleges  
**3** LAs  
approx. student  
**350** applications  
**42** of **46** schools represented  
**12** (2 year)  
**5** (1 year) delivery models





# Thank you.

**For more information visit**  
[www.apprenticeships.scot](http://www.apprenticeships.scot)

Making skills work for Scotland