

Flexible Workforce Development Fund

Janice Alexander

Skilled and Productive Workforce Unit



Scottish Government
Riaghaltas na h-Alba
gov.scot

Background

- UK Government Apprenticeship Levy
- Employer support for upskilling/reskilling Fund
- Pilot Fund launch
- College Delivery



Policy Drivers

- Needs and expectations of employers
- Support workforce development
- Strengthen College engagement with Industry

Design principles

- Simplicity
- A minimal administrative burden
- Cost effectiveness of delivery
- Transparency
- Responsiveness to employer demand.

Eligibility

- Levy-paying employers in Scotland
- Scottish Funding Council (SFC) distribute Funds
- Evidence of their eligibility to pay the levy alongside their FWDF application



Priority Groups

- older workers
- those in low skilled jobs
- those working regularly with younger workers/apprentices
- veterans/early service leavers
- and those who identify as belonging to equality groups



Next steps

- Stakeholder engagement
- Independent evaluation
- Programme for government commitment
- Developing policy options for Year 2



College practice example

- Fife College

Director of Business Development at Fife College and Managing
Director of Carnegie Enterprise - Jan Thomson

Thank You

For more information visit

<https://news.gov.scot/news/flexible-workforce-development-fund>