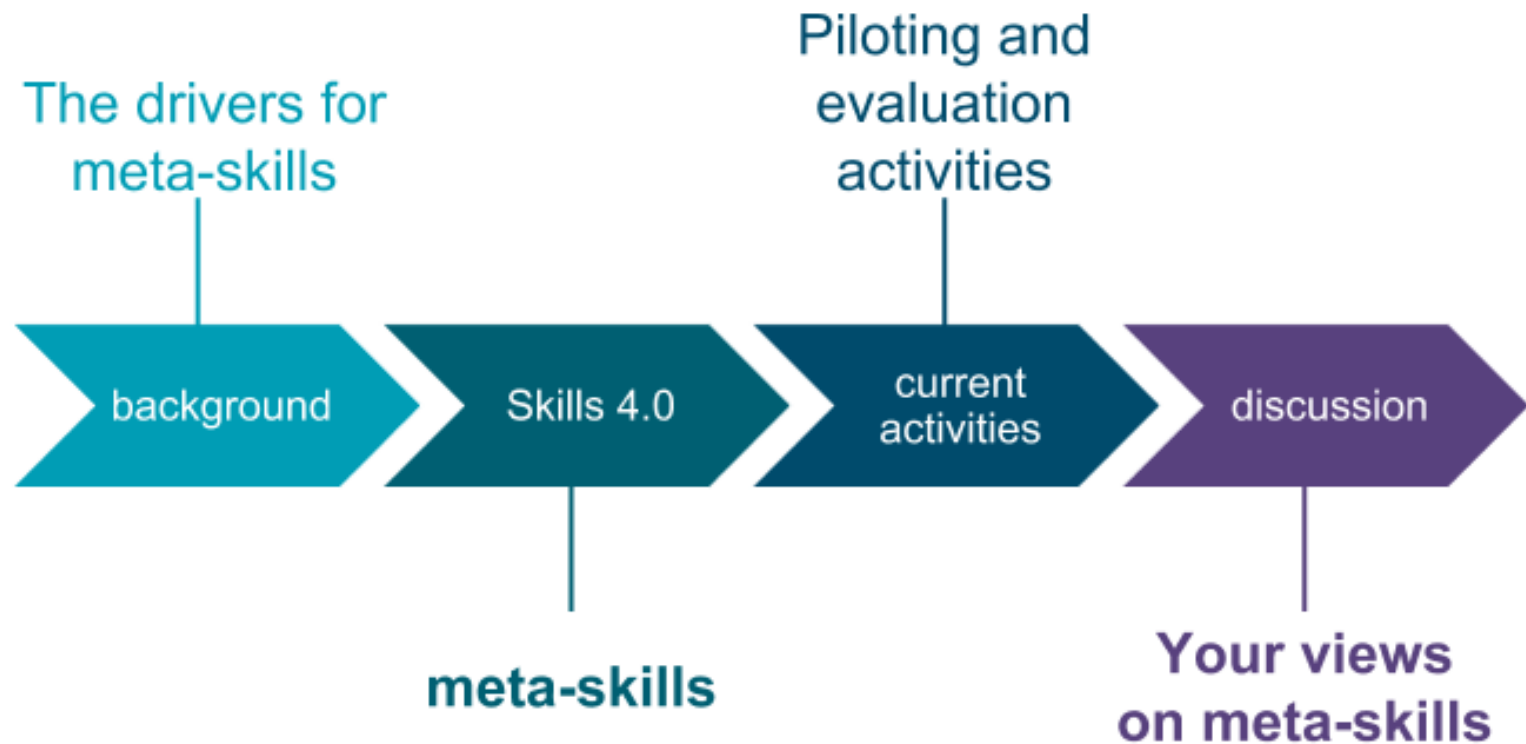


Meta-skills

for CLD Standards Council, September 2019

Agenda



Background

- The Strategic Plan of the Enterprise & Skills Strategic Board seeks to:
 - develop a culture of lifelong learning, with stronger emphasis on work-based learning to respond to current and future skills needs of industry and learner;
 - define the meta-skills for use in future skills provision; and
 - embed digital literacy in enterprise and education across Scotland.
- Ministerial letters of Guidance to SDS and SFC
 - Work together to develop the apprenticeship family in support of economic and inclusive growth
- SDS and SQA are working in partnership to develop qualifications which support work-based learning and which integrate the development of these skills. SQA see meta-skills and literacies (including digital literacy) as being a significant component in their next generation of qualifications.
- A Human Future - SDS Strategic Plan 2019-2022
 - responds to the Enterprise and Skills Strategic Board plan

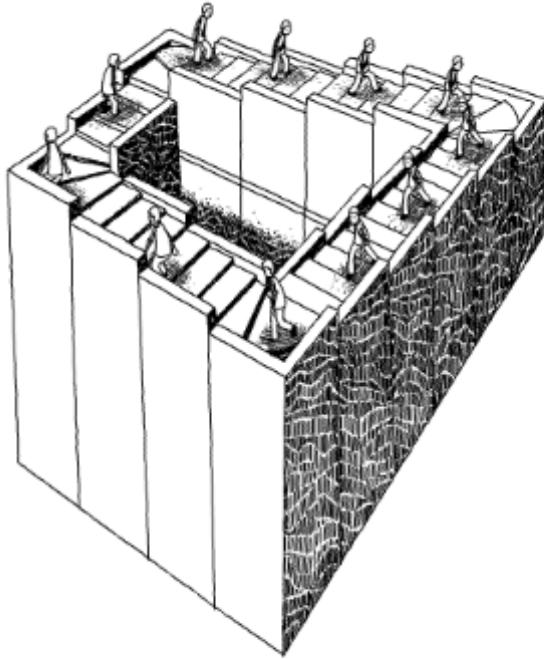
Skills 4.0

- <https://www.youtube.com/watch?v=DjfM9LKBBhE>
- <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning/skills4-0/>

Meta-skills

Self management	Social intelligence	Innovation
Focussing	Communicating	Curiosity
Integrity	Feeling	Creativity
Adapting	Collaborating	Sense making
Initiative	Leading	Critical thinking

The skills paradigm



[Stanford Research](#) (2013) suggests:

- Success is based on 15% technical/domain knowledge and on 85% 'soft/people' skills.
- Educational expenditure, time and money, is spent on domain knowledge and hardly any on 'soft' skills.

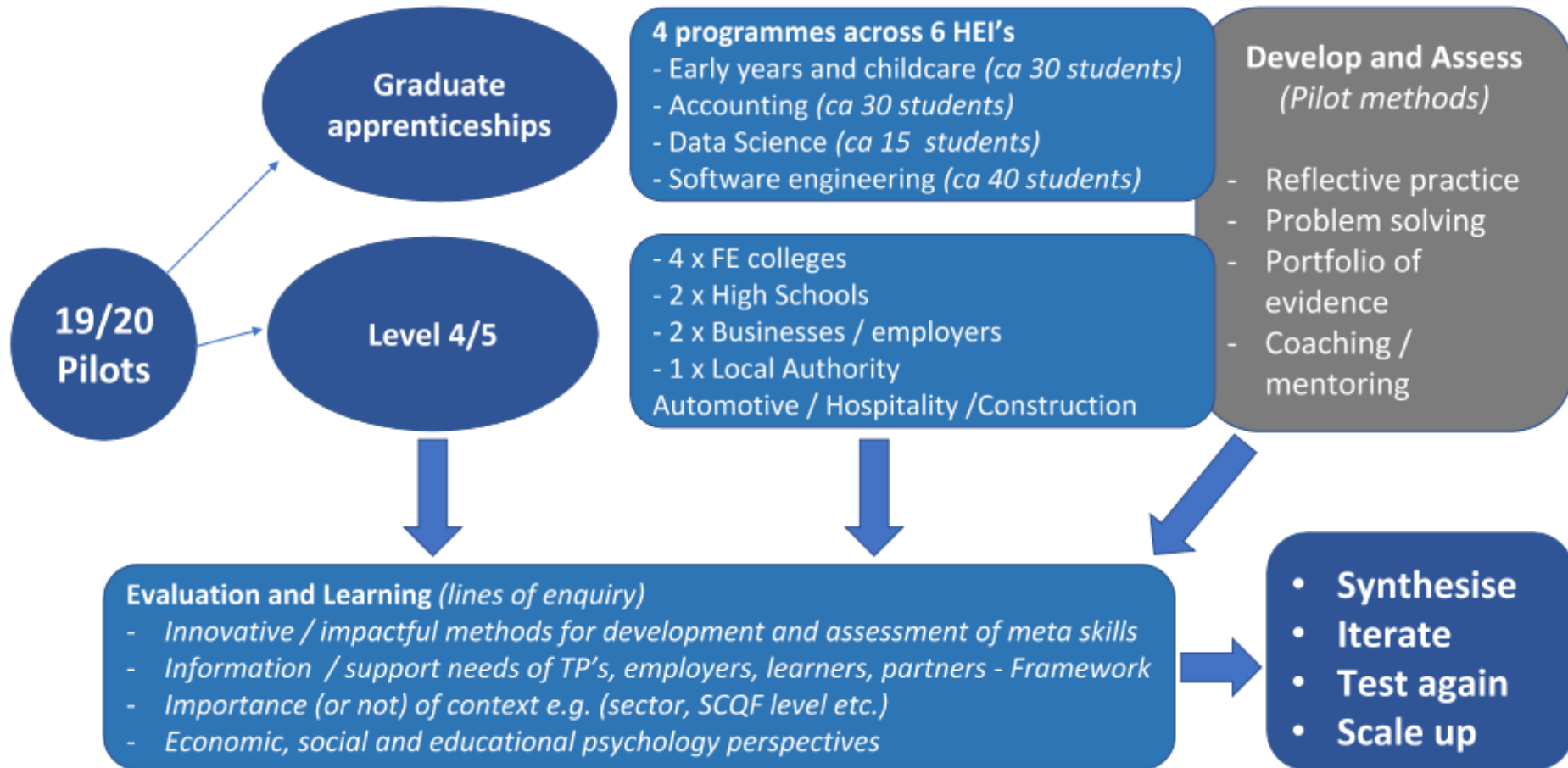
Deloitte Insights: Skills change, but capabilities endure

- Skills are valuable, but they're not everything
- Investing relentlessly in skills is yielding less return
- Capabilities are key for creating the new value the market demands
- Capabilities are *observable human attributes that are demonstrated independent of context*:
 - Innate but can be amplified - imagination, empathy, curiosity, resilience, creativity
 - Developed through experience and practice – emotional intelligence, social intelligence, teaming, sense-making, critical thinking, adaptive thinking

Developing meta-skills – some early thinking

- project/problem based learning
- reflection on learning/skills developed
- <https://youtu.be/lujHqSgKt4M>

Current activities – piloting and evaluation



Discussion and feedback

- Group discussion
 - How comfortable are you that self management, social intelligence and innovation are skills that will secure a “human future”?
 - How comfortable are you with the language of meta-skills (the 12 sub-skills within the three “pillars”)
 - What opportunities does your (CLD) setting/service provide for the development of meta-skills?
 - Which approaches or activities are most likely to support effective development of these skills?
- Feedback
- Final questions/comments?

Contact us:

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Thank you.

Making skills work for Scotland