



EAAL Scotland Impact Forum

10.00-1.00pm, 5 September 2016 | SLP Offices, Royal Highland Centre,
Ingliston Road, Edinburgh

Notes of Meeting

- 1. Present:** Mark Ravenhall (Learning & Work Institute) Isobel Pattie (Midlothian Council) Emma Whitelock (LEAD Scotland) Colin Robertson (Scottish Government) Phil Ford (Skills Development Scotland) Jackie Howie (LearningLink Scotland) Loretta Mordi (Museums Scotland) Margaret Dixon (NHS Scotland) Lynn Tett (Emeritus Professor Edinburgh University) Ed Gibbon (Stirling Council) Eleanor Gordon (Renfrewshire Council) Fiona Boucher (SLP) Tracy Waddell (SLP)
- 2. Apologies:** Karen McGowan (Midlothian Council) Derek Catto (West Lothian Council) Margaret Allan (National Learners Forum) John Field (Emeritus Professor Stirling University) Adele Hill (Access to Industry) Oonagh McGarry (Scottish Borders Council) Ian Leith (Associate) Chris Fairgrieve (National Learners Forum) Wilma Reid (NHS Scotland) Bonnie Slade (University of Glasgow)
- 3. Welcome and introduction**

FB welcomed representatives to the meeting and reminded people why the impact forum was taking place. She explained that the 2016 forum meetings would develop a collective impact programme: focusing on providing collaborative spaces; networking; evidence of positive practices; programme exchanges with a range of policy areas within the EU Agenda themes of employability/work; health and communities. Representatives recorded their interest in the employability and adult learning programme and described some examples of their work in the field. This second session's theme is employability, skills and work.

4. Research in the UK on Employability and Skills (Annexe 1)

Mark Ravenhall, Research Fellow at LAWI described the current research programme being undertaken by LAWI in the impact of adult learning on work.

The research paper currently being developed by Professor Lorna Unwin widens the scope and builds on the Government Office for Science Foresight Report on Future Skills and Lifelong Learning published in (July 2016), the findings will feed into the ET 2020 Nations report and provide supporting resources for the working group on adult learning.

LAWI is currently seeking stakeholder views on emerging messages from the evidence review. They are also considering the other evidence should the researchers be looking at.



Scotland's Learning Partnership

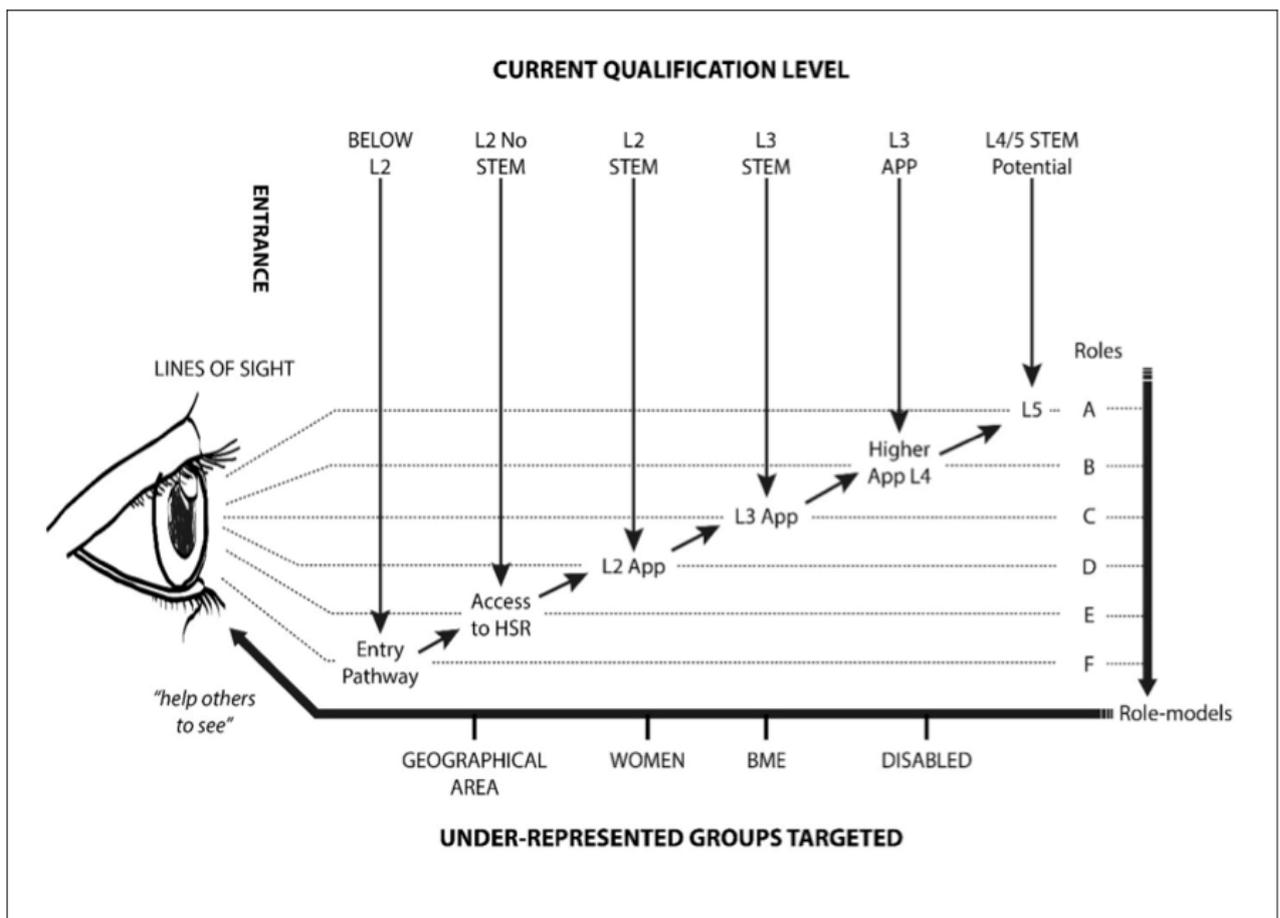


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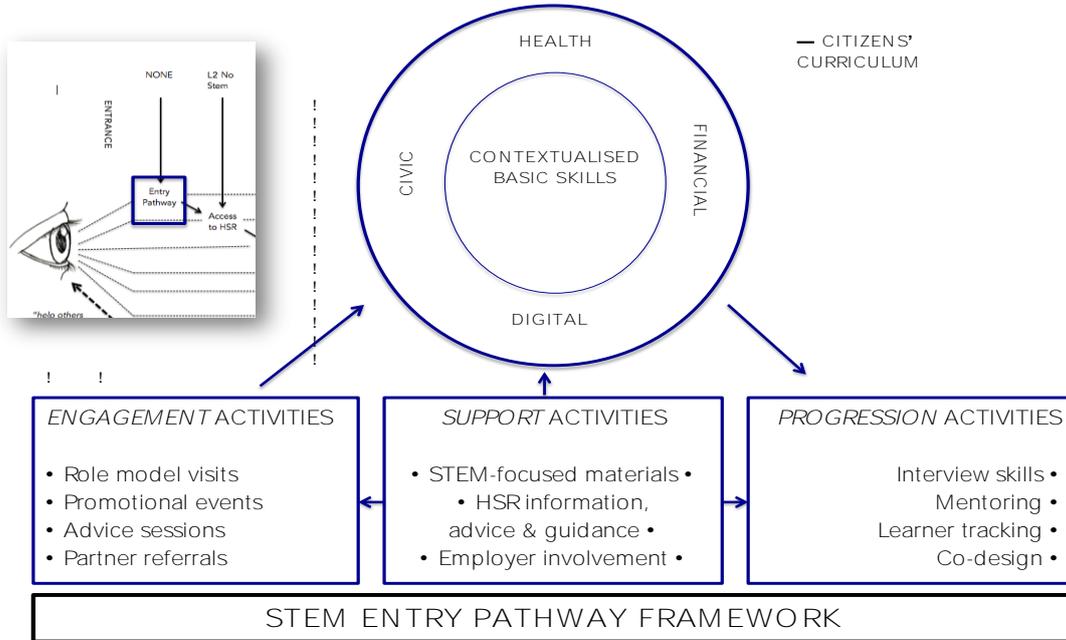


Devolution to the English regions is an encouraging development and Mark described an example from Birmingham where they have been working on STEM progression pathways for those farthest from the labour market. This project allowed participants to look beyond their current experiences and think about a long-term benefit with better progression routes and employment prospects. The researchers are looking for feedback on the general areas, case studies and any specific comments that Scotland would like to add following the draft publication. The line of site illustrated below focusing on producing a clearer pathway.

HS2 STEM PROGRESSION PATHWAY BIRMINGHAM 2016-2024



ENTRY PATHWAY FOR THOSE FARTHEST FROM THE LABOUR MARKET



Action: LAWI to circulate the research for comment.

5. Employability and Skills Agenda in Scotland (Annexe 2)

Colin Robertson, Employability Policy Lead, Scottish Government presented the current employability priorities for the Scottish Government:

- Employability can make a substantial contribution towards Scotland’s Inclusive Growth.
- Scotland has comparatively high levels of skills and qualifications.
- But comparatively, we are behind on productivity, inequality in the labour market and earnings inequality.

He introduced the new powers that Scotland will receive as a result of the Scotland Act 2016 in particular he talked about the devolution of employment services offering a real opportunity to change the way that services are developed and delivered. Colin touched on Scotland’s Labour Market Strategy, which sets out a framework for delivering Inclusive Growth through employability and skills.



Colin talked about the staging of new systems and programmes stemming from the further devolved powers being given to SG and for the first time this puts a statutory obligation on the Scottish Government to support those at risk of long term unemployment on an all age basis. This is a significant change for SG as employability and skills policies as they are currently largely focussed on those aged up to 24.

Colin highlighted that SG and the Scottish Parliament's Education Committee are undertaking an Agency Review to consider how Scotland's largest public bodies are positioned to work collectively to support Scotland's economic growth.

Colin asked the forum to consider what contribution adult learning can make to the devolution agenda? He suggested that we could consider making an adult learning offer as part of the process and set out how employability fits in to the general field of adult learning. He set out these ideas recognising that employability is only one strand of good adult learning provision.

Action: FB to circulate questionnaire to partners' forum for input and set up a small group of partners to develop this strand.

6. Discussion

Action Points from the discussion as follows:

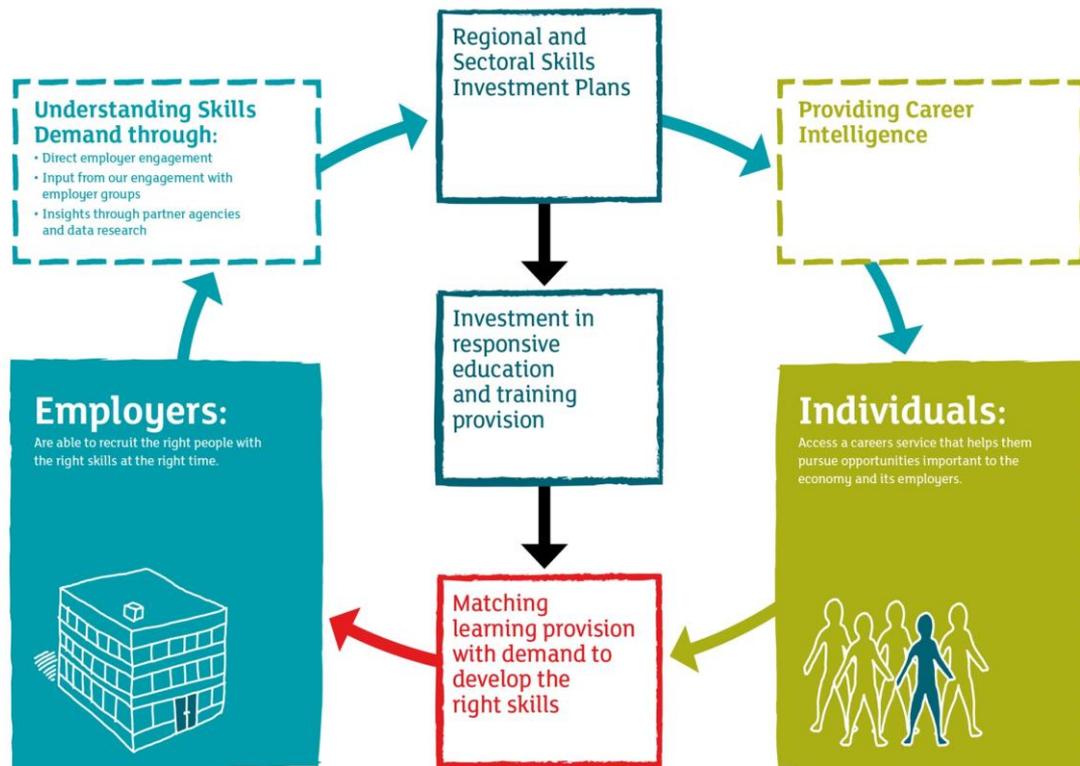
1. The link between the EAAL research and how the forum can join this up. **Action: Mark Ravenhall will send information to the group regarding the research.**
2. Big Growth Areas are economically inactive-therefore we could develop a range of projects that will support this area. **Action: FB will seek updated information and case studies will be developed over the year.**
3. The group was keen to support a focus on those aged 50+, as this had been a group neglected throughout the past 10 or so years. **Action: FB will provide update to group on ropes as the programme develops - a pre-employability project in 8 local areas aimed at people aged 50+.**



7. Adult Learning, Skills and Work (Annexe 3)

Phil Ford, Skills Development Scotland introduced the skills planning model for Scotland showing its links to the new labour market strategy (2016) published in August.

The Skills Planning Model
Making Skills Work for Scotland



The strategy provides a framework for a fresh Scottish approach to the labour market. It describes the actions that SG will take and how the approach will help to drive inclusive growth.

‘A Strong labour market that drives inclusive, sustainable economic growth, characterised by growing competitive businesses, high employment, a skilled population capable of meeting the needs of employers, and where fair work is central to improving the lives of individuals and their families’. (See Annexe 4)

Phil highlighted major policy areas for delivery including making links with skills development and economic development to support a skilled and productive workforce and a sustainable working population.



He focused on linking policy areas such as Fair Work, Living Wage and Equal Opportunities with some new labour market measures including a returners project, Workforce Equality Fund, Workplace Innovation Service, Fair Work Convention, Health and Work initiatives.

He showed the current offer to adults through the work of SDS including:

- All age careers service offering advice and guidance for people who attend or present themselves at one of the 47 high street centres across Scotland.
- Partnership Action for Continuing Employment (PACE)-redundancy support
- £12m Transition Training Fund specific focus on supporting the Energy sector deal with major changes
- Modern Apprenticeships (25+)
- Graduate Level Apprenticeships
- Individual Learning Accounts (ILA) - £200 per person for people undertaking a structured learning course or programme.
- My World of Work (MWOW) – an online careers planning tool.
- Skills Academies (e.g. Code Clan)

8. Collaborative Approaches for Collective Impact

FB facilitated the discussion on how best to develop collaborative approaches and the Scottish Impact Forum it was agreed that a new group would work on the development of an offer to government on the role that adult learning plays in employability.

The collaborative should consider networking events/links with the employment and skills sector. A map/descriptor of adult learning interventions illustrating the links to lifelong learning and skills would be useful. It was agreed that it was important to recognise the critical role that adult learning plays in supporting those people who have largely been marginalised over recent years and specifically those economically inactive.

9. Date of Next Meeting: Wednesday 26th October, Paterson's Land, Edinburgh University 1.30pm – 3.30pm.