

# Renfrewshire's Economic Strategy 2020-2030

## Skills Action Plan



## Economic Challenge 6.

### Education and Skills

To bring local education and skills provision closer to meeting the needs of the local economy and to the job requirements of the emerging sectors of growth





# Objectives to support a growing and inclusive economy

- To improve the qualification and skills levels of local people
- To develop the skills that employers need now, and in the future, and better build knowledge of the world of work



### Skills and education

The number of Renfrewshire residents qualified at SCQF Level 8 (the equivalent of a Higher National Diploma (HND) and above is 40.5% approximately 4% below the Scottish average. Qualifications at lower levels are equal to those seen across Scotland, but the number of Renfrewshire residents with no qualifications at all is 10.2%, a little higher than the Scottish figure.

This lag in residents gaining SCQF8 qualifications is affected by the pace at which younger generations, who have been encouraged to stay in education for longer than their older peers, move into and through the workforce. The levels of residents with a minimum of a SCQF8 qualification has grown by 10 percentage points over 10 years, mirroring national trends.

Nevertheless, Skills Development Scotland<sup>8</sup> data point to skills gaps and shortages identified by employers for occupations requiring that level of qualification.

This research also highlights employers in the area are more likely to have recruited someone in the last 12 months and are more likely to have a vacancy than employers across Scotland. One-in-10 employers have a vacancy which is hard to fill and is because of a skills shortage—slightly higher than the equivalent rate for Scotland. Around 19% of Renfrewshire employers report skills gaps in their existing workforce and a recent survey undertaken by West College Scotland identified nine out of 10 employers would provide more training if they could, with time rather than funding being the main barrier to delivering more.

Looking ahead, forecasts provided by Skills Development Scotland, based on national economic trends, suggest over the next 10 years, up to 1,000 additional jobs will be created in the Renfrewshire economy as a result of existing business growth. This does not take account of known strategic interventions included in this strategy. In addition, there will be around 35,000 job openings as a result of people leaving the workforce or leaving jobs. The result is that there are likely to be jobs available right across the local economy including in retailing, transport, administration, early learning and childcare, social care, construction, tourism and manufacturing.

8. Figures from the UKCES Employer Skills Survey for the 'west region' that also includes East Renfrewshire, Inverclyde and West Dunbartonshire.



Renfrewshire pupil enjoys maths camps in partnership with Stanford University

Broad economic trends are placing more demands on the need for a well-qualified workforce—for those moving into work and for those in-work that need to develop their skills. The role of technology in driving those changes is reflected in national strategies. With workforce demand continuing to be high but pressures coming from the potential shrinking in the working-age population and uncertainties in the role of overseas migration, the contribution of those that are currently economically inactive will become more important than ever to the continued economic success of the economy. Renfrewshire's skills gaps and shortages are already impacting on local employers, requiring a concerted local effort to bring local education and skills provision closer to meeting the needs of the local economy and to the job requirements of the emerging sectors of growth.



Renfrewshire Council's employability programme, The Russell Institute, Paisley

# To improve the qualification and skills levels of local people

- Schools, Further and Higher Education
- Unemployed and economically inactive.
- No One Left Behind.
- Inequalities – STEM focus - increased participation across gender and socio-economic groups
- Ensure people can contribute to and benefit from sustained economic growth

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Scotland's Bravest Manufacturing Co., Bishopton

# To develop the skills that employers need now, and in the future, and better build knowledge of the world of work.

- Getting Renfrewshire's existing and future workforce ready for the jobs of tomorrow - education, training, re-skilling
- In built flexibility as job market will change going forward
- Help local companies overcome reported skill shortages
- Economic Strategy Growth Sectors
- New technologies, innovation and leadership





### **Types of Actions:**

- New STEM Policy and approach for schools
- Pilot new FA: NMIS Skills Academy Digital and Manufacturing
- Support future entrepreneurs
- Employer engagement events to inform future curriculum design
- Develop new digital learning and teaching resources

## Draft Skills Action Plan 2020 – 2023 (1)

### **Strategic Intervention:**

Reducing skills gaps and shortages in Renfrewshire, upskilling the existing workforce and equipping people with the skills that will enable them to navigate a fast-changing labour market.

# Draft Skills Action Plan 2020 – 2023 (2)



## Strategic Intervention:

Meeting future skills and higher learning needs through engagement with local employers and joining up academic and skills planning at a local level.

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## Types of Actions:

- Single Employment and Skills Group
- Future skills audit for RES growth sectors
- Horizon scanning research
- Greater alignment between knowledge providers and business to better meet skills demand



## Strategic Intervention:

Improve and expand school engagement in career information, advice and guidance; training and skills with a focus on schools with a high concentration of pupils from SIMD areas.

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## Types of Actions:

- Review and enhance careers advice -DYW
- Promote career opportunities, advancement and attractiveness of key growth sectors
- Develop a pilot 'Teachers into Industry' programme
- Annual awareness raising campaign for FA: parents/ carers, pupils and teachers
- Expand Chamber schools partnership
- Implement personalised employability readiness programme for senior pupils

# Draft Skills Action Plan 2020 – 2023 (3)





## Renfrewshire's economic ambitions



Add over **9,000** jobs to the economy from our interventions and planned actions



Add an additional **£400million** GVA each year to the Renfrewshire economy



Grow the working-age population by **5,000** people



Reduce economic inactivity by **15%**, bringing over **3,000** local people into the workforce



Reduce by **60%** the number of businesses reporting skills gap/shortages impacting on their performance



Grow the Renfrewshire manufacturing sector by **30% (£GVA)**

## Collaboration and Partnership

"To realise its economic ambitions, Renfrewshire will need an adaptive and resilient workforce with employers right at the heart of shaping skills.

"This new Skills Action Plan offers a blueprint for how such a dynamic and responsive skills system can be created and Skills Development Scotland is committed to working with industry and its full range of partners to deliver on those ambitions for both individuals and employers."

Gordon McGuinness

Director, Industry and Enterprise,  
Skills Development Scotland