



**REPORT TO EDUCATION AND CHILDREN'S SERVICES COMMITTEE –
7 DECEMBER 2017**

REGIONAL SKILLS STRATEGY

1 Recommendation

The Committee is recommended to:

1.1 Endorse the Regional Skills Strategy at Appendix 1

2 Background / Discussion

- 2.1 The purpose of this paper is to present the new regional skills strategy to Committee for endorsement. The Strategy is a high level strategy focussed on a regional approach to ensure all the relevant partners and agencies are working together to deliver on the skills agenda to ensure businesses have the people they need, and people have the skills to gain employment opportunities in the Aberdeen and Aberdeenshire areas.
- 2.2 The Regional Skills Strategy as set out in Appendix 1, is the culmination of work undertaken by Skills Development Scotland (SDS) in partnership with a wide range of regional and national organisations to develop a shared Regional Skills Strategy (RSS) for Aberdeenshire and Aberdeen City. This report is also to be presented to Infrastructure Service Committee for their endorsement.
- 2.3 The strategy aims to reflect the skills challenges and future opportunities in the Region. It also is about an agreed and shared approach to skills investment, ensuring that there is a structured, co-ordinated, consistent and strategic approach to the design, development and implementation of the investment required to address the skills needs and priorities in the region.
- 2.4 The RSS forms a part of the delivery of the Regional Economic Strategy (2015) and the Aberdeen City Region Deal (2016). It seeks to address the skills implications of the significant changes to the North East economy taking place as a result of the downturn in the oil and gas industry, which has been the major contributor to the economic success of the region over the last 40 years.
- 2.5 The Regional Skills Strategy is a shared partnership approach which identifies the roles, responsibilities and commitment of the partners to deliver the approach set out in this document.

- 2.6 As this is a regional document, this report is seeking Aberdeenshire Council to endorse the strategy. An action plan to accompany the strategy has been developed and will be reviewed regularly by the partners. This is in Appendix 2. Members should note that the Plan is a working document and still in development.
- 2.7 It is also worth noting that SDS also have industry specific plans to support the requirement for skills in key Scottish sectors and these include Food and Drink (Agriculture and Fishing included), Tourism, ICT and Digital Technology, Energy, Engineering, Creative Industries, Construction and Early Learning and Childcare. Therefore the Regional Strategy and Action Plans do not duplicate these plans. The plans can be viewed at <http://www.skillsdevelopmentscotland.co.uk/what-we-do/partnerships/skills-investment-plans/>
- 2.8 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3 Scheme of Governance

- 3.1 The Committee is able to take a decision on this item in terms of Section E.1.1.b of the List of Committee Powers in Part 2A of the Scheme of Governance as it relates to a policy and resource matter (within agreed budgets) relating to a function of the Education Service that have not been reserved to the Full Council or specifically delegated to any other Committee of the Council.

4 Implications and Risk

- 4.1 An equality impact assessment has not been carried out by the Council as the Strategy was developed by another agency. However there is expected to be a positive impact on those with protected characteristics as the strategy seeks to assist these groups to develop or re-train to give them the skills in order to support them to employability, or move into a higher skilled role.
- 4.2 There are no staffing and financial implications directly impacted by the endorsement of this report. However the implementation of the Strategy will require officers in existing roles to consider its application on their activities as relevant.
- 4.3 The following Risk have been identified as relevant to this matter on a Corporate Level: Working with other organisations. The following Risk have been identified as relevant to this matter on a Strategic Level: Economic Development.

- 4.4 A town centre assessment is not required as there is no impact on any of the identified town centres.

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Director of Education and Children's Services

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Regional Skills Strategy Aberdeen City & Shire



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1. Introduction

This summary document is the culmination of work undertaken by Skills Development Scotland (SDS), in partnership with a wide range of regional and national organisations, to develop a shared Regional Skills Strategy for Aberdeen City and Shire which fully reflects the skills challenges and future opportunities in the region.

It seeks to bring an agreed and shared approach to skills investment, ensuring that there is a structured, co-ordinated, consistent and strategic approach to the design, development and implementation of the investment required to address the skills needs and priorities in Aberdeen City and Shire.

It is important that this should not be seen as a stand-alone document, but instead one which is consistent with, and supportive of, the wider economic ambitions in the region, expressed through the recently approved Regional Economic Strategy and the recently signed Aberdeen City Region Deal².

It reflects the priorities set out in these documents, and the recently published Regional Skills Assessment, and seeks to address the skills implications of the significant changes to the North East economy taking place as a result of the downturn in the Oil & Gas industry, which has been the major contributor to the economic success of the region over the last 40 years.

“This strategy seeks to address the skills implications taking place as a result of the downturn in the oil and gas industry.”

This summary is supported by a comprehensive evidence base⁴ which includes:

- Regional Skills Assessments
- Regional Skills Forecasts
- Key Sector Skills Investment Plans.

The Regional Skills Strategy is a shared partnership approach and identifies the roles, responsibilities and commitments of the partners to deliver the approach set out in this document.

2. The regional picture

The North East of Scotland has been a major contributor to Scotland's and the UK's economic performance for many years, largely due to the success and growth of the oil and gas industry. This success has resulted in a region whose economy has, historically, performed well above national averages and whose citizens have generally experienced economic growth and prosperity over many years.

“The challenge is clear. To continue to prosper, the North East must seek to build a more balanced economic future.”

But this has come at a price, with the North East being one of the most expensive locations to live and conduct business in Scotland. While this had been generally accepted as a price worth paying when the oil price remained high and supported extensive employment in the industry and its associated supply chains, it is now acknowledged that the North East economy is in a period of transition due to the recent downturn in the oil and gas industry.

Following earlier downturns, the oil and gas industry has, until now, returned to previous levels of success. This time however, there is recognition that the downturn in the industry has been longer and is deeper than those before, and it is uncertain whether the sector will return to playing such a dominant role in the regional economy in the future.

This reflects a number of factors including: a larger number of marginal and/or smaller fields; hard to reach and expensive locations; a comparatively high-cost operating environment, even with the current cost reductions; and more attractive, alternative investment options in other locations. The effect of this downturn has been both significant and wide-ranging through its impact on employment, business viability, property markets, supply chains and local services.

The challenge is clear: to continue to prosper the North East must seek to build a more balanced economic future. While still relying on a strong energy sector, it must also seek to exploit wider and more diverse strengths and opportunities.

These challenges are clearly identified and articulated in the recently published Regional Economic Strategy which aims to capitalise on the broader foundations of the economy and focus on developing activity in key sectors, diversifying within them and into new markets through investment across four key areas: infrastructure; innovation; inclusive economic growth; and internationalisation.



Infrastructure



Inclusive economic growth



Innovation



Internationalisation

3. Purpose of the Skills Strategy

The challenge for the Regional Skills Strategy is to ensure that the appropriate and required skills are available, at the right time, to support the successful delivery of the economic goals and ambitions of the North East.

While the immediate impact of the downturn and concurrent high levels of redundancies have not yet manifested themselves in major increases in unemployment, a number of factors suggest that this mis-match may be only temporary and the full effects of the downturn could become apparent in the longer term without any further external changes or responses.

In response to this, the approach to skills intervention and investment will need to reposition itself to address these new challenges and opportunities. SDS recently published their labour market outlook for Aberdeen and Aberdeenshire (summarised in Appendix 2). Some key points are:

There will be limited expansion-employment opportunities

- total employment is forecast to remain relatively flat over 2017-2027
- future employment opportunities will be largely through replacement demand.
- employment opportunities are expected mainly in professional services, construction, administrative & support services and human health and social work.

employment growth areas

- professional and managerial, sales and elementary occupations in health professionals, social care, construction and sales jobs
- jobs in the energy sector are forecast to continue to decline in absolute terms over next 10 years.

skills are a key issue

- of the 95,500 openings expected between 2017 and 2027, 60% will require to be filled by individuals qualified to SCQF level 7 or above
- this is, in part, a reflection of the sectoral and occupational trends expected over this period.

Finally, it is worth reminding ourselves that the Regional Skills Strategy will not operate in a vacuum, or in isolation from the wider policy agenda, and must be consistent with and supportive of, the policy developments which have gone before. In addition to those identified earlier it is worth highlighting the work of the Energy Jobs Task Force; the UKCS Maximising Recovery Review (Sir Ian Wood, 2014); the Commission for Developing Young Workforce; the Scottish Government Response to the UK Government Apprenticeship Levy; the Scottish Government Skills Strategy; (the current) Enterprise and Skills Review; the work of SE/SDS/ONE sector teams.

Skills are a key enabler of economic growth and success and access to talent will have a major influence on the future economic success of the region. As such, the Regional Skills Strategy will play an underpinning role in the delivery of the Regional Economic Strategy.

The Regional Skills Strategy seeks to:

- address the skills needs of a changing North East economy
- guide the repositioning of the skills system, including education, to support the transition and rebalancing of the regional economy

- identify common priorities, with clear roles and responsibilities, to ensure effective and efficient responses to the challenges ahead

- set out a common view and vision on shared priorities, in particular reflecting the Regional Economic Strategy focus (including the Aberdeen City Region Deal)

- help make the case for better focussing existing activity and identify where additional action is required

- seek to reduce duplication and silo working and promote strong partnership working.

“Skills are a key enabler of economic growth and success, and access to talent will be an influence on the future economic success of the Region.”

In developing this strategy, partners have committed to developing and supporting a shared and common approach to reflect the current and future challenges in the region and, as key enablers, to deliver the agreed Regional Economic Strategy.

4. The Skills Challenges

There are a number of clearly identified skills challenges reflected in this Regional Skills Strategy:

Better understanding the regional labour market

- while it is clear that recent employment losses are significant, we do not yet have a full picture of the impact of these on the North East labour market or individuals. This changing regional economy makes it vital to develop a better understanding of future skills requirements

Balancing economic opportunities

- we must support the employment and employability needs of those impacted by the downturn in the short term and, in the longer term, meet the skills needs of sectors offering growth and employment opportunities

A resilient energy sector

- while the employment challenges within the oil and gas sector are clearly evident, there will remain opportunities in the sector for many years to come. The Regional Skills Strategy must therefore support the potential future demand for talent in the oil and gas sector that will increasingly be internationally focused in its outlook

New talent attraction and retention

- talent attraction can potentially address specific skills shortages in the short-term, while talent retention will play an important role in maintaining the regional skills base going forward

Retaining current talent in the labour market

- the effects of the downturn in the oil and gas sector have resulted in highly qualified and experienced people being made redundant. The strategy includes commitment to appropriate support to help this group in return to employment

Volume skills priorities

- there are also a number of other high employing and important sectors where skills are a key issue, including Health & Social Care, Construction, Retail and the Public Sector (including teaching)

A skills strategy for everyone

- it is clear that the downturn has impacted not just on oil and gas, but also on the wider economy including anchor/volume sectors such as Retail, Hospitality, Transport, and Property. The Regional Skills Strategy must therefore reflect the wider challenges and opportunities in the region

A realigned skills system

- if the North East economy is in transition and is likely to diversify into new sectors, then it follows that the skills system will need to adapt to these trends in the medium to long term. This presents challenges as well as opportunities for the work-based learning, FE and HE sectors

In addition to these economic and skills challenges, the partners have also identified a number of uncertainties and challenges that will impact on the delivery of the Regional Skills Strategy over the next three years

Labour market implications of Brexit

- the North East is exposed to sectors which have traditionally operated with significant levels of migrant labour and as a result the final outcome of the Brexit negotiations could have a significant impact on the available labour pool for some employers

- the city's universities have played a crucial role in attracting people to the region, generating skills to support the Scottish and regional economy and in generating world-class research (some of which is supported by European funding and collaborations) that needs to be maintained going forward

Governance

- the second phase of the Enterprise and Skills Review concluded in the Spring of 2017. This has the potential to introduce new models of operation and governance for some public sector partners involved in delivering skills and economic development interventions
- while the Regional Skills Strategy will require appropriate governance arrangements, in the short term the focus must be on delivery: how the partners work together, their roles and responsibilities, and commitment of resources

Ensuring awareness and understanding

- there are a number of organisations operating within the skills landscape and clarity of roles, responsibilities and contributions is a basic requirement

Although it is clearly recognised that skills have a clear and present part to play to support the region in going forward, it must be recognised that this is only one aspect of the “mix”.

Infrastructure, business investment and business support are other key components which sit alongside the skills needs – no single factor on its own can fully capitalise on the economic opportunities facing the region.

5. Principles and objectives

The broad principles of the Regional Skills Strategy are to

- develop strong and wide partnerships with clear roles and responsibilities
- respond coherently to the impact of the recent downturn on employment and position the region and its people to make the most of the new opportunities
- improve our understanding of the regional labour market with better (and ongoing) evidence on the skills needs of the region's economy and people
- retain and anchor people, skills and work to support the economic transition and meet future opportunities
- develop a skills system focused on the future which includes:
 - University of Aberdeen, Robert Gordon University, NESCOL and SRUC as major assets
 - broadening and re-aligning work based learning and apprenticeships to meet the needs of the economy
 - schools
- design a learning approach by building on existing strengths and activities and in learning from elsewhere
- de-clutter the landscape, co-design solutions and join-up decision making.

In addressing the skills challenges, the strategy will prioritise around four key, specific and thematic objectives:

- continuing to support the ongoing restructuring of the oil and gas sector and ensuring that the appropriate number, level and type of skills are available to support the industry in the future;
- provide ongoing support to volume employment markets including: Health and Social Care; Public Sector; and Construction;
- aligning resources to support the growth of the identified key economic growth sectors in line with the identified economic priorities;
- delivering on the Government's inclusion and young people's agenda.

6. Priorities and actions

Based on the economic and skills analyses and the stakeholder engagement, four thematic areas⁶ for intervention have been identified as follows:

Summary of Regional Skills Actions

<p>Theme 1 Responding to the downturn</p> <ul style="list-style-type: none"> • PACE • Transition Training Fund • Enhancing employability report 	<p>Theme 2 Supporting economic transition</p> <ul style="list-style-type: none"> • Oil and Gas Skills Investment Plan • Supporting growth sectors • Volume employers 	<p>Theme 3 Repositioning the skills system</p> <ul style="list-style-type: none"> • Realigning the skills system • Expansion of work-based learning • Enhancing links to employer-education 	<p>Theme 4 Supporting School-to-work transitions</p> <ul style="list-style-type: none"> • Expansion of CIAG • Developing Young Workforce Regional Group • Supporting the Digital City Agenda
<p>Cross-Cutting Themes</p> <ul style="list-style-type: none"> • Enhancing and updating the evidence base • Developing appropriate governance and delivery structures • Addressing Brexit 			

At this stage, the actions are high level and will of course require more development work and confirmation of resources and funding. This will be set out in the accompanying Skills Action Plan.

Responding to the current downturn

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This priority seeks to provide immediate and focused support to those individuals and businesses that have been directly or indirectly impacted by the current downturn in the oil and gas industry.

Partnership Action for Continuing Employment (PACE)

- Delivery of a co-ordinated and enhanced PACE offer in response to challenges in the oil & gas and food & drink sectors to support retention and re-deployment of key skills and capabilities.

Transition Training Fund (TTF)

- Support for around 1,000 individuals each year over three years, supporting redeployment through retraining, upskilling and relevant certification & accreditation necessary to secure employment

- The TTF is also enabling 19 Oil & Gas workers to transition into STEM teaching posts via teacher training, in support of the Scottish Government's scheme to support STEM teaching.

Enhancing employability support

There is a clear need to develop an enhanced employability service, aimed at those worst affected by the Oil & Gas downturn, which has been particularly acute in this region. The groups bearing the brunt of the downturn include not only

“Delivery of Transition Training Fund to support the transition of those losing employment in the energy sector to employment in alternative sectors.”

higher skilled/qualified staff, but also those with transferable skills, from Oil and Gas, as well as the existing stock of, and those at risk of becoming, long term unemployed:

- Introduction of an enhanced Employability Service providing technical support, training, mentoring and peer groups to support individuals (including ex-oil executives), who are close to the labour market, quickly back into employment. This could include an Executive Employability Service.

- The service, provided across the partners will focus on the impacts of the downturn on individuals' employment, health and prospects. It is recommended that it should focus on those who have previously engaged with PACE and TTF services and for whom additional support could deliver improved labour market outcomes.

In addition, SDS will lead work with partners to develop a Digital Hub/Web platform to engage more widely with, and provide a more appropriate service delivery portal for affected individuals across the region.

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Supporting economic transition

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This theme is designed to support the transition of the regional economy to a more balanced one and focuses on important employment sectors.

A specific approach to each of the sectors, including the current sector plans, will be developed in support of the wider regional economic development objectives.

Supporting the oil and gas sector

- A sector manager for Oil & Gas was appointed July 2017 and will be based in the North East. They will be the focal point for SDS's relationship with the Oil & Gas industry bodies and continue engaging with and building SDS networks in the sector. A priority will be to work closely with OPITO to deliver the Oil & Gas Sectoral Skills Assessment and with partners including Oil and Gas UK, Opito and Opportunity North East to deliver a Skills Investment Plan which focuses on action to support skills development into the next decade.

- continued support for Oil & Gas and Engineering through the current transition phase and into the future. Specific focus on innovation and technology; decommissioning and renewables.

Supporting growth sectors

While much of the impact of the Oil & Gas downturn has been amongst Oil & Gas employees there has also been a major impact across the wider supply chains and service industries in the region.

“Deployment of support and interventions for key sectors... including: food, drink and primary sectors; life sciences; tourism and hospitality; digital/ICT.”

- deployment of skills support and interventions for key sectors, working closely with Opportunity North East in: Food, Drink & Primary Industries; Life Sciences; Tourism & Hospitality; Digital/ ICT.
- engage with the appropriate ONE board and DYW to raise awareness of the career pathways in each sector
- raise awareness of employer offers and careers in each of the above sectors and the work based learning opportunities through the developing Apprenticeship Family.

Volume employers

- Working with employers, NESCOL and Training Providers to ensure there is an adequate supply of work based learning in volume sectors including: Health and Social Care; Construction; Retail and Public Sector

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3

Repositioning the Skills System



The current skills system, with its strong focus on energy has developed over many years to support the regular demands of a growing and successful sector.

On the basis that this sector's footprint is likely to be both smaller and altered in the future we will require a re-positioning of the current skills infrastructure with an emphasis on developing 'joined-up' educational partnerships.

Realigning the skills system

- University provision: through University engagement with ONE, the Universities will inform and align research and course provision, based on identified demand
- College HE and FE Provision: Through the College Regional Outcome Agreement prioritising skills development and employer engagement that aligns with employer and regional demand

Enhancing work-based learning

- strategic expansion of MA provision in North East in line with employer demand
- address gender-imbalance and participation from other underrepresented groups in MAs

- further develop a coherent portfolio of FAs and Graduate Level Apprenticeships with college and university partners, aligned with employer demand.

Enhancing employer-education links

- Work in partnership with DYW to further develop appropriate employer-education links to support work placements; internships; employment tasters etc.



4

School to Work transition



Young people are a vital source of upcoming talent and will be key drivers of future success. The skills strategy has a strong focus on supporting young people, in line with current Government priorities, particularly through their transition from school to work.

Careers and guidance support will remain a priority and the continued development of the MA suite – foundation/traditional/professional should reflect specific opportunities in the region.

Expansion of CIAG

- CIAG provision delivered earlier in school to cover P6-S3.
- Careers Advice: model and develop new materials for careers advisers, schools and head teachers on career opportunities in the North East.

Developing Young Workforce Regional Group

- Deliver a highly performing, collaborative, coordinated and efficient DYW team in the North East, leveraging activity being driven by the work of individual partners.

Strengthen the Digital City agenda through supporting digital skills development in schools

- Deliver “Apps for Good” in 7 schools, involving young people in the design, build, market and launch of mobile, web and social apps that solve problems young people care about in their communities
- Establish ‘Code Clubs’ in Aberdeenshire schools via the Aberdeenshire Digital Learning Team





Cross-cutting themes



In addition to the three main themes there are three cross-cutting themes which will be addressed through the implementation of the strategy.

Enhancing the evidence base

- it will be necessary to continue to build a strong, comprehensive evidence base to support the development and delivery of the strategy and the ambitions of the Enterprise and Skills Review in relation to Skills Alognement. This will include:

- analysis of the key issues likely to impact on skills demand at a national level including Brexit, 'Industry 4.0' and skills for the future; and labour market demographics
- commitment to updating Regional Skills Demand Statements on an annual basis

- commissioning of specific skills research for key sectors in the North East, including Energy, Oil & Gas, Decommissioning and Health & Social Care

- evaluating delivery and 'what works' to ensure effectiveness and efficiency in delivery and to identify outputs and outcomes

Developing appropriate governance and delivery structures

- no single organisation on its own can, or should, be tasked with delivering the

skills strategy. The implementation of the strategy will require co-ordinated action by partners in the north east, and progress with implementation will be overseen by the Regional Economic Strategy group

- to support the implementation of this strategy and facilitate joint working across skills partners, SDS has appointed a Regional Skills Planning Lead for the north east. The RSPL will play a key role in deliviering SDS actions in relation to the strategy, and encourage and facilitate joint working with partners.

Making the case for additional resources

- in order to deliver the strategy resources will be required – people and money. A key part of the next stage of the development of the strategy is to identify resource requirements and seek appropriate support and partners

Addressing Brexit

- the impact of a hard or soft Brexit is considered a major potential issue for the region; many of the key sectors in the region have a high reliance on overseas workers

- the specific implications of any final Brexit deal are still unclear but it could have serious implications for many industries and sectors that would be challenged to replace their labour, at least in the short-term

- while it may be inappropriate to take any specific action at this stage it would be fitting to undertake an assessment of the region's vulnerability, in respect of skills, to Brexit and the development of contingency plans to respond as and when required.



Engaging Industry

The Regional Skills Strategy has been developed primarily to inform the actions and investments of the main skills partners and stakeholders. However, it also provides the basis for engaging with industry on an ongoing basis.

There is much on which to build, including the work of ONE's sectoral groups (food, drink & agriculture, tourism, life sciences, energy and digital) and the engagement of public sector partners representing the health and education sectors.

A key early action should therefore be to develop an agreed approach to industry engagement, setting out how the various partners will engage and communicate with industry and employers.

Developing an Action Plan

The Regional Skills Strategy is, necessarily, a strategic document recognising the key issues to be addressed and identifying the high-level actions to be delivered. The strategy is supported by an action plan which has been developed by partners. The action plan includes:

- a description of key activities under each theme
- lead Partners involved in the delivery of that action
- initial steps to success
- desired outcomes.

The action plan will be reviewed by the Regional Economic Strategy group on an annual basis.

7. Governance and delivery

In order to achieve the actions set out earlier an appropriate governance and delivery approach is required.

Delivery is seen as more crucial in the short term and the need to establish clear roles and responsibilities for the key delivery partners within the Regional Skills Strategy is paramount.

In terms of governance, it is proposed that

- the implementation of the Regional Skills Strategy will be overseen by the Regional Economic Strategy Group, and be a formal agenda item twice a year (the Universities will be invited to those meeting of the Regional Economic Strategy Group)

- an annual report will be taken to the ONE Board and the Regional Advisory Board, which includes representation from both HEIs

The SDS Regional Skills Planning Lead for the North East and the Oil & Gas Sector Manager will work with partners to oversee the delivery of the Regional Skills Strategy, including engaging with employers, partners and stakeholders.

Appendix 1: Partners and stakeholders

- Aberdeen City Council
- Aberdeenshire Council
- Grampian Chamber of Commerce
- NHS Grampian
- North East Scotland College
- Opportunity North East
- Skills Development Scotland
- Scottish Enterprise
- The Robert Gordon University
- The University of Aberdeen
- Visit Aberdeenshire

Appendix 2: Labour Market Outlook⁷

Economic growth

GVA growth is forecast to average 1.6% per year over the 2017-2027 period, just below the Scottish average of 1.7%.

However, uncertainty caused by the UK's decision to leave the EU has dampened near-term growth prospects.

Growth in Aberdeen and Aberdeenshire's economy is set to be heavily underpinned by growth in the professional services industries.

Information & communications technology/digital and creative industries are expected to enjoy the fastest rate of growth (2.8% each per annum over the next decade) although engineering, financial & business services and construction are expected to make the largest contribution to growth given their outlook and relative size.

Productivity growth over this period is forecast to average 1.6% per year, slightly below the rate expected for Scotland (1.7%).

Employment

Total employment (jobs) is forecast to remain relatively flat over 2017-2027, with the rate of job creation to be at 0.02% per annum over the next 10 years, well below the Scottish average of 0.3% per annum.

Jobs creation is expected to be largest in professional services (4,700), followed by construction (2,200), administrative & support services (2,100) and human health & social work (1,700).

However, these gains will be offset by falling employment within the mining (mainly energy) and manufacturing sectors which, together will account for approximately 10,200 jobs losses.

Occupations

The sectoral composition of Aberdeen and Aberdeenshire's labour market is evident in its occupational mix, with higher proportions of workers in a number of professional occupations and skilled trades than the Scottish average.

Elementary clerical and service occupations are forecast to see the largest rise in the region over the coming decade (1,100). This is closely related to the rise in administrative and support services employment.

Growth in construction is set to support a rise in the number of workers in skilled construction and building trades (700). We also forecast relatively strong growth in the number of caring personal services (800) and health professionals (700).

However, the number of workers in skilled metal and electrical trades is expected to fall by around 1,400 and we also expect significant declines in the number of process, plant & machine operatives (-1,100) and jobs in science & technology professions (-800) and associated occupations (-1,000).

Skills Demand

Replacement demand will result in over 100,000 openings over the period forecast. These openings will occur across all types of occupations including these that are expected to decline in net terms.

Taken along with the overall fall in expansion demand of 500 over the period, there will be an estimated 95,500 job openings in the region between 2017 and 2027.

Elementary clerical and service occupations, will account for over 14% of all openings.

The requirement for workers in and sales and professional occupations is also expected to rise significantly over the coming decade. Openings in science and technology will, however, be driven by replacement rather than expansion demand.

The majority of openings in Aberdeen and Aberdeenshire over the forecast will require individuals with higher level qualifications, in part a reflection of the sectoral and occupational trends expected over this period.

Individuals qualified to SCQF level 7 or above will account for 60% of the 86,600 openings expected to be created between 2015 and 2024.

The remaining opportunities will mainly be for individuals qualified to SCQF levels 5-6, equivalent to 30% of openings over the forecast period. The net requirement at these levels, however, will be driven solely by replacement demand.

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SDS-1397-Sept17

Theme 1: Responding To The Downturn

Action	Partnership Action for Continuing Employment (PACE)	Transition Training Fund	Enhanced Employability Offer
<p>Description</p>	<p>PACE is the Scottish Government's initiative to help employers and individuals facing redundancy situations. The implementation of PACE is led by SDS.</p> <p>PACE support is universal and available to all employers regardless of size or sector.</p> <p>The significant and sustained downturn in the Oil & Gas sector increased demand for PACE, to support employers and contractors facing difficulties, while maintaining 'service as usual' for other sectors.</p>	<p>The £12m Transition Training Fund, managed by SDS, was launched in 2016, with the aim of supporting c. 1,000 individuals each year, over a three-year period, into alternative employment within the wider Energy, Manufacturing and Engineering sectors.</p> <p>Training grants support redeployment through retraining, up-skilling and relevant certification & accreditation necessary to secure employment.</p> <p>The scheme is available to anyone that has lost or is at risk of losing their job.</p> <p>Live performance data is available at: https://transitiontrainingfund.co.uk/</p>	<p>Implementation of a comprehensive advice and support service focussing on the impacts of the downturn on individuals' employment, health and prospects.</p> <p>Enhanced services will be aimed on those who have previously engaged with PACE and TTF services, but for whom additional employability support can deliver improved labour market outcomes.</p> <p>SDS will lead work with partners to develop a Digital Hub/Web platform to engage more widely with, and provide a more appropriate service delivery portal for:</p> <ul style="list-style-type: none"> • Younger clients • Those who have previously engaged with TTF and PACE services • Professionals • Others who are digitally proficient and more comfortable with this way of accessing services • Those living in more remote communities across Aberdeenshire.
<p>Lead and partners</p>	<ul style="list-style-type: none"> • Scottish Government • Skills Development Scotland • DWP • Aberdeen City and Aberdeenshire Councils 	<ul style="list-style-type: none"> • Scottish Government • Skills Development Scotland • Higher and Further Education 	<ul style="list-style-type: none"> • Skills Development Scotland • Aberdeen City and Aberdeenshire Councils • DWP
<p>Initial steps to success</p>	<p>Additional resources and support for North East PACE activity including:</p> <ul style="list-style-type: none"> • An enhanced 'Adopt an Apprentice' scheme launched to redeploy Modern Apprentices made redundant in the Oil & Gas sector. • Creation of additional posts, specifically to support the Oil & Gas sector to develop and enhance existing PACE work and employer engagement. 	<p>Training programmes procured by the TTF in the first round created around 340 employment opportunities across Scotland, with procurement of further training programmes planned.</p> <p>The Fund supports individuals directly via SDS Centres, and in conjunction with group schemes which are being developed with Trade Organisations and FE/HE Institutions.</p>	<p>Commission a working group from across the main partner agencies to develop an action plan specifying, in more detail, the deliverables and resource implications of the recommendations above.</p> <p>Establishment of Executive support group in Chamber of Commerce.</p> <p>SDS-funded pilot work around redundant executive networking and identification of transferable skills held by redundant Oil & Gas workers.</p>

	<ul style="list-style-type: none"> • Delivery of large-scale jobs and advice events. Over the last two years these have been attended by 3165 individuals: • Significant marketing and communications activity, between SDS and EJTF partners, has helped raise awareness of the PACE events and wider PACE support. 	<p>The Fund is enabling 20 Oil & Gas workers to transition into STEM teaching posts via teacher training, in support of the Scottish Government's scheme to support STEM teaching (announced in February 2016).</p>	<p>Build into the Web platform a mechanism to capture intelligence about the demand for employability and skills services, including the identification of service areas where there is weak or no current provision.</p>
<p>Desired outcomes</p>	<p>Support people affected by redundancy into work/training as soon as possible.</p>	<p>Retention of skills in the Region by helping individuals retrain, up-skill or get accreditation / certification to secure employment.</p>	<p>Redeployment of staff in SDS and additional appointments to support delivery of service. Additional work coaches available through DWP Jobcentre Plus.</p> <p>High visibility use of the 'Enhanced Employability Offer' to promote joined-up service between agencies.</p> <p>Greater penetration of target groups and increased uptake of skills, health, employment and financial services by affected individuals.</p>

Theme 2: Supporting Economic Transition

<p>Action Description</p>	<p>Oil & Gas</p> <p>Development of an industry-led Skills Investment Plan for the Oil and Gas Sector. The SIP will identify the key skills needs and priorities for the Oil and Gas industry in Scotland for the next 10 years.</p> <p>The Skills Investment Plan will be underpinned by high quality Labour Market Intelligence and strong industry engagement and will provide a basis for the further alignment of skills provision behind the needs of the sector.</p>	<p>Skills Support for Growth Sectors</p> <p>Through intensive joint working between Industry, SDS and ONE's sector Boards the deployment of sector specific interventions to support skills development in the North east's emerging growth sectors including:</p> <ul style="list-style-type: none"> • Life Sciences • Food, Drink & Primary • Tourism & Hospitality • ICT Digital 	<p>Volume Employment Sectors</p> <p>Development of regional demand statements for FAS and MA's to better align contracting with the needs of employers</p> <ul style="list-style-type: none"> • Health & Social Care • Construction • Public sector
<p>Lead and partners</p>	<ul style="list-style-type: none"> • Skills Development Scotland • OPITO • Opportunity North East • Oil & Gas UK • Higher and Further Education 	<ul style="list-style-type: none"> • Skills Development Scotland • Opportunity North East • Higher and Further Education 	<ul style="list-style-type: none"> • Skills Development Scotland • Opportunity North East • Higher and Further Education
<p>Initial steps to success</p>	<p>Sector Manager for Oil & Gas, based in the North East, appointed July 2017</p> <p>Engage with sector and ONE Oil & Gas Board, Opito Oil and Gas UK and AGCC to explore approach to</p>	<p>Life Sciences</p> <ul style="list-style-type: none"> • Engagement with ONE Life Sciences Board to identify which skills are in short supply in the North East and those which are needed to secure our 	<p>Health and Social Care</p> <p>Delivery of up to 10% more MAs in Health in Social Care on an annual basis in line with employer demand</p>

	<p>identifying skills needs, both current and future.</p> <p>Labour market intelligence delivered by Opito, SDS and RGU.</p> <p>Agreement of approach to development of SIP by end 2017.</p> <p>Completion of Oil and Gas SIP in 2018</p> <ul style="list-style-type: none"> Increasing the numbers of young people accessing digital related experiences out of schools. Increase routes into careers in the technology sector Increased understanding of the skills needs and scale of the technology sector in Scotland Increased awareness of the range and quality of careers in the technology sector. Actions to address the gender imbalance in the technology sector. 	<p>future</p> <ul style="list-style-type: none"> Mapping of key business, research and people assets of the region in Life Sciences Engagement of more Aberdeen City and Shire Life Science companies in the Scottish Life Sciences Internship Programme Engagement with DYW Careers and integration with SDS careers advice to promote the sector to new entrants <p>Food and Drink</p> <ul style="list-style-type: none"> Raising awareness of Work-Based Learning: sponsorship of ONE Food & Drink Awards Regional skills event promoting the employer offer with an ambition to increase skills levels across the sector Focus on improving sector productivity and delivery of BITs and MAs, linked to SMAS diagnostic Development of a sectoral Seafood Action Plan <p>Digital Technologies</p> <ul style="list-style-type: none"> Development of new MA /GLA frameworks for Data Analytics and Digital Application Specialist. Foundation Apprenticeship pathways are now available in software and hardware, a Graduate Level Apprenticeship in Cyber Security is in development. The evidence base for the technology sector has been refreshed and a summary report has been published - www.skillsdevelopmentscotland.co.uk/media/4330 	<p>Construction</p> <p>Delivery of MAs in Construction Related trades in line with employer demand</p> <p>Public sector</p>
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		<p>6/scotland-digital-technologies-summary-report.pdf</p> <ul style="list-style-type: none"> • Delivery of Digital Cities workshop in Aberdeen • SDS has awarded funding to deliver a series of cyber security careers events for young people at school. These events will take place locally and online over the next 4 years. This builds on and complements the existing Digital World careers campaign which has been developed to promote the tech sector as a career of choice. • Tackling the technology gender gap has been launched to address the gender imbalance in the tech sector https://www.skillsdevelopmentscotland.co.uk/media/42478/tackling-the-technology-gender-gap-together-2.pdf. From this work a number of actions addressing schools, employers and mentoring have been developed https://www.skillsdevelopmentscotland.co.uk/news-events/2017/june-2017/call-for-women-in-tech-to-sign-up-as-role-models-for-girls/ 	
<p>Desired outcomes</p>	<p>A clear understanding of likely future skills requirements of the Oil & Gas sector over the next 10 years.</p> <p>A strategic Skills Investment Plan which identifies the key actions to be taken by Industry, Further and Higher Education and the Public Sector to support the future skills needs of the Oil & Gas industry.</p> <p>The sector is better able to secure its future talent and skills requirements.</p>	<p>Detailed approach to supporting growth sectors developed and implemented</p> <p>Increased footprint of sectoral skills activities in North east</p>	

Theme 3: Repositioning The Skills System

Action	University Provision and Research Portfolio	College Provision	Graduate and Modern Apprenticeships – Alignment
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<p>Description</p>	<p>The two universities offer a broad range of courses and have extensive research portfolios. They are fully engaged with ONE and this will help inform aspects of their research and course provision, based on identified demand supplemented by research associated with the Regional Skills Assessments.</p>	<p>NESCOL offers a wide range of courses catering, year-on-year, for approximately 7,000 full- and 15,000 part-time learners.</p> <p>It regularly reviews its curriculum offer and consults routinely with partners e.g. SDS, SFC, local employers, local authorities, partner universities and schools, to ensure that this offer meets local stakeholder and regional needs.</p> <p>The College recently published its Outcome Agreement (OA) for 2017-18. This OA prioritises skills development and employer engagement and seeks to ensure that the College continues to align its activities to employer and regional needs.</p> <p>SRUC offers a range of courses in the land-based industries.</p> <p>The College recently published its Outcome Agreement where they prioritise working closely both with academic and industry partners while seeking to meet the needs of the land-based sector for an appropriately skilled workforce with a focus on positive, purposeful destinations.</p>	<p>and Development</p> <p>Broadening the portfolio of Apprenticeships on offer in the north east of Scotland in line with employer demand.</p> <p>This will include:</p> <ul style="list-style-type: none"> the development of regional demand statements for Foundation and Modern Apprenticeships to inform contracting joint working between RGU, NESCOL and SDS to roll out apprenticeships within the region and develop a sustainable local delivery model for the Foundation Apprenticeship (FA) and Graduate Level Apprenticeship (GLA).
<p>Lead and partners</p>	<ul style="list-style-type: none"> University of Aberdeen Robert Gordon University Scottish Funding Council 	<ul style="list-style-type: none"> NESCOL SRUC Scottish Funding Council Skills Development Scotland 	<ul style="list-style-type: none"> Skills Development Scotland Robert Gordon University University of Aberdeen Employers Training Providers
<p>Initial steps to success</p>	<p>The two Universities are represented on the ONE thematic boards and engaged in initiatives such as the provision of graduate level apprenticeships</p> <p>The Universities already contribute directly to many initiatives supporting business and industry, such as the joint UoA/RGU/Aberdeen City 'CityLab' project (undergraduate) and 'Making the Most of Masters' (postgraduate) projects.</p>	<p>Further developing NESCOL approaches to employer engagement to encourage, a better understanding of skills needs and ways in which they can be met.</p> <p>Joint working between NESCOL and NHS Grampian to consult more closely on the development the latter's workforce plan with a view to identifying training activities and targets within the former's OA and curriculum plans.</p>	<p>University and college engagement with partner local authorities, professional, regulatory and statutory bodies, employers, industry, regional DYW group and economic fora such as ONE and AGCC to review Regional Skills Assessments for the North East and address regional skills priorities to inform apprenticeship delivery.</p> <p>In the first instance, development and delivery of GLAs</p>

		<p>Joint working between NESCOL and partner local authorities to ensure stronger School-College links are built and the school pupils across the Region are afforded more access to the College and the progression opportunities it provides.</p> <p>Promoting a better understanding of what the College has to offer and how educational progression can lead to meaningful employment through 'curriculum pathways'.</p> <p>Flexible Workforce Development Fund: Nescol have begun working on various promotional activities in relation to their fund allocation of £1.1m, including direct marketing to employer database, web-based marketing, direct contact with existing partner employers and the issuing of press releases. Internally, across the College and campuses, Nescol are working up their FWDF offer.</p> <p>Stronger alignment of curriculum offer with the needs of key employers locally.</p> <p>Enhanced levels of employer engagement.</p> <p>NESCOL growing its successful relationships with schools, local authorities and partner universities.</p> <p>Creating a better regional understanding of the progression opportunities to meaningful employment that exist locally maps.</p>	<p>in IT: Software Development and IT: Management for Business by RGU.</p> <p>Working with University of Aberdeen to develop and deploy GLA in Civil Engineering.</p> <p>Thereafter, rollout of GLAs in other areas of regional strategic need – subject to securing investment from SDS.</p>
<p>Desired outcomes</p>	<p>Demonstrated evidence of contribution to the delivery of the ONE strategy and impact in areas including numbers of graduate apprenticeships and business/industry partnerships.</p>		<p>Increased offer of apprenticeship provision across the North East to meet employer demand in the region.</p> <p>Creation of new pathways for learners with integrated pathway provision from Foundation and Modern Apprenticeships to GLAs.</p> <p>Enhanced levels of employer engagement and understanding of GLA provision.</p>

Theme 4: School To Work Transitions

Action	Expansion of Careers Information, Advice and Guidance	Regional Developing Young Workforce Group	Supporting Digital City Agenda
<p>Description</p>	<p>SDS has responded to the recommendation in the Commission for Developing Scotland's Young Workforce (DYW) that we expand our services in</p>	<p>Deliver the aims of the Wood Commission and drive involvement of the private/third and public sector to inspire young people about the world of work.</p>	<p>To be agreed</p>

	schools to engage younger pupils and their parents/carers.		
Lead and partners	<ul style="list-style-type: none"> Skills Development Scotland Aberdeen City and Aberdeenshire Councils Schools DYW 	<ul style="list-style-type: none"> Regional Developing Young Workforce Group Trade organisations Skills Development Scotland Aberdeen City and Aberdeenshire Councils 	<ul style="list-style-type: none"> SDS Opportunity North east Local Authority Partners
Initial steps to success	<p>Introduction of enhanced CIAG offer to include:</p> <ul style="list-style-type: none"> Direct support to schools at the P7/S1 transition to assist with transition planning for young people and ensuring they begin their career management skills journey at the same time as their secondary education Holding group sessions with pupils in S2 and S3, aligned with schools' arrangements for making subject choices, to enhance the additional service offer within that year group Offering one-to-one session with young people making subject choices, with the offer of their parent/carer and/or teacher being involved during this one-to-one or at another time (exact format to be confirmed) Working closely with schools to identify and agree the implementation of enhanced support to develop CMS to those S3 pupils who need it most <p>Integrate SDS Careers Team with DYW Regional Group activity to ensure a joined-up North East approach, enabling young people to make the right choices.</p> <p>Aligning DYW and SDS on school/partnership agreements which could include:</p> <ul style="list-style-type: none"> Inspiration talks on careers 4 times per year Each pupil has a business mentor 	<p>Demonstrate ability of private/ third and public sector to create new employer/school partnerships</p> <p>Create strong Regional Programme Management Group across all 39 recommendations to understand gaps and areas of focus</p> <p>Assess required integration of work experience, careers and employer engagement activities across region and across organisations</p> <p>Identify resources being committed by all agencies to DYW agenda. Agree a direction of travel early 2018</p> <p>Create a regional 'joined up for business' group to link employer engagement / education practitioners to reduce duplication of effort</p> <p>Identify best option to integrate resources via private sector-led approach (agreed with public sector partners) to deliver better outcomes and increase efficiency (March 2018)</p> <p>Deliver new structure, based on above, to enable employer/sector delivery in schools of inspiration activities, work experience and appropriate career advice, with a 'one front door' approach via the Regional Group</p> <p>Engagement with DYW on Tasty Careers and CWR to promote the sector to new entrants, integrating SDS career advice</p> <p>Develop an agreed regional ambition which</p>	

		significantly increased touch points with business people during the school life of a young person	
<p>Desired outcomes</p>	<p>Career Management Skills developed earlier in young people, leading to better and more informed decision making.</p> <p>Subsequent transition from school to work/training/employment.</p> <p>Youth unemployment reduces as young people become better prepared to transition from school and sustain work/training and education opportunities.</p> <p>Greater equality thorough further support for disadvantaged young people.</p> <p>Greater diversity in our workforce.</p> <p>Young people are better prepared for the world of work.</p>	<p>Increased volume of employer partnership.</p> <p>Improved access to inspirational employer activities.</p> <p>More consistent offering across the Region.</p> <p>Fully integrated service across private and public sectors.</p>	
<p>Interim review point / date</p>	<p>All secondary schools have Partnership Agreements which are formally reviewed 3 times per academic year.</p> <p>Annual, published Participation Measure gives an indication of numbers/percentages of 15-19 year olds engaging in positive destinations.</p>	<p>October 2018</p>	