SKILLS SUPPORT IN SCOTLAND

CONNECTING YOU TO THE INSIGHTS, PEOPLE AND FUNDING YOU NEED TO HELP DEVELOP YOUR BUSINESS

#SCOTLANDISNOW
WHY SCOTLAND? 03
IDENTIFYING TALENT 05
Can I get the people I need in Scotland?
RECRUITING YOUR TEAM 07
What support can I get to recruit staff?
PREPARING FOR WORK 09
What support can I get to prepare candidates before employing them?
FUNDING FOR TRAINING 10
What support is available to train employees?
DEVELOPING SKILLS 11
How can I ensure that my employees’ skills grow with my business?
With a fast-paced economy and an outward-looking mindset, Scotland is a popular choice for inward investors from across the globe. Over 3,000 international companies currently operate here and in 2017, 116 companies chose to invest in Scotland (EY Attractiveness Survey 2018).

Why has Scotland become the most popular area of the UK outside London for foreign direct investment? A thriving finance sector, growing expertise in life sciences and a reputation for excellence in advanced manufacturing are just some of the headline reasons. The great quality of life, vibrant cosmopolitan cities and breathtaking scenery are an important part of the story too.

Why Scotland?

Whether you are a large global business or an entrepreneurial start-up, you’ll find the skills and talent you need to grow your business here. We will offer the support you need to recruit the right employees and will help you train and develop them as your business expands. In other words, we help you to support your people to thrive and your business to flourish.

Here at Scottish Development International (SDI), we’ve taken a fresh look at how you can connect with the right skills. We want to take you beyond that first connection, right through the journey of recruiting, training and growing your team.

Our joined-up approach is already supporting inward investors who choose to locate in Scotland. The wide range of skills support available to inward investors can help you find and train your new recruits and continually develop their skills as your business grows.

We work with a wide range of organisations to help develop your workforce. By tapping into Scotland’s talent pool, and the well-developed support infrastructure, you can unlock the raw potential to drive your business success.

But we believe it’s about more than that. It’s about people.
We have found the people that we have been able to attract in Scotland to be absolutely world-class.

Peter Platzer, CEO of Spire
CAN I GET THE PEOPLE I NEED IN SCOTLAND?
With a broad-based, modern economy and world-class universities, the Scottish talent pool runs deep. In Scotland you can find people with the skills and experience to grow your business, at highly competitive costs.

Scotland is well-known as a centre for excellence across areas as diverse as finance, digital, life sciences, renewables and advanced manufacturing. The economy has a strong slant towards innovation and the close connections between business, academic institutions and government can help you identify specialist skills.

WITH FIVE OF SCOTLAND’S UNIVERSITIES FEATURED IN THE TIMES TOP 200 UNIVERSITIES LIST, SCOTLAND HAS MORE WORLD-CLASS UNIVERSITIES PER HEAD OF POPULATION THAN ALMOST ANYWHERE ELSE IN THE WORLD.

84% OF THOSE WHO RECRUITED A SCOTTISH UNIVERSITY LEAVER FOUND THEM WELL PREPARED FOR WORK.

OUR RESEARCH IS CHANGING THE WORLD – 86% OF SCOTTISH RESEARCH SUBMITTED TO THE RESEARCH EXCELLENCE FRAMEWORK FOR 2014 WAS JUDGED TO HAVE ‘OUTSTANDING’ OR ‘VERY CONSIDERABLE’ IMPACT.

Harper VanSteenhouse, Bioclavis

We are developing links with the universities and already have numerous collaborations with researchers in Glasgow, Edinburgh, Aberdeen and Dundee. These relationships are about contributing to the development of the science – we are driven by the desire to solve a big medical problem and eager to work together with others in our field.

IDENTIFYING TALENT

Identifying Talent
IDENTIFYING TALENT
WE CAN HELP YOU WITH:

ACCESS TO UP-TO-THE-MINUTE INFORMATION ON SALARIES

LABOUR MARKET SUPPLY AND DEMAND INFORMATION BY SECTOR

GRADUATE SUPPLY AND STUDENT DATA

INFORMATION ON OTHER EMPLOYMENT RELATED COSTS

LABOUR MARKET SUPPLY AND DEMAND INFORMATION BY GEOGRAPHIC AREA
RECRUITING YOUR TEAM

WHAT SUPPORT CAN I GET TO RECRUIT STAFF?

Finding the right people to launch and grow your business will be a top priority as you set up in Scotland. It’s one of the first challenges to tackle. We work with a range of partners to help you connect to the talent you need.

**TalentScotland** helps investors, find and retain skilled, experienced, and internationally mobile talent. They can provide fast, easy access to skilled job seekers who are already interested in Scotland as a career destination.

**TalentScotland** also provides immigration information and advice to help you transfer or employ international talent.

**ScotGrad** can help you source graduates and students looking to work for a short period as part of a project, or for longer as part of a placement or internship.

We can also introduce you to specialist recruitment consultants with expertise in your sector. They will guide you through the process of recruitment in Scotland, providing specific advice on candidate availability and expected salaries.

Funding for priority groups

In Scotland we are committed to sustainable and inclusive economic growth for all our citizens. To enable the widest opportunity for employment, we offer financial incentives and subsidised support to companies for employing and training various priority groups. This includes young people, the long term unemployed and the over 50s.

In some cases, large projects which can demonstrate inclusive growth and evidence recruitment of priority groups may be eligible for **Aid for Disadvantaged and Disabled Workers**. Depending on anticipated outputs, projects may receive up to 50% of the gross salary costs (salary limit of £60,000) per eligible employee for a period of 12 months.

The **Scotland Employer Recruitment Incentive** could provide up to £4,000 to assist with the costs of recruitment for each young person your company hires or for each Modern Apprenticeship created.
Funding for apprenticeships
In Scotland, we offer apprenticeships for new and existing employees to work, learn and earn across more than 80 different frameworks covering hundreds of different jobs.

The work-based learning is recognised by both industry and educational bodies. We can advise on how to integrate this approach, help find candidates and contribute to the training costs (up to £10,000 per individual for Modern Apprenticeships and £36,000 for Graduate Apprenticeships).

Apprenticeships enhance employee productivity by providing training for a variety of careers and at different career stages:
- School pupils (Foundation Apprenticeships)
- Learning while working (Modern Apprenticeships)
- Advanced levels up to Masters Degree award (Graduate Apprenticeships)

Case Study
GE Caledonian
Aircraft engine refurbishment facility, GE Caledonian, partners with Ayrshire College to recruit Modern Apprentices across the business. Currently 18 Modern Apprentices are at different stages of their training.

Taking it a step further, GE Caledonian is now working with Skills Development Scotland and Ayrshire College to offer Foundation Apprenticeships. They aim to encourage the next generation in Ayrshire to consider a career at the company.

“Foundation Apprenticeships give us a solid talent pipeline a year in advance. We get an idea of peoples’ potential a year earlier and, without a doubt, it helps us find the right people.”

GE Caledonian’s Apprentice Leader Stephen McNab
PREPARING FOR WORK

WHAT PRE-EMPLOYMENT SUPPORT IS AVAILABLE TO PREPARE CANDIDATES FOR WORK?

Pre-employment training can help you recruit the right people, first time around. Through our close-knit network of colleges, training providers and funding bodies we can work with you to create tailored training that will help you assess potential employees before hiring.

Funding and support is available to help you make the most of pre-employment training options in Scotland.

Sector Based Work Academies
We can help you to provide customised training and work experience for potential employees, with an interview at the end of the programme.

Sector Based Work Academies are potentially fully-funded, depending on the project. Candidates benefit by getting a recognised qualification, the Certificate of Work Readiness. They have an opportunity to be interviewed, and are well-prepared if you decide to employ them at the end of the training.

Employability Fund
The Employability Fund is administered by Skills Development Scotland and allows employers to access funded training for young people. This fund supports services which have been developed to address the specific needs of local areas. It focuses on providing ‘real life’ work experience placements for young people, with funding based on key milestones and tangible, positive outcomes.
WHAT SUPPORT IS AVAILABLE TO TRAIN EMPLOYEES?
If you choose to locate your business in Scotland, you may be able to access funding via Training Plus. This government-funded programme covers a wide range of costs associated with training employees. Internal and external training costs, travel and the costs of consumable materials to deliver training are all eligible.

We can support up to 50% of eligible training costs. The funding is available to widen the scope of the training, or to provide a better quality, more customised programme than original budgets permitted.

WE WOULD EXPECT AN AVERAGE ELIGIBLE PROJECT WITH 100 JOBS TO SAVE AROUND £500,000 ON TRAINING COSTS.

Case Study
A transformational change programme was set up for a leading Financial Services organisation in Scotland. The programme included comprehensive training to up-skill existing staff. The overall aim was to support a multi-skilled approach to enrich jobs and allow greater accountability.

The programme included engagement events, working groups and forums, supported by individual coaching and team development designed to build confidence.

The programme had far reaching results, including:
- Introduction of new technology to support business productivity and promote enterprising behaviour
- New meeting spaces to support employee engagement and communication
- Enhanced apprenticeship and graduate programmes to increase the number of younger people at the site and increase awareness of the career opportunities available
- Creation of an online platform that enables staff to share their ideas and take these through to implementation
DEVELOPING SKILLS

HOW CAN I ENSURE MY EMPLOYEES’ SKILLS GROW WITH THE BUSINESS?

Once your company is set up and growing in Scotland, we can offer a workplace innovation service. A team of experienced organisational development specialists can work with you to embed your operating culture, develop your top teams and fund bespoke development programmes.

There are different reviews and programmes to help your business grow.

A Skills for Growth review will help your organisation:

- Identify business priorities, objectives and challenges
- Identify current and future skills requirements
- Provide information on training programmes to fill the gaps
- Produce a ‘People and Skills Action Plan’ aligned to the business objectives
- Deliver a process for measuring progress

The Leadership for Growth programme really has given me so much, including a whole new set of tools I can take to work and use every day.

I now have a completely different outlook on my leadership role – it’s helped me to bring strategy and development to the table in ways that I didn’t think I could.

Mark Brown, Mackenzie Construction

Skills for Growth can be used independently or in conjunction with a Workplace and Organisational Development review. This will offer around 5 days support to take an in-depth look at your current workplace practices and develop potential solutions or action plans in one of the following 5 key areas:

- Workforce planning and organisational design
- Leadership and Team building, management and skills
- Organisational Culture, Employee Engagement & Change Management
- HR, Pay & Rewards, Performance Management
- Place – Physical and Technical Integration

We also offer several well established and subsidised open enrolment programmes, targeted at Senior and Middle Management such as our 4 month Managing People for Growth Programme designed to support new managers and supervisors implement fair and progressive practices. Our 6-month Leadership for Growth Programme supports individuals with the responsibility of driving and managing change within the business. It includes one-to-one coaching and a series of workshops covering topics from strategy through to Innovation, through to employee engagement.
THANK YOU