STF

The Scottish Training Federation

#STFConf18



ANNUAL CONFERENCE 2018

Let's Talk! Collaboration and partnerships in skills and training

www.stf.org.uk

WELCOME



On behalf of the Directors of the Scottish Training Federation (STF) and our sponsors, may I offer you a warm welcome to the STF Annual Conference, Dinner and Awards Ceremony at Crieff Hydro.

I am pleased that the STF Conference has grown to become one of the key events on the training and skills development calendar. We have a valuable opportunity ahead of us to hear about new developments, to engage in discussion, and to catch up with industry friends and colleagues.

I hope that you will make full use of the opportunity to visit the exhibitor stands, participate in the seminars and interactive networking sessions, and to network with the other delegates.

I would like to take this opportunity to thank all of our speakers and seminar hosts - their input and time commitment is much appreciated.

On behalf of the STF Directors, I would also like to thank our sponsors and exhibitors: - SQA (Main sponsor), Trainsure, ENABLE Scotland, MGT Training, Crieff Hydro, Sibbald Training, McCrae Training, City & Guilds, ILM, Rathbone, Genius People, SCQF Partnership, L&G Learning and Skills Development Scotland for their sponsorship and support. As I am sure everyone will appreciate, without their contribution, an event of this quality would not be possible.

Finally, I would like to thank you for attending, and look forward to meeting you during the course of the Conference.

Ian McCulloch, Chair, STF

A message from our sponsor

The Scottish Qualifications Authority (SQA) is delighted to be the Main Conference Sponsor of the Scottish Training Federation Annual Conference, Dinner and Awards Ceremony 2018 at Crieff Hydro.

SQA, Scotland's national awarding and accreditation body, works throughout the UK and internationally. We help individuals realise their potential and achieve their ambitions by providing a wide range of high quality, internationally recognised qualifications and associated services.

We are committed to the future of education, skills and training. In an ever-changing learning and skills landscape, we value our strong relationships with STF members. Working together we can deliver the right skills for Scotland and change lives through learning.

Our network of education professionals and industry specialists supports SQA awarding operations, ensuring our qualifications accurately reflect learners' knowledge and skills.

SQA also awards a wide range of other qualifications and services in meeting a variety of educational and workforce development challenges, including customised awards – bespoke qualifications tailored to your needs.

We take great pride in offering exceptional customer service which is acknowledged by government organisations, businesses and individuals across the world. Speak to our team today!

www.sqa.org.uk

CONFERENCE HIGHLIGHTS

Stephen Jardine is your host!



Top television and radio broadcaster, Stephen Jardine, returns to host the STF Conference for a third year – he previously facilitated in 2013 and 2017.

As well as introducing the speakers and ensuring the programme runs smoothly, Stephen will be moving amongst the audience to encourage delegates to share their views and opinions about the current big issues in skills and training.

Stephen will also be hosting the STF Awards Ceremony on Tuesday night where six winners will be announced from the 14 finalists.

Conference welcome for Skills Minister



STF is delighted to welcome Minister for Business, Fair Work and Skills, Jamie Hepburn MSP, back to the conference on Day 1. Members of the STF Board of Directors met with Mr Hepburn earlier this year to discuss issues of importance to members, including the phased reduction of MA Contribution Rates, cuts to the Employability Fund, the Flexible Workforce Development Fund and the impact of Brexit on skills and training.

The Minister is expected to provide an update on recent Scottish Government initiatives in relation to skills and training. This is an excellent opportunity for members to quiz the Minister on the direction of travel of Scottish Government policy on skills – and on specific issues such as the future of the Employability Fund in Scotland and the contracting process for Foundation Apprenticeships and the new Flexible Workforce Development Fund. The Minister has agreed to take questions from the audience, so please make the most of this opportunity.

Award winners to be announced



For many, the highlight of the conference will be the Awards Ceremony held in the evening of Day 1. Stephen Jardine will be in control and will give some background information about each of the finalists before the winner in each category is revealed.

And Judith Ralston returns to assist Stephen – who can forget her selfie frolics last year - she will be mingling with the audience and finalists before and during the ceremony to capture the excitement (and nerves!) of the occasion.

Two of the categories – Apprentice of the Year and Employability Fund Achiever of the Year – will be announced in the late afternoon of Day 1, with the rest being announced after the evening meal.

The paddles are back!



Our back to basics voting technology – the voting paddle – is back again this year. No sophisticated software required for this system – just an auctioneer's paddle with a `Yes' on one side and a `No' on the other side. And the results are instant! Stephen has some questions lined-up – **so get ready to vote!**

Awards Judging Panel



The Judging Panel for this year's STF Awards met in August to review the entries received. The panel comprised:

- Denise Monteith, Scottish Qualifications Authority
- Adam Warsop, City & Guilds
- Kevin McShane, Scottish Credit & Qualifications Framework.

The panel is pictured above (L-R) Adam Warsop, City & Guilds; Denise Monteith, SQA; Kevin McShane, SCQF.

The SCQF: Connecting the learning journey

The SCQF is Scotland's national qualifications framework. It helps learners, businesses and training providers make sense of qualifications and plan learning journeys.

We offer workshops, online tools and hard copy resources free of charge. Have a look at our website, **www.scqf.org.uk**, or get in touch on **0141 225 2922**.



scqf
scottish credit and qualifications framework

scqf | SCOTLAND'S LIFELONG LEARNING FRAMEWORK

McCrae Training

McCrae Training Ltd -

Driving Excellence across the UK Water, Waste Water & Construction Sectors

McCrae Training Limited is a professional training, assessment and consultancy business operating across the Water, Wastewater & Construction Sectors. The company has successfully developed and grown over the last five years through utilising experience from the sector, robust organisational structure and most importantly the delivery of high quality services to clients throughout the UK.

The range of training, assessment and accreditation services that we offer include:

- Utility Sector MA Programmes from Sewerage and Drainage Diplomas NVQ / SVQ Level 2 to Water Treatment Process Operators NVQ / SVQ Level 3
- National Water Hygiene (NWH)
- Scottish Water DOMS 1 – 13
- Utility SHEA (Water, Wastewater, Waste Management and Telecoms)
- Water Industry Registration Scheme Operative and Supervisor Development Programmes
- NVQ / SVQ Water Industry Level 1, Level 2 and Level 3 Qualification in Network Construction Operations Water

STF NEWS

Ian McCulloch elected new Chair for STF



Ian McCulloch, Chief Executive of ITC Academy – has been elected as the new Chair for STF. He takes over from Stuart Leitch who has been Chair since 2008.

Ian was elected to the post at the August meeting of the Board of Directors. He said: `I am delighted to have been elected as the new Chair for STF and look forward to speaking with members to hear about the issues which are important to them. I am determined that we develop and improve the service that we offer to our members'

On behalf of the board, I would like to pay tribute to Stuart Leitch for his strong leadership of STF over the last ten years. And I am pleased that he will continue to serve on the board and bring his wealth of experience to our discussions.'

FWDF Evaluation Report published



An independent evaluation report on the Flexible Workforce Development Fund (FWDF) has been published by the Scottish Government. The 120-page report provides a narrative of how the fund has been administered and delivered in the first year of operation – and contains a number of long term recommendations for the future operation of the fund:

- Level of grant: consideration should be given to increasing the scale of funding available per employer. For example, this could range from £10,000 to £25,000 and could be scaled on the amount of levy paid by employers
- Widen delivery of training: consideration of allowing employers to access non-college and commercial training providers to deliver training if they are more appropriate
- Future evaluations: any future evaluation work should include an economic impact assessment.

In a press release promoting the report, the Scottish Government has confirmed that the funding available to each levy-paying employer will rise from £10,000 to £15,000. It is also noted that employers will have `greater flexibility with the option to utilise some or all of the fund in their supply chain.'

STF Employability Review Campaign 2018



The Scottish Government is currently reviewing its Employability funded programmes – including the Employability Fund (EF). STF is encouraging its members to promote the importance of EF and employability programmes by (1) producing short case studies; (2) inviting their MSP to visit their business to meet programme participants; (3) using social media to highlight positive outcomes.

Templates have been produced for (1) case studies, and (2) MSP invitations - and these are available in the Member Section of the STF web site – **www.stf.org.uk**

Do YOU want to join the STF Board?



A number of STF Directors are due to retire by rotation at the forthcoming AGM in November. Some may stand for re-election, and some vacancies may arise for new STF Directors.

Any STF member organisation can put forward a candidate for election to the STF Board, provided that: (1) they have been a member for at least three months, and (2) their subscription is up to date.

Being a member of the STF Board offers the opportunity to represent the wider interests of the work based training industry in Scotland. STF Board members share a range of tasks including regular meetings with SDS, Scottish Government, MSPs and other stakeholder organisations.

Further details and nomination forms are available from Stuart McKenna on email: stuart.mckenna@stf.org.uk

DELEGATES

Neil Archibald	ScotRail
Anneliese Archibald	Xtra-Mile.com
Karen Baird	YouTrain, A Division of GP Strategies
Caroline Barry	Caledonian MacBrayne
Catriona Bateman	Training for Care
Michelle Batt	MGT Training
Sandra Berwick	PeoplePlus
Bal Birdi	Pearson
Monica Black	Limelight Careers
Andrew Breen	SQA
Dr Janet Brown	SQA
Rob Bruce	Skills Development Scotland
Ian Bruce	Skills Development Scotland
Fraser Cameron	FC Event Photography
John Campbell	Museums Galleries Scotland
Graham Campbell	SQA
Moira Campbell	Athena Learning
Lorraine Carmen	Developing Nation Ltd
Kate Carnegie MBE	Triage Central Ltd
Alison Carrington	Skills Development Scotland
Catherine Cartmell	Museums Galleries Scotland
Kevin McShane	SCQF Partnership
Jim Chalmers	Rathbone
Irene Coll	Skills Development Scotland
Paul Cooper	YouTrain, A Division of GP Strategies
Cathy Hewitt	Trainsure
Emma Diamond	Skills Development Scotland
Christine Doherty	The Tell Organisation
Mary Donnelly	SQA
Nikki Doolan	Rainbow Room International
Ben Dorian	ScotRail
Jane Duffy	Skills Development Scotland
Evelyn Duncan	IDTC Ltd
Amanda Durkie	PA Training
Susie Evans	Babcock Training
Daniel Evens	West Lothian College
Derek Farrell	PeoplePlus
Heather Ferguson	Athena Learning
Louise Findlay	YouTrain, A Division of GP Strategies
Anne Galbraith	SECTT
Roy Gardner	City of Glasgow College
Jean Gibson	MGT Training
Julie Gray	Skills Development Scotland
Diane Greenlees	Skills Development Scotland
Russell Gunson	IPPR Scotland
Jamie Halcro Johnston MSP	
David Hanley	Competence Matters
Dawn Harper	West Highland College UHI
Kathy Harper	Perth & Kinross Council
Gillian Harris	PA Training
Linda Healy	Competence Matters
Jacqueline Hepburn	ScotRail
Jamie Hepburn MSP	
Lindsay Hewitt	Skills Development Scotland
Ruth Hill	ScotRail
Cynthia Holden	Developing Nation Ltd
Stephen Horne	Caledonian MacBrayne
Rossana Houston	Qualitas International
Caroline Hunter	SQA
Alex Hunter	Caledonian MacBrayne
Katie Hutton	Skills Development Scotland
Stephen Jardine	Taste Communications
Leanne Kahn	Droman Solutions
Kelly Keegan	McCrae Training
Louise Kirkpatrick	Rewards Training
John Laing	Droman Solutions
Peter Leitch	Remit Ltd
Pamela Lockhart	Skills Development Scotland
Mark Longwill	ScotRail
Lesley Lowrie	GOSTA Training
Julie Lynn	SQA
Mark MacDonald	Microcom Training
Debbie MacGregor	GOSTA Training
Alasdair MacRae	SQA
Jacqui Massie	City of Glasgow College
Richard McCall	L&G Learning
Andrew McCall	West College Scotland
Maureen McCann	The Tell Organisation
Scott McCrae	McCrae Training
Ian McCulloch	ITC Academy
Barry McCulloch	FSB Scotland
Stacey McDonald	Skills Development Scotland
Jennifer McEwan	Genius People
Caroline McFarlane	Limelight Careers

Scott McGill	Sibbald
Juliette McGinley	SQA
Lisa McGovern	MGT Training
Theresa McGowan	SQA
Paul McGuiness	Skills Development Scotland
Steven McIver	McCrae Training
Sharlene McKay	SQA
Pat McKay	Intraining
Stuart McKenna	STF Ltd
Susan McKenzie	Lifetime Training
Jean McMurchy	ScotRail
Veronica McNeil	Limelight Careers
Margaret Mellon	ScotRail
Patricia Middleton	MGT Training
Kelly Milford	SQA
Colin Miller	West Lothian College
David Moroney	Skills Development Scotland
Lorraine Morrison	Skills Development Scotland
Jim Murphy	STF
Michelle Murray	ScotRail
Carla Murray	City of Glasgow College
Mike O'Donnell	Skills Development Scotland
Markus Offer	Museums Galleries Scotland
Nigel Paterson	West Highland College UHI
Russell Paton	SQA
Joanne Paton	Rewards Training
Lucy Pearson	Enable Scotland
Patricia Pieroni	SQA
Judith Ralston	BBC Scotland
Katy Robertson	YouTrain, A Division of GP Strategies
Colin Robertson	Scottish Government
Sarah Anne Rooney	SQA
David Ross	SQA
Maria Roushias	College Development Network
Jamie Rutherford	Enable Scotland
Sarah Sanderson	Triage Central Ltd
Josie Scholey	Babcock Training
Emma Scott	Skills Development Scotland
John Sibbald	Sibbald
Sharon Sime	City of Glasgow College
Claire Simpson	Scottish Meat Training
Alison Smith	Genius People
Lisa Smith	Glasgow Kelvin College
Denise Smith	ILM / City & Guilds
Pamela Smith	MGT Training
Owen Smith	YouTrain, A Division of GP Strategies
Alasdair Smith	Scottish Bakers
Pamela Smith	Scottish Local Authority Economic Development Group
Alasdair Smith	Scottish Bakers
Jack Speirs	Sibbald
Lynne Stevely	SQA
Fiona Stewart	Skills Development Scotland
Andy Witty	Colleges Scotland
Sarah Summers	Crieff Hydro
Chris Sutherland	Rathbone
Billy Sweeney	Safety Training Solutions Ltd
Norma Taylor	Rathbone
Grant Thoms	STF
Douglas Thomson	City of Glasgow College
Lorna Trainer	L&G Learning
Sandra Tucker	Highland & Moray Accredited Training Services
Sam Upton	City & Guilds Group
April Walker	YouTrain, A Division of GP Strategies
Helen Ward	Arcadia Nursery
Adam Warsop	City & Guilds Group
Gillian Watson	Safety Training Solutions Ltd
Lianne Williams	Enable Scotland
Adele Winfield	ScotRail
Jason Wood	YouTrain, A Division of GP Strategies
Kellie Zdanowicz	JB Management
Roz Denham	Skills Development Scotland
Laura Kerr	Skills Development Scotland
Angelica Lambert	L&G Learning
Mhairi Quinn	Virtual Learning Academy
Liz Roberts	Skills Development Scotland
Rachel Stratham	IPPR Scotland
Catherine Sutherland	Virtual Learning Academy
Josh Hong	Skills Development Scotland

SPEAKERS



Stephen Jardine

Stephen Jardine is one of Scotland's best known journalists and broadcasters. He started his career as a radio reporter before joining STV as a trainee reporter. He then moved to GMTV as Scotland Correspondent becoming Europe Correspondent based in Paris the following year covering stories ranging from the Cannes Film Festival to the death of the Princess of Wales. After that Stephen returned to the UK with GMTV as a London based correspondent and presenter. In 2000 Stephen re-joined STV and went on to present a wide range of programmes including documentaries, politics programmes and the flagship news show Scotland Today. Latterly he fronted the live daily programmes The Five Thirty Show and The Hour. In 2011 left STV to launch his own communications company. He also broadcasts on BBC radio and television and writes for The Scotsman and the Daily Record.



Jamie Hepburn MSP, Minister for Business, Fair Work and Skills

Jamie Hepburn was educated at Hyndland Secondary and the University of Glasgow, graduating with a degree in Politics and History. He served as National Convener of the SNP's student and youth wings. Jamie Hepburn was MSP for Central Scotland between 2007 and 2011 and has been MSP for Cumbernauld & Kilsyth since 2011. Jamie was appointed as Minister for Sport, Health Improvement & Mental Health in November 2014, Minister for Employability and Training in May 2016 and to his current position as Minister for Business, Fair Work and Skills in June 2018.



Alasdair Smith, Chief Executive, Scottish Bakers

Alasdair had been Chief Executive at Scottish Bakers – the trade association for the Scottish baking industry – since January 2018, and brings a wealth of experience in working with businesses to develop their people. Immediately prior to his appointment he worked as an independent consultant in the fields of market research, skills and strategic planning, with a variety of public sector, charitable and commercial clients. He previously spent 13 years as Scotland Director of Creative Skillset (the industry skills body for the creative industries), building partnerships between industry, training providers and public-sector stakeholders to develop skills in the sector. Prior to that, Alasdair was marketing manager with the Scottish Qualifications Authority where he led on the promotion of vocational qualifications and the development of digital communications.



Adam Warsop, UK Strategic Commercial Manager, City & Guilds Group

Adam is responsible for leading and building on collaborative and commercial opportunities with training organisations and employers across the UK for the City & Guilds Group. He has been in the education sector for the past 7 years and before that worked in commercial banking and corporate finance for Barclays PLC. He is directly responsible for City & Guilds Groups commercial strategic direction in Scotland, and has worked within Scotland's education system for the last few years.



Barry McCulloch, Senior Policy Advisor, FSB

Barry McCulloch is the Senior Policy Advisor for the Federation of Small Businesses (FSB) in Scotland – the country's largest and most influential direct-member business organisation. A passionate advocate of the importance of small businesses in the economy, Barry has a keen interest in entrepreneurship, employment, transport and education and skills. Barry's career has predominantly focused on local and national economic development across the public, private and third sectors, having previously advised think tanks, quangos and economic development bodies.



Dr Janet Brown, Chief Executive, SQA

Janet took up post as Chief Executive of SQA in 2007 and continues to focus the activities of SQA on ensuring that Scotland has a high quality, flexible, forward looking qualifications system able to adapt to the ever changing needs of its people, society and economy. During her tenure at SQA, she has ensured that the organisation has engaged closely with stakeholders across the public and private sectors to ensure qualifications are developed that are fit for purpose, of high quality and are maintained to a rigorous standard. All SQA qualifications, both academic and vocational, develop knowledge and a wide range of skills that prepare people for life in general as well as for progression into further study, training or employment. Janet has held previous roles in the public sector in Scotland and spent 19 years working in the private sector in the United States in the areas of scientific research and technology, business and quality management. She holds a BSc in Physics and a PhD in Physical Metallurgy and Materials Science, both awarded by the University of Birmingham. Janet is a Fellow of the Royal Society of Edinburgh, and a Fellow of the Institute of Physics.



Katie Hutton, Director of National Training Programmes, Skills Development Scotland

Katie's current role covers contracting and contract management for national training programmes which attract a public funding contribution – principally Modern Apprenticeships and the Employability Fund, amongst other incentives. In addition, it also covers various Skills Development Scotland (SDS) actions in support of the Scottish Government's Youth Employment Strategy and the recommendations of the Developing the Young Workforce Commission. Katie's team at SDS works closely with contracted learning providers (including private, public and third sector organisations) who deliver training programmes for employers and individuals across Scotland. Katie is also the SDS lead on equalities-related issues. Previously, Katie worked in various roles relating to skills policy and planning for Scottish and Renfrewshire Enterprise and, prior to that, in industrial liaison and part-time lecturing for Paisley College (now University of the West of Scotland).



Russell Gunson, Director, IPPR Scotland

Russell leads IPPR Scotland, IPPR's dedicated thinktank for Scotland. Russell set up and has grown IPPR Scotland from scratch to become one of Scotland's leading policy organisations. Before joining IPPR in 2015, Russell worked across government, parliament, and the voluntary and private sectors. Most recently, prior to moving to IPPR Scotland, Russell was director of the National Union of Students (NUS) Scotland, working on a cross-party basis within Scottish politics. Russell has taken part in a number of Reviews and Commissions in Scotland including as a commissioner on Scotland's independent Commission on Widening Access. He was a founding director of Safe Deposits Scotland, the only non-profit tenancy deposit protection scheme based in Scotland.



Jamie Halcro Johnston MSP, Shadow Minister for Jobs, Employability and Training

Jamie Halcro Johnston MSP represents the Highlands and Islands region in the Scottish Parliament. He became a Member of the Scottish Parliament in 2017 and was appointed as Scottish Conservative and Unionist Shadow Minister for Jobs, Employability and Training. He was educated at Radley College, Coventry University and the University of Exeter, receiving a BA (Hons) in Ancient History. Halcro Johnston was previously employed by the Financial Times in London. Between 2003-07 he worked as an adviser to a number of Scottish Conservative MSPs, before moving to a position at Holyrood magazine.



Grant Thoms, Vice Chair, STF

Grant Thoms is Vice Chair for Membership & Events on the STF Board and is a freelance Chartered Public Relations Practitioner specialised in public affairs, policy and influencing. Previous roles have included: Content Director of Employability & Skills Scotland Convention for Learning and Work Institute, Head of Policy & Strategy with Ingeus (employability and skills provider), Public Affairs Manager for Scottish Renewables and Head of Campaigns for the SNP. He has held a number of roles in third and public sectors, trade associations and professional bodies, contributing to business strategy, good governance, effective engagement and sustainability.



Lorna Trainer, Vice Chair, STF; Director, L&G Learning (Scotland) Ltd

Lorna has been a Director with STF since 2007 and currently has responsibilities as Vice Chair for Employability, Chair of the Care Forum and Secretary. Lorna is currently a member of the Scottish Government Employability Advisory Group and Scottish Government Early Years Skills Implementation Group. Lorna is currently a member of the SQA Advisory Board; Vice Chair, a member of the FSB Scottish Policy Unit and active branch member and a member of the Scottish Government Local Governance Review group and active branch member. Lorna set up L&G Learning (Scotland) Ltd in 2006. The rationale for this was to provide a learning and development service that was less institutionalised, more flexible and responsive to the needs of employers and learners.



Paul McGuiness, NTP Performance and Operations Manager, Skills Development Scotland

Paul's current role in SDS is NTP Performance and Operations Manager and leads on the central performance, funding, commissioning and employer fulfilment function that sits within NTP Operations. This role involves ensuring that c.400 contracted providers deliver against all NTP targets - relating to Modern Apprenticeships, the Employability Fund, the Scottish Employer Recruitment Incentive (SERI), Adopt an Apprenticeship and the National Third Sector Employability Fund. Paul has over 37 years' experience in Vocational Education & Training working with Skills Development Scotland, Scottish Enterprise and various government departments.



Pamela Smith, Falkirk Council and Chair of Scottish Local Authority Economic Development Group

Pamela has worked in Local Government for over 30 years starting off in community enterprises, credit unions and community regeneration before moving to employability and skills. She is currently the Manager of Falkirk Council's Employment and Training Unit and chairs the Falkirk Employability Partnership. In her day job Pamela oversees the management and delivery of Falkirk Council's Employability Pipeline with a particular responsibility for the Council's Modern Apprenticeship Programmes, ESF initiatives, Employability Fund and Pre Employment, Project Search, Supported Employment and Community Benefits from Procurement. She is currently Chair of the Scottish Local Authority Economic Development Group representing local government's interests in employability, business support, regeneration and EU Funding.



Ian McCulloch, Chair, STF Ltd, Chief Executive, ITC Training Academy

Ian started working in the skills and training sector in 1987 and has been involved in a range of different programmes including YOPS, YTS, Employment Training, Training for Work, New Deal, Modern Apprenticeships and the Employability Fund. He became the Chief Executive of ITC Training Academy in 2010. Ian joined the STF board 5 years ago and became Vice Chair for Parliamentary & Political Engagement in 2015. He was elected as STF Chair in August 2018 and is looking forward to continuing the good work of The Scottish Training Federation.



Stuart McKenna, Chief Executive, Scottish Training Federation

Stuart is Chief Executive of the Scottish Training Federation (STF) and was appointed to the role in February 2015. For the last 25 years, he has worked for a range of different organisations engaged with skills and training, in roles which have been mainly focussed around promoting Modern Apprenticeships. Prior to joining STF, Stuart was the Director of Skills at GoSkills – the Sector Skills Council for the Passenger Transport sector. He has also worked with Scottish Government, Sector Skills Alliance Scotland and COSLA. From 2003-2007 he was Vice Chair of the Board of Management of Cardonald College in Glasgow. Stuart is currently a member of both the SDS/SFC Joint Skills Committee and Scottish Apprenticeship Advisory Board.

AGENDA

DAY 1 TUE 25 SEPTEMBER 2018

10.00 Registration and Exhibitor Networking

10.30 Stephen Jardine, Facilitator
Scene Setting



10.45 Ian McCulloch, Chair, STF
Let's Talk!



11.00 Jamie Hepburn MSP, Minister for Business, Fair Work and Skills
Keynote speech



11.30 Panel Session: What needs to change with Apprenticeships and skills policy in Scotland?

- Alasdair Smith, Chief Executive, Scottish Bakers
- Adam Warsop, UK Strategic Commercial Manager, City & Guilds
- Barry McCulloch, Senior Policy Manager, FSB Scotland
- Andy Witty, Director of Sector Policy, Colleges Scotland

12.30 Stephen Jardine
Plenary



12.45 Lunch and Exhibitor Networking

1.30 Seminar Session 1
(See pages 12 and 13 for details of each seminar)

2.15 Seminar Session 2
(See pages 12 and 13 for details of each seminar)

3.00 Coffee & Networking

3.30 Dr Janet Brown, Chief Executive, SQA
Developing Skills and Training for the Future



4.00 Panel Session: Employability in Scotland – What should the future hold?

- Pamela Smith, Chair, Scottish Local Authority Economic Development Group
- Lorna Trainer, Director, L&G Learning (Scotland) Ltd
- Grant Thoms, Director, STF

4.30 Stephen Jardine
Day 1 round-up



4.40 STF Awards 2018

- Employability Achiever of the Year Award
- Apprentice of the Year Award

5.00 Close

DAY 1 EVENING

7.00 **Evening drinks reception**

7.30 Stephen Jardine & Judith Ralston
Welcome to the Annual Dinner and Awards 2018

7.50 Dr Janet Brown, Chief Executive, SQA
Welcome from the main sponsor, SQA

8.00 **Dinner**

9.30 Stephen Jardine & Judith Ralston
STF Awards Ceremony 2018

10.30 **Close**

DAY 2 WED 26TH SEPTEMBER 2018

9.00 **Registration and Exhibitor Networking**

9.20 Stephen Jardine
Scene Setting
Including welcome address from Ian McCulloch, Chair, STF



9.25 Russell Gunson, Director, IPPR Scotland
Scotland's Future Skills Needs



9.40 Jamie Halcro Johnston MSP, Shadow Minister for Jobs, Employability and Training
Keynote speech



10.00 **Speed Networking**
(See pages 14 and 15 for details of each session)

11.00 **Coffee & Exhibitor Networking**

11.30 **Panel Session: How can we improve National Training Programmes?**

- Katie Hutton, Director of National Training Programmes, Skills Development Scotland
- Paul McGuiness, NTP Performance and Operations Manager, Skills Development Scotland
- Stuart McKenna, Chief Executive, STF

12.30 Stephen Jardine
Closing Summary
Including closing remarks from Stuart McKenna, Chief Executive, STF



12.40 **Networking Lunch**



SEMINARS

Session 1

Scottish Qualifications Authority

SQA and Limelight Careers — Commercial growth through skills and training

SQA is committed to supporting STF members in enhancing their provision and improving their commercial operations. Edinburgh based training provider, Limelight Careers has been working with SQA to support Modern Apprentices in business admin, customer service and financial services. Discover how SQA's advice, guidance and qualifications have supported Limelight's commercial growth.

Host: Theresa McGowan, SQA and Monica Black, Limelight Careers

Skills Development Scotland

Attracting quality applications for your MA vacancies

Apprenticeships.scot is going from strength to strength. Since launch we have advertised more than 18,000 Modern Apprenticeship opportunities and received in excess of 80,000 applications. Come along to this interactive workshop where you can influence the next stage of development. We want to hear your thoughts on what we can do to make it easier for you to advertise vacancies and to ensure that you attract the best quality of applicants.

Hosts: Lorraine Morrison, Skills Development Scotland

Skills Development Scotland

Quality Assurance Update

This session will provide an update on recent developments with the SDS Quality Assurance process and give delegates the opportunity to hear what's working well – and what needs to be improved. Are you happy with the new system?; Are you clear on the rationale and purpose of the process?; Are you embracing the potential benefits of the new process, or do you view it as a necessary evil providing little added value?

Hosts: Julie Gray, Skills Development Scotland

Skills Development Scotland

Compliance: A guide for training providers

This session will un-mask the mysteries of the SDS Compliance process and provide delegates with the opportunity to gain a better understanding of how compliance visits are conducted – and how RAG ratings are determined. If you have any concerns about forthcoming Compliance visits, this is the Workshop to attend!

Host: Irene Coll, Skills Development Scotland

Scottish Government

Skills Policy: An overview of current thinking

Colin Robertson leads the Skilled and Productive Workforce Unit, within the Scottish Government's Fair Work and Skills Division. He has worked in the Scottish Government since 2005, including roles in College and Employability policy. Colin will outline the priority areas of activity within his Unit, and his thoughts on the current key issues in relation to skills policy in Scotland. There will also be an opportunity to discuss how best we respond to these.

Hosts: Colin Robertson, Scottish Government



Session 2

Scottish Qualifications Authority

SQA Quality Assurance – Let's Talk!

This session will focus on SQA Quality Assurance. SQA's approach to quality assurance is based on partnership, fairness and transparency and is designed to support centres at all stages in their delivery of SQA qualifications. Now QA 15-18 has been established, find out more about the common difficulties centres have experienced and hear the top tips to achieving a successful external verification outcome.

Host: Juliette McGinley, SQA and David Ross, SQA

Skills Development Scotland

Scottish Apprenticeship Advisory Board

This workshop will provide information on the recent Scottish Apprenticeship Advisory Board (SAAB) consultation on Defining an Apprenticeship and focus on discussing ways in which workplace mentors can be supported to provide a consistent level of support to apprentices across all sectors and employers. Should all mentors undertake a formal qualification or participate in a tailored workshop? Or does the current, informal, approach work perfectly well?

Hosts: Jane Duffy, Skills Development Scotland

Skills Development Scotland

FIPS – making it work for training providers

Funding Information and Processing System – FIPS – has been up and running since late 2016. Most of the initial teething problems have been resolved and many training providers are reporting their general satisfaction with the system. A FIPS Focus Group has been established to share good practice – and webinars have been held to explain some of the advanced features of the system. This session will highlight common issues and how they can be resolved – and it will also offer delegates the opportunity to highlight areas where problems still exist, such as the text/email validation.

Host: Pamela Lockhart & Lindsay Hewitt, Skills Development Scotlands

IPPR Scotland

What should a twenty-first century skills system for Scotland look like? - An IPPR Scotland 'ideas lab'

IPPR Scotland is Scotland's progressive think tank. We have been undertaking significant research into the opportunities and challenges facing Scotland over the coming years. The next few decades will be marked by huge changes brought by automation, technological change and an ageing population and the skills system will need to be ready to anticipate and respond. As we finish our research we are in the midst of developing our recommendations for what needs to change and what needs to stay the same within the skills system in Scotland. This workshop will outline the research so far, our developing recommendations and offer an opportunity for you to input into and shape the proposals we make in our final report.

Hosts: Russell Gunson, IPPR Scotland

City & Guilds

City & Guilds and ScotRail: Success in Partnership

City & Guilds Group, together with ScotRail, will showcase Partnership in Practice. You will hear how we have worked together to develop a range of learning opportunities with learners at the heart.

Host: Adam Warsop, Denise Smith and Margaret Mellon



SPEED NETWORKING

How it works

It's easy! These sessions are designed to offer delegates the opportunity to meet with a variety of stakeholders and service providers to exchange information, make new contacts, and engage services etc.

There are 14 tables to choose from – you have 15 minutes at the four tables of your choice – when Stephen rings his magic bell, move on to the next table. You can visit any table in any order.

Time to get networking!

1 Scottish Qualifications Authority

Expand your portfolio with SQA

Find out more about how SQA has supported organisations to grow and expand their portfolio. This session will highlight new qualifications in SQA's portfolio which could enhance your commercial opportunities within your organisation.

Host: Julie Lynn, SQA

2 Scottish Qualifications Authority

SQA's Pathway Apprenticeship Scheme

As an employer, SQA is committed to helping young people realise their potential and achieve their ambitions. Since 2012, SQA's Pathway Apprenticeship scheme has given young people an opportunity to work towards a Modern Apprenticeship in our Glasgow and Dalkeith offices. Learn more about SQA's Pathways Apprenticeship programme, and the positive difference our apprentices are making.

Hosts: Sarah Anne Rooney, SQA

3 Scottish Qualifications Authority

SQA's new Mental Health and Wellbeing Awards

SQA's new Mental Health and Wellbeing Awards, at SCQF levels 4 and 5, aim to reduce the stigma surrounding mental health, promote knowledge and create resilience. Due to unprecedented interest in these Awards, this session will help familiarise delegates with the qualification content, purpose and assessments.

Host: Kelly Milford, SQA

4 Scottish Qualifications Authority

SQA SOLAR – Online Assessment

This session looks at SOLAR, SQA's online assessment tool that provides summative and formative e-assessments. It's based on banks of quality-assured question items. These e-assessments cover qualifications at all levels from SCQF level 2 to level 8. Session will focus on how to use SOLAR, current provision covered on the tool, and future plans.

Host: Graham Campbell, Regional Manager, SQA

5 IPPR Scotland

The future skills system in Scotland - quickfire ideas and input

IPPR Scotland is Scotland's progressive think tank. As we finish a significant research project into the future skills system Scotland will need, come and hear our headline findings and recommendations and get a (quick) chance to tell us your thoughts.

Host: Russell Gunson, IPPR

6 ENABLE Scotland

Enhanced Modern Apprenticeships – Open Doors Consortium

ENABLE Scotland will discuss the benefits to Training Providers in engaging with the Open Doors Consortium Enhanced MA programme. The Enhanced MA programme provides Training Providers with free, ongoing support for 52 weeks to ensure that modern apprentices with complex needs, are able to start and sustain their apprenticeships. This support includes: Support to recruit from ODC's diverse talent pool, Support to make reasonable adjustments at recruitment process, Free bespoke awareness training, Ongoing support from a qualified Supported Employment Coordinator, Support to make reasonable adjustments to training material and the training process and Support to access funding such as Access to Work.

Host: Lucy Pearson and Lianne Williams, ENABLE Scotland

7 Skills Development Scotland

FIPS: Your questions answered

FIPS is working well for some training providers – and less well for others. This is your opportunity to hear about the support that is available for common problems – and to provide feedback on the areas that you would like to see improved. Hear more about the FIPS Focus Group, webinars and future training sessions. And if you are having problems with email and text validations, this is the speed networking session to attend!

Host: Pamela Lockhart and Lindsay Hewitt

8 Skills Development Scotland

Centre for Work-based Learning: what is it and why does it matter?

Find out more about the Centre which was founded by Skills Development Scotland and works in partnership to influence policy, practice and perception of work-based learning. The Centre aligns is work with the Scottish Apprenticeship Advisory Board (SAAB) and leads on policy and research advice to the SAAB. What will the future hold for work-based learning? – come to this session and find out!

Hosts: Rob Bruce, Skills Development Scotland

9 Skills Development Scotland

Employability and the Certificate of Work Readiness

How can SDS support training providers in delivering the Certificate of Work Readiness award? Hear more about the benefits of the award and ongoing developments to enhance CWR delivery. The session will also provide an opportunity for delegates to ask general questions about the Employability Fund and its delivery in Scotland.

Host: Emma Scott, Skills Development Scotland

10 Skills Development Scotland

SIPs and RSAs: How to use them effectively

Find out how SIPs and RSAs can help training providers better understand the skills needs in their sector and in their geographical location. SIPs and RSAs are essential reading for training providers who bid for MA and EF contracts – and this session will highlight the key areas of importance – and explain how the reports are compiled.

Host: Alison Carrington, Skills Development Scotland

7 Skills Development Scotland

SDS Compliance: How it works!

Concerned about a forthcoming Compliance visit? This session will un-mask the mysteries of the SDS Compliance process and provide delegates with the opportunity to gain a better understanding of how compliance visits are conducted – and how RAG ratings are determined. Get your questions ready!

Hosts: Irene Coll, Skills Development Scotland

12 Skills Development Scotland

Effective Employer Engagement

Find out more about the SDS approach to engaging more than 200 companies as part of a campaign to support employers to make the most of apprenticeships. The SDS Employer Engagement Team is offering help to companies to make sure they are work-based learning ready.

Host: TBC

13 Skills Development Scotland

Improving equality through contracting

SDS is committed to equality and diversity in its National Training Programmes, including Modern Apprenticeships. This session will highlight current activity aimed at improving equality – and provide example of how SDS can work with training providers and other partners to ensure a greater impact in this area.

Host: Stacy McDonald, Skills Development Scotland

14 Skills Development Scotland

Working together to promote Apprenticeships

How can SDS, training providers, employers and partners work together to promote apprenticeships to young people and industry? Hear about the latest SDS initiatives – including the forthcoming Apprenticeship Convention in November. Share your experience – and get some quick tips and tricks at this session.

Host: Emma Diamond, Skills Development Scotland

STF CONFERENCE 2008

What were you doing this week ten years ago in 2008? If you were a member of STF the chances are that you were at the STF 2008 Annual Conference – held in Crieff Hydro!

Lesley Riddoch was the host – who remembers cowering in their chair when she walked towards your table – and the political input came from Fiona Hyslop MSP. Other speakers included Dr Andrew Scott from Scottish Government, David Hunter from Lifelong Learning UK, Marie Burns from Skills Development Scotland, Derek Grieve from Scottish Government and Joe Wilson from SQA.

And STF was delighted to welcome SQA Chief Executive, Janet Brown, as a headline speaker. Ten years later in 2018 – and Janet is back!

If you look closely at the pictures below you might see some familiar faces.... Colin Dalrymple, Lorna Trainer, Tricia Hunter, Gerry Belton, Frances Scott, Bryan Woodrow, Anne Mearns, Andrew Douglas, Fiona Stewart, Stuart Leitch, Duncan MacLeod – and current STF Chief Executive, Stuart McKenna.





BOARD OF DIRECTORS



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STUART MCKENNA
Chief Executive, STF

STF AWARDS 2018

The finalists in each of the categories of the STF Awards 2018 are given below:

Employability Achiever of the Year,
Sponsored by

Rathbone
positive life choices for young people

- Toni-Lee Donnelly: Nominated by PeoplePlus
- Darren Phillips: Nominated by PeoplePlus
- Garry Whyte: Nominated by West Highland College UHI

Apprentice of the Year,
Sponsored by

genius people

- Ashton Aitken: Nominated by The Tell Organisation
- Adele Livingston: Nominated by Babcock Training
- Christopher MacKenzie: Nominated by The Tell Organisation

Success in Partnership,
Sponsored by

City & Guilds | ilm
A City & Guilds Group Collaboration

- City of Glasgow College / Caledonian MacBrayne
- Rewards Training / Museums Galleries Scotland
- West Lothian College / Mitsubishi

Provider of Quality Training,
Sponsored by

l&g learning.
Where learning is centred around you

- Babcock Training
- PA Training
- Scottish Bakers

Innovation in Training,
Sponsored by

SQA

- Droman Solutions
- SRUC

Small / Medium Employer of the Year,
Sponsored by

SIBBALD
Providing Training Solutions

- Arcadia Nursery
- TaxAssist

Large Employer of the Year,
Sponsored by

CRIEFF HYDRO
OUR PRIDE YOUR PASSION

- The National Museum of Scotland
- ScotRail

STF Provider of the Year,
Sponsored by

mgt training

- Babcock Training
- YouTrain, A Division of GP Strategies Ltd



OUR SPONSORS

Main Conference / Annual Dinner

SQA

STF Provider of the Year Award

mgt training

Innovation in Training Award

SQA

Success in Partnership

City & Guilds | ilm

A City & Guilds Group Collaboration

Annual Dinner Wine

TRAIN | SURE

Employability Achiever of the Year Award

Rathbone

positive life choices for young people

Large Employer of the Year Award

CRIEFF HYDRO

OUR PRIDE YOUR PASSION

Small / Medium Employer of the Year Award

SIBBALD

Providing Training Solutions

Networking Coffee Breaks

MT

McCrae Training

Delegate Packs and Pens

mgt training

Conference & Awards Audio Visual

scqf

scottish credit and qualifications framework

Exhibitors

ENABLE Scotland

SQA

TRAIN | SURE

City & Guilds | ilm

A City & Guilds Group Collaboration

Skills Development Scotland

Apprentice of the Year Award

genius | people

Provider of Quality Training Award

l&g learning.

Where learning is centred around you

Changing lives through learning

SQA is proud to sponsor the STF Conference 2018. Working together with training providers and STF members to develop skills for Scotland's future.



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