STF

The Scottish Training Federation

The voice of the training industry in Scotland

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#STFManifesto

MANIFESTO 2021

A manifesto for skills training and employability



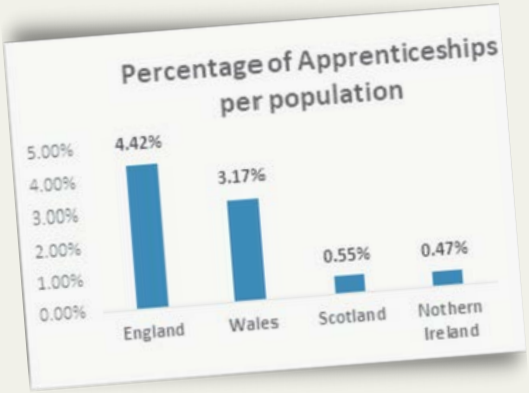
Prioritising Skills and employment for Scotland's Economic Future

- **30,000 fully funded, all age, Modern Apprenticeships by 2024**
- **Fair, open and transparent commissioning of Employability Services**
- **A funding model for skills trainers on a par with other home nations**

We need to invest in skills

Increased investment in skills will rebuild and transform the economy: The Scottish Government predicts that the unemployment rate could reach 7.5% by April 2021 and remain high for several years. [1] Young people, those made redundant, and people who have been unemployed for a long time, will be able to access more support thanks to additional funding [2], but more investment in skills will pay dividends in transforming our economy to one that is built on more sustainable and fair terms [3]. Apprenticeships can offer employers and employees an effective means of up-skilling, re-skilling and increased productivity [4].

Incentivising employers to recruit, upskill and re-skill from a diverse pool of talent will encourage business growth. The Scottish Government can do better by investing more in skills development.



Scotland has significantly fewer Apprentices (per head of population) than England and Wales. Scotland provides a 'contribution' to the cost of Modern Apprenticeships unlike the other three Home Nations who fully fund them.



Effective partnerships:
Trainers and STF Members play a key role in developing effective partnerships with employers and trainees - which promotes the development of a highly skilled workforce.

[1] SDS COVID -19 Labour Market Intelligence, January 2021
[2] Scottish Government Prioritising Jobs and Skills, February 2021 https://www.gov.scot.news/prioritising-jobs-and-skills
[3] Scottish Government Rebuilding the Economy, February 2021 https://www.gov.scot/news/rebuilding-the-economy
[4] OECD (2020) Strengthening Skills in Scotland https://www.oecd.org/skills/centre-for-skills/Strengthening_Skills_in_Scotland.pdf

STF members delivered more than 23,000 Modern Apprenticeships in 2019-20

Approximately 75% of Modern Apprenticeship places in Scotland were delivered by STF members in 2019-20.

And STF members also delivered significant numbers of Foundation Apprenticeships and Graduate Apprenticeships.

Taking Action

Apprenticeships

- Reset target to at least 30,000 fully funded, all-age, Modern Apprenticeships by 2024
- Establish a fund for Trainers to access to support Trainees who are at most disadvantage in the labour market

STF BELIEVES THE FOLLOWING ACTIONS ARE KEY TO PRIORITISING SKILLS AND EMPLOYMENT FOR SCOTLAND'S ECONOMIC FUTURE



Employability Services

- Fair commissioning; open, transparent and evidence-based linked to performance
- Stable No One Left Behind transition arrangements which provide continuity for current EF providers; ensure good practice is retained; and disruption to service users is minimised.

Trainees

- Participants in employability and skills training programmes to have parity of esteem with further and higher education students



Trainers

- Fair funding model for skills trainers on a par with other home nations



Investment

- Consolidate all employment support and skills training funding in the Scottish Budget and increase this to £400M from 1 April 2022
- Invest in the development of more agile labour market intelligence

STF members delivered more than 6,000 Employability Fund places in 2019-20

Approximately 70% of Employability Fund places in Scotland were delivered by STF members in 2019-20.

And STF members also delivered significant numbers of Fair Start Scotland places - and Individual Training Account places.

STF is the voice of the training industry in Scotland

The Scottish Training Federation (STF) represents Trainers in over 140 training organisations operating in the field of work-based training across Scotland.

STF members comprise a broad mix of independent training providers, group training associations, colleges and local authority training departments – and cover a wide range of occupational areas, from traditional craft apprenticeships through to service sector occupations.

The majority of STF members are involved in the delivery of government funded training including Modern Apprenticeships and Employability Fund programmes in Scotland.



STF is widely regarded as the 'voice of training providers in Scotland' operating in the work based training industry and is regularly consulted by all of the key stakeholders on policy development and implementation.

The STF Chief Executive and Board Members have regular meetings with senior staff at Skills Development Scotland and Scottish Government to lobby on behalf of members.

What our members say

Apprenticeship funding in Scotland is very poor compared to the rest of the home nations. Our young people are being short changed - and employers are missing out on vital support. More Scottish Government investment in Apprenticeships is required urgently.

Peter Leitch, REMIT

We need to stop age discrimination with Modern Apprenticeship funding. Whether you are 16 or 60, funding should be available to support the development of skills.

Jennifer McEwan, Genius People Ltd

STF members are passionate about Employability, provide creative and innovative services to the participant and employers. We don't want to lose this as we progress towards No One Left Behind revised services.

Lorna Trainer, L&G Learning Ltd

Trainers are vital to re-skilling the economy. They are often overlooked by government - but in reality they are the engine of economic growth.

Ian McCulloch, ITC Training Academy

Contact us for more information

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