

STRATEGIC PARTNERS



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Hebridean & Clyde Ferries



THE UNIVERSITY
of EDINBURGH



**Data-Driven
Innovation**

ASSOCIATE PARTNER



scottish credit and
qualifications framework



SCDI Skills and Employability Summit

**Preparing for future
economy needs, today**

31 October 2018

09:30 — 15:30

Prince's Trust Wolfson Centre

#scottishfutureskills

Introduction

Economic growth determines a nation's long-term economic wellbeing and crucially depends on skills. A country's development depends on its economic growth, and countries that foster high levels of skills in their population will thrive in the long term. The gains in GDP related to skill improvements lead to substantial gains in GDP per capita, which can be used to finance other objectives, such as those found in the UN's Sustainable Development Goals.

The world sits on the precipice of the fourth industrial revolution, as a coming wave of disruptive technology in fields like artificial intelligence, machine learning, the mobile internet and 3-D printing remake entire industries and open up untold possibilities in the workplace and marketplace. What is clear, from all studies, is that many current jobs will either be replaced or changed fundamentally by automation. Automation is most likely to affect jobs which involve administrative, clerical and production roles.

These developments will transform the way we live, and the way we work. Some jobs will disappear, others will grow and jobs that don't even exist today will become commonplace. What is certain is that the future workforce will need to align its skillset to keep pace.

While digital competencies will be the foundation upon which the job skills of the future are based, technological know-how will not be enough to compete effectively and "human or soft meta skills," will help workers embrace the rapid onset of change, allowing them to think creatively and collaboratively and more effectively future-proofing themselves from disruption.

It is also critically important that our workforce is reflective and inclusive of the society that we live in. It is crucial that young people, women and those with a disability are also offered the same skill-based opportunities to support their sustainable employment across the economy.

The pace of change will be fast, and change won't wait for us: business leaders, educators and governments all need to be proactive in up-skilling and retraining people, so everyone can benefit from the Fourth Industrial Revolution.

SCDI and its partners are kicking off a new project with today's Summit. The group will take the discussion from today's sessions and in early 2019 will start work on four objectives:

- To identify the future skills needs of industries across Scotland and how we deliver those skills need through the education and skills system.
- To identify how we gather greater flexibility across skills delivery models.
- To develop a roadmap for Government and stakeholders to implement that ensures that Scotland becomes the world's most highly skilled nation for the economy of the future through investing in skills and education provision, service providers transformation and lifelong learning.
- To outline the opportunities for better quality of skills provision to support those affected by job loss or transitioning into new roles due to technological change to ensure better employment outcomes.

I look forward to hearing from you today and please speak to myself or an SCDI colleague if you would like to find out more about membership of the group.

Kind regards,



Matt Lancashire
Director of Policy and Public Affairs, SCDI

Programme

09:30 — 10:00 **Arrival and Networking**

10:00 — 10:05 **Welcome**

Matt Lancashire, Director of Policy and Public Affairs, SCDI

10:05 — 10:15 **Keynote Address**

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

10:15 — 11:30 **Jobs and Skills of the Future**

We are living through a fundamental transformation in the way we work. Automation and ‘thinking machines’ are replacing human tasks and jobs and changing the skills that organisations are looking for in their people. These momentous changes raise huge organisational and civic society challenges – at a time when business and civic leaders are already wrestling with unprecedented risks, disruption and political and societal upheaval.

The pace of change is accelerating. Competition for the right talent is fierce. ‘Talent’ no longer means the same as ten years ago; many of the roles, skills and job titles of tomorrow are unknown to us today. How can organisations prepare for a future that few of us can define? How will your talent need to change? How can you attract, keep and motivate the people you need?

Speakers

Mark Dames

Head of Policy, BT Regions
Head of Public Affairs, BT Scotland

Jarmo Eskelinen

Director
Data Driven Innovation, Edinburgh and South East
Scotland City Region Deal, The University of
Edinburgh

Professor Patricia Findlay

Professor of Work and Employment Relations
The University of Strathclyde

Polly Purvis OBE

Chief Executive
ScotlandIS

11:30 — 11:50 **Tea and Coffee Break**

11:50 — 13:00 **Delivering the Skills of the Future**

Delivering the future skills needs of industries and civic society is a challenge with many future needs of the economy and industry unknown. How does Scotland deliver the skills needs of the future through the current education and skills system?

Speakers

David Coyne

Director
Centre for Work-Based Learning

Dr Christine Currie

Director
OPITO

Alastair Sim

Chief Executive
Universities Scotland

13:00 — 14:00 **Lunch**

14:00 — 15:15

Supporting Fair Work in the Fourth Industrial Revolution

Digital competencies will be the foundation upon which the job skills of the future are based, technological know-how will not be enough to compete effectively and “human or soft meta skills,” will help workers embrace the rapid onset of change. How do we integrate education, skills and enterprise to create inclusive economic growth that benefits everyone?

Speakers

Sean Duffy
Chief Executive
The Wise Group

Marie Hendry
Depute Director
The Open University in Scotland

Alex Hunter
Head of Learning and Development
Caledonian MacBrayne

Aileen Ponton
Chief Executive
Scottish Credit and Qualifications Framework

15:15 — 15:25

Closing Address

The Prince's Trust Scotland

15:25 — 15:30

Vote of Thanks

Ronnie Quinn, Interim CEO, SCDI

Speaker Biographies



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

Jamie Hepburn was appointed Minister for Business, Fair Work and Skills in June 2018. Jamie 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, was MSP for Central Scotland between 2007 and 2011 and has been MSP for Cumbernauld and Kilsyth since 2011. He was appointed Minister for Sport, Health Improvement and Mental Health in November 2014. Jamie Hepburn was appointed Minister for Employability and Training in May 2016.



Mark Dames
Head of Policy and Public Affairs, BT Scotland

Mark Dames is Head of Policy and Public Affairs for BT Scotland, and a member of the BT Scotland Board. Mark started his career with BT at the company's research and development laboratories at Martlesham Heath, Ipswich. Working in the Optical Physics division, he was part of a world-class team carrying our research into novel optical switching technologies and architectures for application in future-generation telecommunications networks. He also spent a period of his career with Accenture, working on the development of the world's first interactive digital television and advanced data services platform.



Jarmo Eskelinen
Director, Data Driven Innovation, Edinburgh and South East Scotland City Region Deal, The University of Edinburgh

Jarmo Eskelinen was appointed as Director of Data Driven Innovation for the Edinburgh and South East Scotland City Region Deal in September 2018. He had previously been Chief Innovation and Technology Officer at Future Cities Catapult, accelerating their ideas to market and bringing partners together. Previously, Jarmo was the CEO of Forum Virium Helsinki, the innovation lab of the City of Helsinki, Finland, from 2006 to 2016. Prior to that, he's been the executive director of the Media Centre Lume of the Aalto University and program director of the Helsinki 2000 European Capital of Culture.



Professor Patricia Findlay
Professor of Work and Employment Relations, University of Strathclyde

Professor Patricia Findlay is Co-Chair of Scotland's Fair Work Convention. She is Professor of Work and Employment Relations and Director of the Scottish Centre for Employment Research at the University of Strathclyde Business School. An expert in the study of work and the management of the employment relationship, she leads Innovating Works ... improving work and workplaces and linked research and knowledge exchange activities on Fair, Innovative and Transformative work (FITwork). Professor Findlay is a member of the Scotland Can Do Business Innovation Forum, the Economic and Social Research Council's Peer Review College and a longstanding member of Employment Tribunals Scotland, having previously been a member of the Scottish Government's Working Together Review Group.



Polly Purvis OBE
Chief Executive, ScotlandIS

Polly is CEO of ScotlandIS, the trade body for the digital technology industries. She represents ScotlandIS on the ScotlandCanDo Business Innovation Forum, the ICT & Digital Technologies Skills Group, and the Industrial Advisory Board of the University of Dundee's School of Computing. She chairs the board of CodeClan, is a director of dotScot Registry, a Trustee of the Digital Xtra Fund and a member of the Converged Challenge's Strategic Advisory Board.



David Coyne
Director, Centre for Work-Based Learning

David Coyne is Director of the Centre for Work-Based Learning in Scotland. He also performs a role in Skills Development Scotland providing advice on Employability, Fair Work and Labour Market Strategy. He has held a number of leadership roles prior to joining The Centre for Work-based Learning, including Head of City Deal and Head of Economic Development for Glasgow City Council.



Dr Christine Currie
Director, OPITO

Christine Currie first joined OPITO in July 2014 following the completion of her Ph.D. thesis, studying the role of public policy in cross-sectoral collaboration. She began her career with OPITO as project lead to manage "National Oil and Gas Skills Week" which delivered 45 events over the course of a week to an audience of 3,500 people across the UK. During 2015 she assumed the role of Planning and Performance Manager for the company, accountable for the business planning and reporting of OPITO to its Board of Directors and Executive Team. Since the beginning of 2016 Christine focused on a policy and research remit in her subsequent role as Policy Manager, representing OPITO in the context of oil and gas workforce development and skills and education issues. In July 2017, Christine joined the OPITO Directorate as the Director responsible for the business areas of policy, skills, and external affairs. She recently led on the delivery of the UKCS Workforce Dynamics Review launched in May 2018.



Alastair Sim
Chief Executive, Universities Scotland

Alastair Sim took up office as the Director of Universities Scotland in July 2009. Previously, Alastair was a Civil Servant with the Scottish Office and later the Scottish Government between 1989 – 2009. He served in a number of departments, including a time as Private Secretary to Minister for Agriculture and the Environment. Alastair developed policy and legislation on constitutional reform and protection of the natural heritage and was seconded to the European Commission. During his career in the Senior Civil Service he was Head of Division, Environment and Rural Affairs; and was seconded to the post of Director of Planning, University of Glasgow; and latterly held the post of Director of Policy and Strategy, Scottish Court Service.



Sean Duffy
Chief Executive, The Wise Group

Sean joined The Wise Group in January 2018 as Chief Executive. He was recently commercial director of Newsquest Scotland and has an impressive senior leadership track record with a number of high-profile organisations such as FirstGroup, National Express and STV Group. He is highly qualified and experienced in strategic leadership, business growth, stakeholder engagement and service delivery. Sean is a member of Strathclyde Business School Advisory Board, and a non-executive director of South Lanarkshire College. He holds an MBA with Distinction from Strathclyde Business School.



Marie Hendry
Depute Director, The Open University in Scotland

Marie Hendry joined the Open University in Scotland (OUiS) in July 2017 as Depute Director (External Engagement and Partnerships) overseeing the development of the OUiS' work with external stakeholders and partners across the length and breadth of Scotland. This includes our work with employers to design innovative workforce solutions, with colleges and schools enabling more students to study at HE level and with the public and third sector building partnerships that support a wide range of communities accessing higher education. With a legal background, and experience in the Financial Services sector, Marie has held senior positions in the private, third and Higher Education sectors, including positions as the Commercial Director of the Scottish Federation of Housing Associations (SFHA) and Chief Operating Officer of Glasgow based financial inclusion charity Grand Central Savings.



Alex Hunter
Head of Learning and Development, Caledonian MacBrayne

Alex Hunter joined CalMac Ferries in 2017 as Head of Learning and Development, with over 25 years' experience in the learning and development profession. Alex has a real passion for understanding how people learn, flourish and thrive in the changing world of work. She has experience of people development at all levels, and has a particular interest in growing the early careers workforce and improving overall employee engagement.



Aileen Ponton
CEO, SCQF Partnership

Aileen joined the SCQF Partnership as its first Chief Executive in July 2007. Aileen also chairs the UK Co-ordinating Group for European VET Initiatives. Aileen's previous experience has had both an employer and education focus. Prior to joining the SCQF Partnership Aileen was Head of Policy Development, Scotland, with the Sector Skills Development Agency for 3 years. Before joining SSDA in 2004 Aileen had worked with the Scottish Qualifications Authority and its predecessor SCOTVEC for 15 years in a range of roles for both the awarding and accreditation functions of SQA. Aileen has also served for six years as a member of the Hong Kong Council for the Accreditation of Academic and Vocational Qualifications and acted as an international expert for a number of countries developing Qualifications Frameworks including Bahrain. She is also set to take up a Ministerial appointment as a member of an International Expert panel for the Macau Government.

A Special Thanks to Our Partners

Skills Development Scotland (SDS)

Skills Development Scotland (SDS) is the national skills body. We contribute to economic growth by supporting people and businesses across Scotland to develop and apply their skills. SDS works with partners at national, regional and local level to create a Scotland where: employers can recruit the right people with the right skills at the right time; employers have high performing, highly productive, fair and equal workplaces; people have the right skills and confidence to secure good work and progress in their careers; there is greater equality of opportunity for all.

www.sds.co.uk

OPITO

OPITO, the skills organisation for the energy industry, helps to develop a safe and skilled workforce across the sector. Working together with industry stakeholders we drive global standards and qualifications, create workforce development solutions and lead dialogue with industries and governments.

www.opito.com

Caledonian MacBrayne

CalMac Ferries Ltd (CFL) is a wholly-owned subsidiary of David MacBrayne Ltd, which is wholly owned by Scottish Ministers. Previously operating as Caledonian MacBrayne Ltd, CalMac was created in October 2006 to bid for the Scottish Government contract to operate Clyde & Hebrides Ferry Services, which it subsequently won. There are currently 33 ferries serving 52 ports on 49 routes providing 145,000 sailings per year. In the 12 months to December 2016, the company carried more than 5 million passengers, 1.3 million cars and 79,000 commercial vehicles.

www.calmac.co.uk

The University of Edinburgh

The Data-Driven Innovation initiative is part of the Edinburgh and South East Scotland City Region Deal, and aims to help organisations and all our citizens benefit from the data revolution. Working together to deliver the 10-year programme are the University of Edinburgh and Heriot-Watt University, whose experts will collaborate with industrial partners on data-based projects in the public, private and third sectors. The Programme will increase the contribution of university research and in-demand graduate skills to the region's economy, launching more spinout companies, attracting start-ups and established businesses, and driving public and private sector investment.

www.ddi.ac.uk

The Prince's Trust Scotland

Too many young people are not achieving their full potential. With the right support we can help those who face the biggest barriers gain success in education. Our core programmes support every step in a young person's journey from school through training and into work or self-employment. We work across the whole of Scotland, and in partnership with expert delivery partners, to target young people aged 11 to 30 who are most in need of support.

www.princes-trust.org.uk/about-the-trust/where-we-work/scotland

The Scottish Credit and Qualification Framework (SCQF)

The SCQF supports all businesses in Scotland identify people with the right skills to enhance their organisation. It can help organisations to: develop understanding of the qualifications landscape in Scotland; enhance learning and development strategy; hone the recruitment process to ensure organisations get the right person with the skills needed; and understand how to have training recognised on the SCQF.

www.scqf.org.uk



Scottish Council
for Development
and Industry

To find out more about SCDI and our Skills and
Employability work, please contact:

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