Upskilling Scotland

The Future of Skills and the Fourth Industrial Revolution

BIBLIOGRAPHY

SCCI So

cottish Council or Development nd Industry



Audit Scotland (2019) Enabling digital government

https://www.audit-scotland.gov.uk/uploads/docs/report/2019/nr_190620_enabling_digital_government. pdf_

Autonomy (2019) The Shorter Working Week: A Radical and Pragmatic Proposal http://autonomy.work/wp-content/uploads/2019/03/Shorter-working-week-docV6.pdf

Bloom, N., Sadun, R. & Van Reenan, John (2017) Management as Technology?

Campbell, Jim & Thomson, Emily (2016) Gendered Labour Market Trends: Evidence for Scotland https://www.gcu.ac.uk/wise/media/gcalwebv2/theuniversity/centresprojects/wise/ WiSEBREIFINGPAPERv5.pdf

CBI (2019) Education and learning for the modern world: CBI/Pearson Education and Skills Survey report 2019 https://www.cbi.org.uk/media/3841/12546_tess_2019.pdf

Cognizant (2018) 21 Jobs of the Future https://www.cognizant.com/whitepapers/21-jobs-of-the-future-a-guide-to-getting-and-stayingemployed-over-the-next-10-years-codex3049.pdf

Cognizant (2017) 21 More Jobs of the Future https://www.cognizant.com/whitepapers/21-more-jobs-of-the-future-a-guide-to-getting-and-stayingemployed-through-2029-codex3928.pdf

Colleges Scotland (2018) College Sector: Statement of Ambition 2018 – 2023 https://collegesscotland.ac.uk/our-work/1272-college-sector-statement-of-ambition-web-final/file.html

David Hume Institute (2019) Wealth of the Nation: Who Will Do the Jobs? https://www.davidhumeinstitute.com/latest-publications/2019/9/26/who-will-do-the-jobs Deming, David J. (2017) 'The Growing Importance of Social Skills in the Labor Market', The Quarterly Journal of Economics, Vol 131: Iss 4, 1593 – 1640 https://scholar.harvard.edu/files/ddeming/files/deming_socialskills_may2017_final.pdf

Diamond Review (2016) The Review of Higher Education Funding and Student Finance Arrangements in Wales: Final Report https://gov.wales/sites/default/files/publications/2018-02/higher-education-funding-final-report-en.pdf

Dube, Arindrajit (2019) Impacts of minimum wages: review of the international evidence

Employer Skills Survey (2017) Employer Skills Survey 2017, UK Government https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/ file/746493/ESS_2017_UK_Report_Controlled_v06.00.pdf

European Parliament (2019) 'Lifelong Learning in the EU' http://www.europarl.europa.eu/thinktank/infographics/lifelonglearning/index.html

Foreman-Peck, James & Wang, Yi (2013) The Costs of the UK of Language Deficiencies as a Barrier to UK Engagement in Exporting: A Report to UK Trade & Investment, Cardiff Business School https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/309899/Costs_to_UK_of_language_deficiencies_as_barrier_to_UK_engagement_in_exporting.pdf

Fraser of Allander Institute (2019) Scotland in 2050: Realising Our Global Potential – Final Report https://www.sbs.strath.ac.uk/economics/fraser/20190319/scotland-in-2050.pdf

Frey, Carl Benedikt (2019) The Technology Trap: Capital, Labour and Power in the Age of Automation

Frost & Sullivan (2019) Future Technology Trends in Scotland https://www.gov.scot/publications/implications-future-technological-trends-scotlands-infrastructure

Gifford, J. & Finney, L. (2011) The Expert as Leader, Roffey Park Research Publication

Google (2015) 'Project Aristotle' https://rework.withgoogle.com/print/guides/5721312655835136/

Haldane, Andrew G. (2017) 'Productivity Puzzles – Speech by the Chief Economist', Bank of England https://www.bankofengland.co.uk/-/media/boe/files/speech/2017/productivity-puzzles.pdf?la=en&hash=708C7CFD5E8417000655BA4AA0E0E873D98A18DE

Improvement Service (2018) Local Government Benchmarking Framework: National Benchmarking Overview Report 2017-18 http://www.improvementservice.org.uk/documents/benchmarking/overviewreport1718.pdf

Independent Commission on the College of the Future (2019) The College of the Future: Progress Report https://www.collegecommission.co.uk/progress-report

Institute for Employment Studies (2016) The Relationship between UK Management and Leadership and Productivity: Strategic Labour Market Intelligence Report https://www.employment-studies.co.uk/system/files/resources/files/ukces0816c_0.pdf

International Labour Organisation (2017) Youth and the future of work. Learning about young people's outlook on the world of work

IPPR (2019) Measuring the Benefits of Integration: The Value of Tackling Skills Underutilisation https://www.ippr.org/files/2019-06/measuring-the-benefits-of-integration-june19.pdf

IPPR Scotland (2017) Scotland Skills 2030: The Future of Work and the Skills System in Scotland https://www.ippr.org/files/publications/pdf/Scotland-skills-2030_May-2017.pdf

IPPR Scotland (2018) The Future is Coming: Ready or Not? Delivering a Successful Skills System for Northern Ireland and Scotland

https://www.ippr.org/files/2018-11/the-future-is-coming-november18.pdf Johnes, Geraint (2019), "The gig economy in the UK: a regional perspective", Journal of Global Responsibility, Vol. 10: No. 3, pp. 197-210 Joseph Rowntree Foundation (2019) Poverty in Scotland 2019 https://www.jrf.org.uk/report/poverty-scotland-2019

Laloux, Frederic (2014) Reinventing Organisations: A Guide to Creating Organisations Inspired by the Next Stage of Human Consciousness

Lee, Kai-Fu (2018) AI Superpowers: China, Silicon Valley, and the New World Order

LinkedIn (2019) The Future of Recruiting: 7 ways your role will change https://business.linkedin.com/talent-solutions/recruiting-tips/the-future-of-recruiting-report?trk=blpo_7-predictions-for-how-recruiting-will-be-different-in-2025_

Lord Skidelsky (2019) How to achieve shorter working hours, Progressive Economy Forum https://progressiveeconomyforum.com/wp-content/uploads/2019/08/PEF_Skidelsky_How_to_achieve_ shorter_working_hours.pdf_

MacAfee, A. & Brynjolfsson, E. (2017) Machine, Platform, Crowd

Mental Health Foundation (2019) How to support mental health at work https://www.mentalhealth.org.uk/publications/how-support-mental-health-work

McGowan, Heather (2019) 'Learning Is The New Pension', Forbes https://www.forbes.com/sites/heathermcgowan/2019/10/29/learning-is-the-newpension/#dd7b4b7661a1_

McKinsey & Company (2018) Delivering through Diversity

https://www.mckinsey.com/~/media/McKinsey/Business%20Functions/Organization/Our%20Insights/ Delivering%20through%20diversity/Delivering-through-diversity_full-report.ashx

McKinsey Global Institute (2017) Jobs Lost, Jobs Gained: Workforce Transitions in a Time of Automation https://www.mckinsey.com/~/media/mckinsey/featured%20insights/Future%20of%20Organizations/ What%20the%20future%20of%20work%20will%20mean%20for%20jobs%20skills%20and%20wages/ MGI-Jobs-Lost-Jobs-Gained-Report-December-6-2017.ashx Migration Advisory Committee (2019) Full review of the Shortage Occupation List https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/ file/806331/28_05_2019_Full_Review_SOL_Final_Report_1159.pdf

National LGBT Survey (2018) National LGBT Survey: Summary Report, Government Equalities Office https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/ file/722314/GEO-LGBT-Survey-Report.pdf

Nesta (2018) Creativity and the future of skills https://media.nesta.org.uk/documents/Creativity_and_the_Future_of_Skills_v6.pdf

Nuttall Review (2012) Sharing Success: The Nuttall Review of Employee Ownership, UK Government <u>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/</u>file/31706/12-933-sharing-success-nuttall-review-employee-ownership.pdf

OECD (2019a) Individual Learning Accounts: Panacea or Pandora's Box?

OECD (2019b) 'Dashboard on priorities for adult learning' http://www.oecd.org/employment/skills-and-work/adult-learning/dashboard.htm

Open University (2019a) The Open University Business Barometer http://www.open.ac.uk/business/Business-Barometer-2019

Open University (2019b) Bridging the Digital Divide http://www.open.ac.uk/business/bridging-the-digital-divide

OPITO (2019) UKCS Workforce Dynamics: The Skills Landscape, 2019 – 2025 https://downloads.opito.com/downloads/Publications/UKCS-Workforce-Dynamics-The-Skills-Landscape-2019-2025.pdf?mtime=20190501185622

Pearson & Nesta (2017) The Future of Skills: Employment in 2030 https://media.nesta.org.uk/documents/the_future_of_skills_employment_in_2030_0.pdf Poverty and Inequality Commission (2019) 'Poverty in Scotland: Key Facts' https://povertyinequality.scot/poverty-scotland/_____

PwC (2019) Upskilling Hopes and Fears https://www.pwc.com/gx/en/issues/upskilling.html

Rahbari-K, Helia (2019) Refugee Integration: Evidence in Scotland – A study of evidence available to support the New Scots Refugee Integration Strategy 2018-2022, Scottish Government https://www.gov.scot/publications/refugee-integration-evidence-scotland-study-evidence-available-support-new-scots-refugee-integration-strategy-2018-2022/

Resolution Foundation (2018) Atypical approaches: Options to support workers with insecure incomes https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/ file/772215/Resolution_Foundation_-_Atypical_approaches_-_Options_to_support_workers_with_ insecure_incomes.pdf

RSA Future of Work Centre (2019) A Field Guide to the Future of Work: Collected Essays https://www.thersa.org/globalassets/pdfs/reports/rsa_field-guide-future-work.pdf

RSA Future of Work Centre (2017) The Age of Automation: Artificial Intelligence, Robotics and the Future of Low-Skilled Work https://www.thersa.org/discover/publications-and-articles/reports/the-age-of-automation

Sawers, Lesley (2015) Womenomics: The role and contribution of women in the Scottish economy https://www.gov.uk/government/publications/the-role-and-contribution-of-women-in-the-scottish-economy

SCDI (2019) Building a World-Leading AI and Data Strategy for an Inclusive Scotland https://www.scdi.org.uk/policy/ai-and-data/_____

SCDI (2018) Automatic...For The People? https://www.scdi.org.uk/policy/automatic-for-the-people/____ Scope (2018) The disability perception gap: Policy report https://www.scope.org.uk/campaigns/disability-perception-gap/

Scottish Government (2019e) Scottish Employer Perspective Survey 2019 https://www.gov.scot/news/scottish-employer-perspectives-survey-2019/

Scottish Government (2019a) Fair Work Action Plan https://economicactionplan.mygov.scot/fair-work/

Scottish Government (2019b) A Trading Nation – a plan for growing Scotland's exports https://www.gov.scot/publications/scotland-a-trading-nation/_____

Scottish Government (2019c) Immigration Policy and Demographic Change in Scotland: Learning from Australia, Canada and Continental Europe

Scottish Government (2019d) Poverty and income inequality in Scotland: 2015-2018 https://www.gov.scot/publications/poverty-income-inequality-scotland-2015-18/

Scottish Government (2019e) Fair and Healthy Work for All: A Review of the Scottish Government's Health and Work Strategy https://www.gov.scot/publications/fair-healthy-work-review-scottish-governments/

Scottish Government (2018a) Economic Action Plan 2018-20 https://economicactionplan.mygov.scot/____

Scottish Government (2018b) Scotland's population needs and migration policy https://www.gov.scot/publications/scotlands-population-needs-migration-policy/pages/1/

Scottish Government (2018c) Non-UK nationals in Scotland's workforce: Statistics from the Annual Population Survey 2018 https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications-Topical/NonUKNat Scottish Government & STUC (2018) Technological Change in the Scottish Labour Market https://www.gov.scot/publications/technological-change-scottish-labour-market/

Skills Development Scotland (2019a) A Human Future: Strategic Plan 2019 – 2022 https://www.skillsdevelopmentscotland.co.uk/media/45753/a-human-future-strategic-plan-2019-2022. pdf_

Skills Development Scotland (2019b) Skills Action Plan for Rural Scotland: 2019 – 2021 https://www.skillsdevelopmentscotland.co.uk/media/45683/skills-action-plan-for-rural-scotlandsummary-report.pdf

Skills Development Scotland (2019c) Scotland's Digital Technologies https://www.skillsdevelopmentscotland.co.uk/media/43306/scotlands-digital-technologies-summaryreport.pdf

Skills Development Scotland (2018) Skills 4.0: A skills model to drive Scotland's future https://www.skillsdevelopmentscotland.co.uk/media/44684/skills-40_a-skills-model.pdf

Skills Development Scotland (2017) Skills Investment Plan: For Scotland's early learning and childcare sector

https://www.skillsdevelopmentscotland.co.uk/media/44206/early-learning-and-children-sip-digital.pdf

Smith, Sean (2019) New Housing & Future Construction Skills: Adapting and Modernising for Growth, Scottish Government

https://www.gov.scot/publications/new-housing-future-construction-skills-adapting-modernising-growth/

SPICe (2019) The gender pay gap: facts and figures – 2018, Scottish Parliament Information Centre https://www.gov.scot/publications/employer-methods-addressing-gender-pay-gap/pages/10/

Stonewall (2018) LGBT in Britain: Work Report https://www.stonewall.org.uk/system/files/lgbt_in_britain_work_report.pdf STUC (2019) Collectivising in Precarious Work: Time, Control, Trust http://www.stuc.org.uk/files/precarityreport.pdf

Sutton Trust & Social Mobility Commission (2019) Elitist Britain 2019: The educational backgrounds of Britain's leading people https://www.suttontrust.com/wp-content/uploads/2019/06/Elitist-Britain-2019.pdf

Tanner, W., Miscampbell, G., & Blagden J. (2019) Human Capital: Why we need a new approach to tackle Britain's long tail of low skills https://www.ukonward.com/wp-content/uploads/2019/07/ONWJ7193-Human-Capital-report-190626-WEB.pdf

Taylor Review (2017) Good Work: The Taylor Review of Modern Working Practices, UK Government <u>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/</u>file/627671/good-work-taylor-review-modern-working-practices-rg.pdf

Trevena, Paulina (2019) Post Study Work Visa Options: An International Comparative Review, Scottish Government

https://www.gov.scot/publications/post-study-work-visa-options-international-comparative-review/

UK Government (2018) The UK's future skills-based immigration system https://www.gov.uk/government/publications/the-uks-future-skills-based-immigration-system_

UK Workplace Stress Survey 2018 (2019) The 2018 UK Workplace Stress Survey, Perkbox https://www.perkbox.com/uk/resources/library/interactive-the-2018-uk-workplace-stress-survey

Universities Scotland (2019) Tomorrow's People: Universities building Scotland's future https://www.universities-scotland.ac.uk/wp-content/uploads/2019/08/Tomorrows-People-2019-v-1.0.pdf

World Bank (2019) World Development Report 2019: The Changing Nature of Work

World Bank (2018) Human Capital Project https://openknowledge.worldbank.org/bitstream/ handle/10986/30498/33252pdf?sequence=5&isAllowed=y

World Economic Forum (2018) The Future of Jobs Report 2018 http://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

World Economic Forum (2016) The Fourth Industrial Revolution: what it means, how to respond https://www.weforum.org/agenda/2016/01/the-fourth-industrial-revolution-what-it-means-and-how-to-respond/

World Economic Forum (2016) The Future of Jobs