

Get Connected: Progressing Equality & Diversity in Modern Apprenticeships



Skills
Development
Scotland



Ian McCulloch

Scottish Training Federation

Skills
Development
Scotland



Dr Lesley Sawers

GenAnalytics

The Business of Diversity



Dr Lesley Sawers
@ProfLesleyS

Why Does Diversity Matter?

- Economic measures and research results highlights that companies and organisations that promote and enable diversity within their workplace or community have better financial returns than competitors
- In an increasingly competitive market where companies face a war for talent and skill retention, companies that embrace diversity are better at attracting and retaining the best people
- They also have a more engaged, empowered and positive workforce and workplace
- Companies that promote and enable diversity are able to showcase a brand or reputation to shareholders, stakeholders, customers and employees

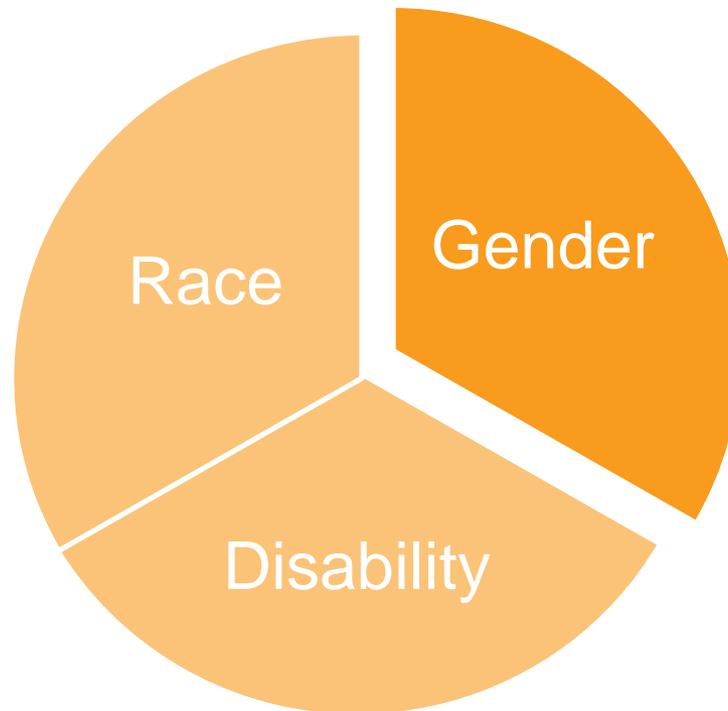


Diversity Delivers Results

- **We need to change the conversation from nice-to-do to must-do for business sustainability and performance.**
- **Companies need to look at diversity as they would any other aspect of their business which affects:**
 - **The ability to attract and retain talent**
 - **The management of risk**
 - **Brand reputation**



The Business of Diversity



Religious beliefs; Sexual orientation; Age; Gender reassignment; Pregnancy & maternity; Marriage & Civil partnership

Evidence Base: Disability

- **50% of disabled people of working age are in work compared to 80% of non-disabled people of working age**
- **2% of the working population become disabled each year**
- **20% of Scotland's population, around 1m, people define themselves as disabled**
- **Disabled people are twice as likely to be unemployed than non-disabled people**
- **Disabled people earned £1.20 per hour less than non-disabled people**

Estimated that it will take over 200 years to close the Disability Employment Gap

Evidence Base: Disability

- Disabled people make up 13% of the public sector workforce vs 11% of the private sector workforce
- 42% of disabled young people are not in education, training or employment compared to 18% of non-disabled peers
- Disabled people are twice as likely to lack qualifications as their non-disabled peers
- Disabled people are x3 more likely to stop working than non-disabled people
- In 2015-16, 3.9% of MA's in Scotland were awarded to people classifying themselves as disabled

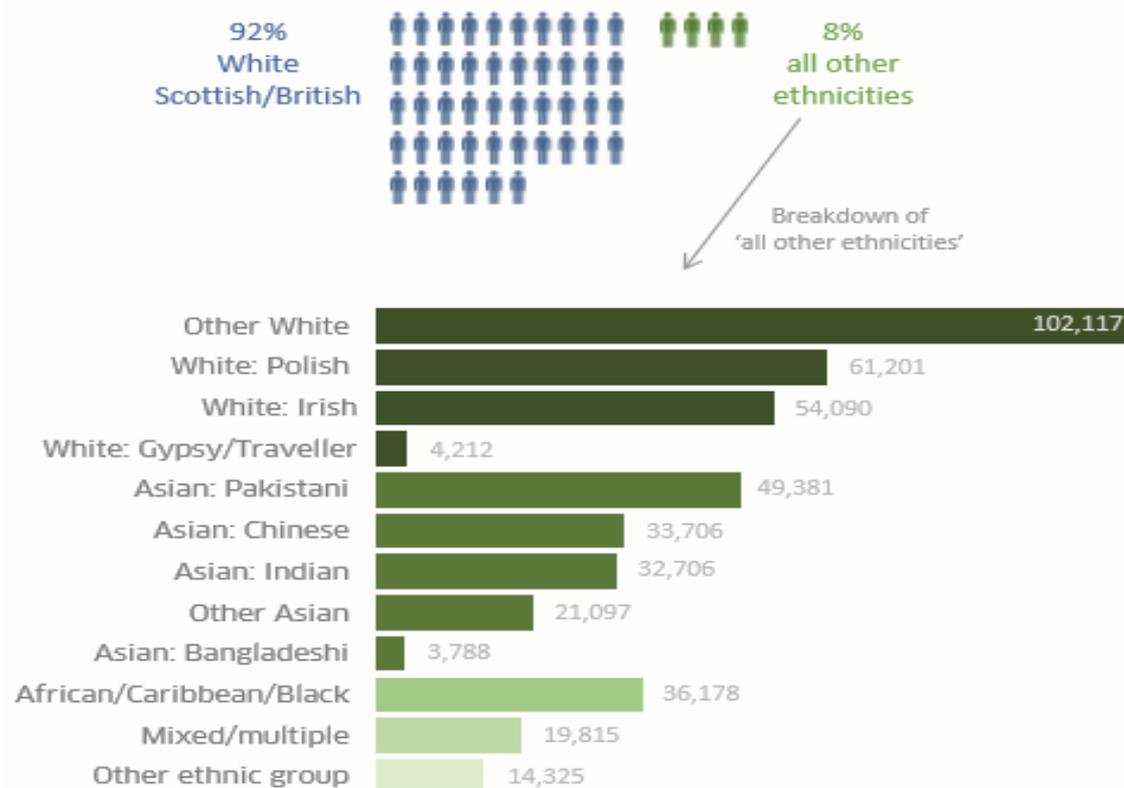
A 5% rise in the employment rate amongst disabled adults would contribute an extra £6bn to the economy by 2030

Evidence Base: Race

- **The employment rate for ethnic minorities is 62.8% compared to 75.6% for white workers**
- **92% of Scotland's population is classified as White**
- **14% of working age population are from a BME background**
- **Only one in 16 of top management posts are held by ethnic minority person**
- **In 2015-16, 1.6% of MA's in Scotland were from ethnic minorities**
- **Benefit to the UK economy from full representation of BME individuals is estimated to be £24 billion per annum, representing 1.3% of GDP**

Evidence Base: Race

Figure 1: Ethnic breakdown of Scotland's population 2011¹



Evidence Base: Gender



In 2015 - 86% of men in Scotland were in full time employment compared to 82% of women

On average in Scotland women earn £182.90 per week less than men

42% of women employed in Scotland are in part time roles compared to men at 13%

Women account for 76% of all part time workers in Scotland

PWC has suggested that closing the gender pay gap in Scotland would increase female earnings by 18% - **equivalent to a £6.5bn economic boost** – this is a significant economic prize worth pursuing

Of Scottish-based companies in the FTSE 100, 17 out of 66 board positions are held by women - 25% of the total. Across the FTSE only 25% of recent appointments have gone to women – the lowest rate of progress since 2011

If women started businesses at the same rate as men in Scotland we would see an addition of over 100,000 new businesses - equivalent to a 5.4% growth in the economy

The Gender Challenge

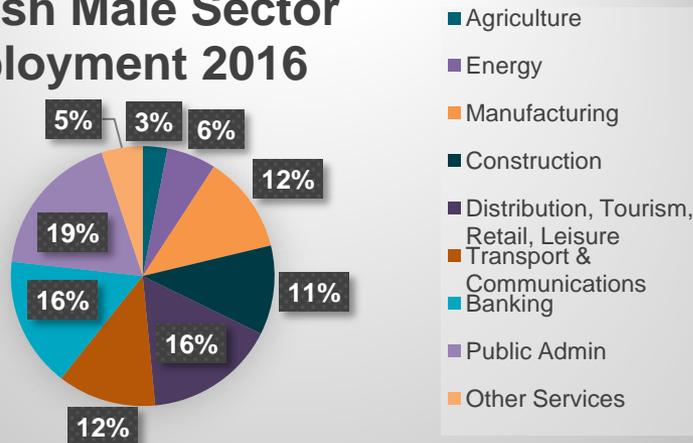
Oil and Gas:	Women make up 4% of the workforce in the UK The sector anticipates 12,000 new entrants by 2019
Engineering:	64% of engineering employers say a shortage of engineers is a threat to their business 5% of engineers in Scotland are female
ICT:	84,000 jobs projected in Scotland by 2020 – currently 73,000 17% of these roles are currently filled by women
Public Sector:	Challenges on funding, changes to delivery services 67% of local government employees are women

Women in Scotland continue to work in sectors characterised by low pay, low skills and part time work

Occupational Segregation

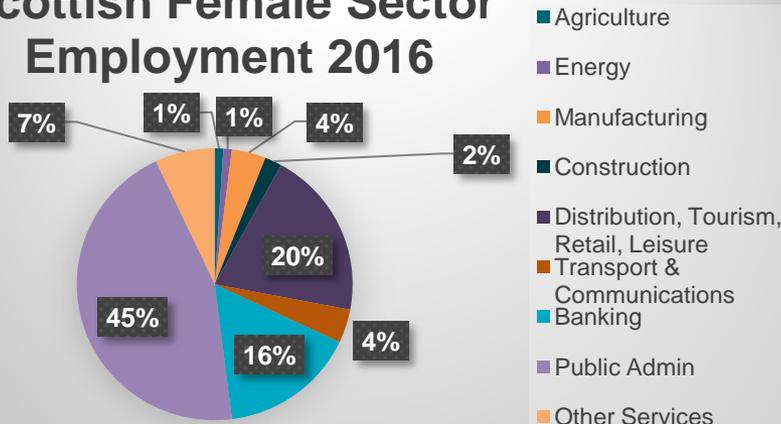


Scottish Male Sector Employment 2016



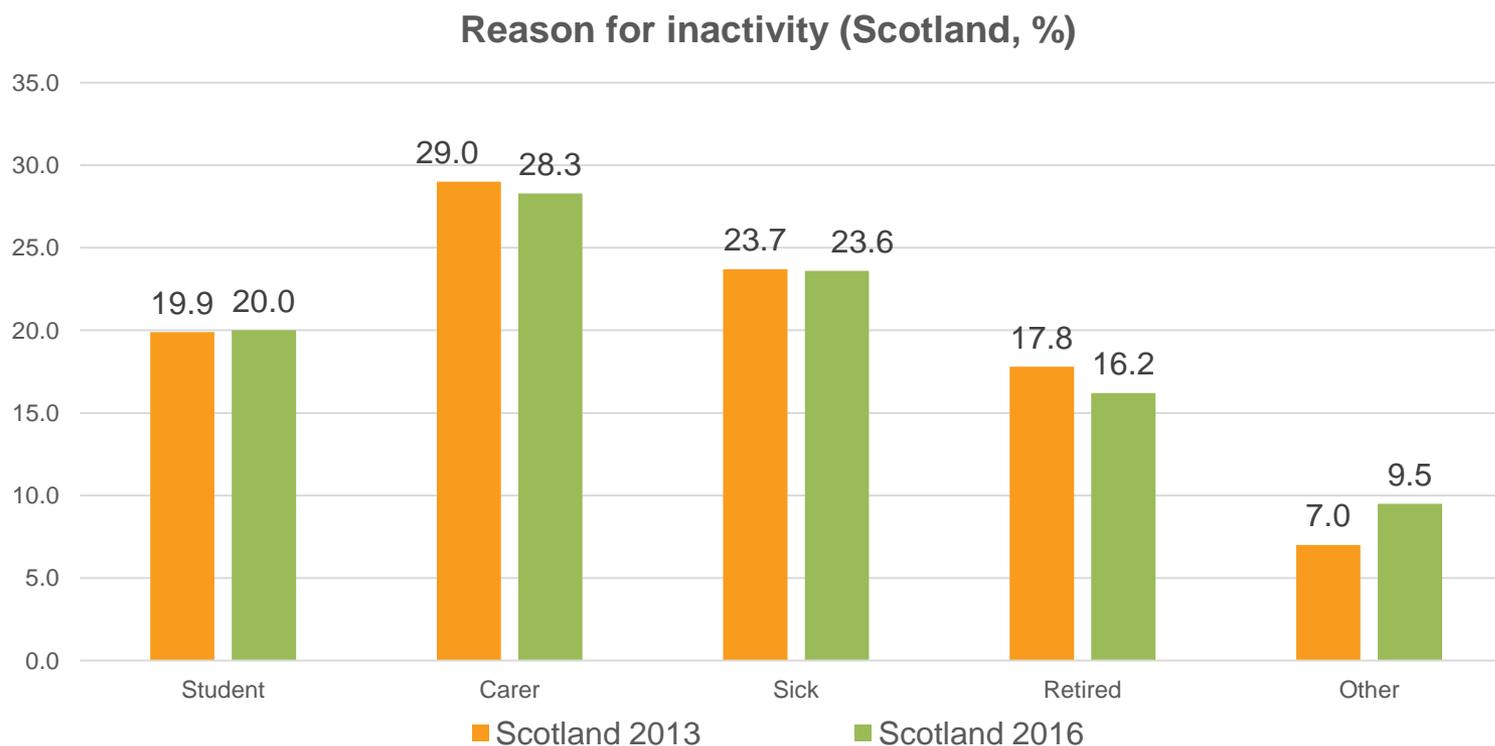
Men are more evenly spread throughout Scotland's main industry sectors

Scottish Female Sector Employment 2016



Women are more at risk for cuts to public sector, innovation within the sector and in low paid industries

Female Inactivity in Scotland



Caring by far the biggest reason cited

Unconscious Bias

LITTLE MISS BOSSY
By Roger Hargreaves



LITTLE MISS TROUBLE
By Roger Hargreaves



LITTLE MISS HELPFUL
By Roger Hargreaves



LITTLE MISS FICKLE
By Roger Hargreaves



LITTLE MISS SCATTERBRAIN
By Roger Hargreaves



MR. NOISY
By Roger Hargreaves



MR. PERFECT
By Roger Hargreaves



MR. STRONG
By Roger Hargreaves



MR. BRAVE
By Roger Hargreaves

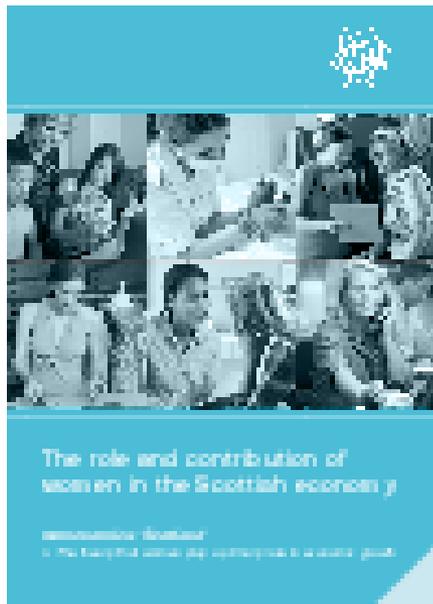


MR. FUNNY
By Roger Hargreaves

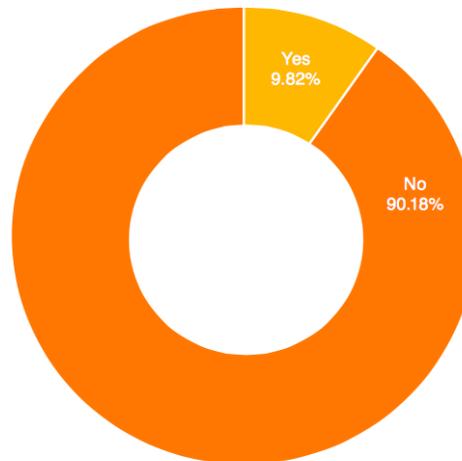


.....educational and cultural conditioning

The Sawers Review



Do you believe that Gender Equality in the workplace has already been achieved in Scotland (%)



When asked to provide examples of ways that those who felt their careers had been impacted, the quotations to the left were cited as reasons by a number of participants.

“ Slower promotions and smaller salary increases as compared to male peers ”

“ Male bias at the top ”

“ Maternity leave (whilst great) can leave you a year behind in experience with male counterparts ”

The Sawers Review

3 main areas of recommendation & action

- Mainstream
- Mentoring
- Measurement

Mentor and Lead for Change

Measure for Impact – “what gets measured gets done”

We need to engage men in the gender debate

- **The majority of businesses in Scotland are male owned (x5)**
- **GenAnalytics conducting “First Male Attitudes Survey to Gender Equality in Scotland”**
 - » do they think equality has been achieved in their sector
 - » do have a female manager, CEO or Chair
 - » do they believe in quotas
 - » are they supportive of increased legislation

The Way Forward...



- **Recognise the pace of change is still far too slow**
- **This is an economic benefit to Scotland – PWC estimates a £6.5bn injection to economy by closing the pay gap**
- **Businesses need support – it's not high on their agenda and we are a small business economy**
- **Sell the business case for Diversity – a challenge with Brexit and continuing economic uncertainty**
- **How is Scotland measuring Diversity Performance?**
- **Where are the Gaps Identified & Can we match growing sectors to those with job potential?**



Thank You

Skills
Development
Scotland



Ian McCulloch

Scottish Training Federation

Workshop 1

10:30am – 11:10am

Workshop A
Concept Northern with L&G Learning
Megalithic 2

Workshop B
Institute of Physics
Megalithic 3

Workshop C
BEMIS
Megalithic 1

Workshop D
Fife Volunteer Action
Finniaston Room



Refreshment Break

@skillsdevscot

@apprentice_scot

@ourskillsforce



Workshop 2

11:20am – 12:00pm

Workshop A

Concept Northern with L&G Learning
Megalithic 2

Workshop B

Institute of Physics
Megalithic 3

Workshop C

BEMIS
Megalithic 1

Workshop D

Fife Volunteer Action
Finniaston Room



Skills
Development
Scotland



Ian McCulloch

Scottish Training Federation

Norma Taylor

Rathbone Training

A large, abstract teal graphic in the bottom right corner of the slide. It consists of several overlapping rectangular shapes with white dotted borders, creating a grid-like pattern.

**Get Connected
Progressing
Equality & Diversity
In
Modern
Apprenticeships**

Rathbone
TRAINING

- Equality & Diversity
- **Pilot Project (BME) 2014 – 2015**
- **Equalities Challenge Fund 2015 – 2016**
- **Wider Participation (BME) 2017**

- Equality & Diversity

(BME) 2014 – 2015

- Target 23 Young People (16 – 19)
- Marketing
- Community Groups
- Employers Engagement, Tayside, Fife
- Outcome: 33 new MA's

- Equality & Diversity

Equalities Challenge Fund 2015 – 2016

- **Gender Segregation (3)**
- **Young Carer's (3)**
- **Young People with a Disability (7)**
- **BME (7)**

- Equality & Diversity

- High's

- Achieving our Targets.
- Working with young people who might not be aware of our provision such as SDS, Rathbone, Modern Apprenticeships.
- Learners progressing towards their SVQ targets and goals.
- Adding new employers to our portfolio.
- Working with an additional 12 young people from the target group who started on our EF Fund Programme in Dundee and Perth.

- Equality & Diversity

- Low's

- Marketing – Having approximately 8 weeks during the duration of the project when employers were too busy to meet with us for example between Mid November – Mid January.
- Employer's seemed really interested but were not making quick decisions.
- We only managed to get two Gender Segregation and we hoped to get three we replaced with a BME person.

BME –Wider Participation)

To engage with employers across Tayside (expanding to other urban areas) to ensure that young people from BME backgrounds are employed and participating in the MA programme. (This will include other Providers outwith Rathbone depending on sector and location, as in the pilot project)

Contributing towards:

Increasing the number of MA starts from minority ethnic communities to equal the population share by 2021.

Karen Murray

Skills Development Scotland

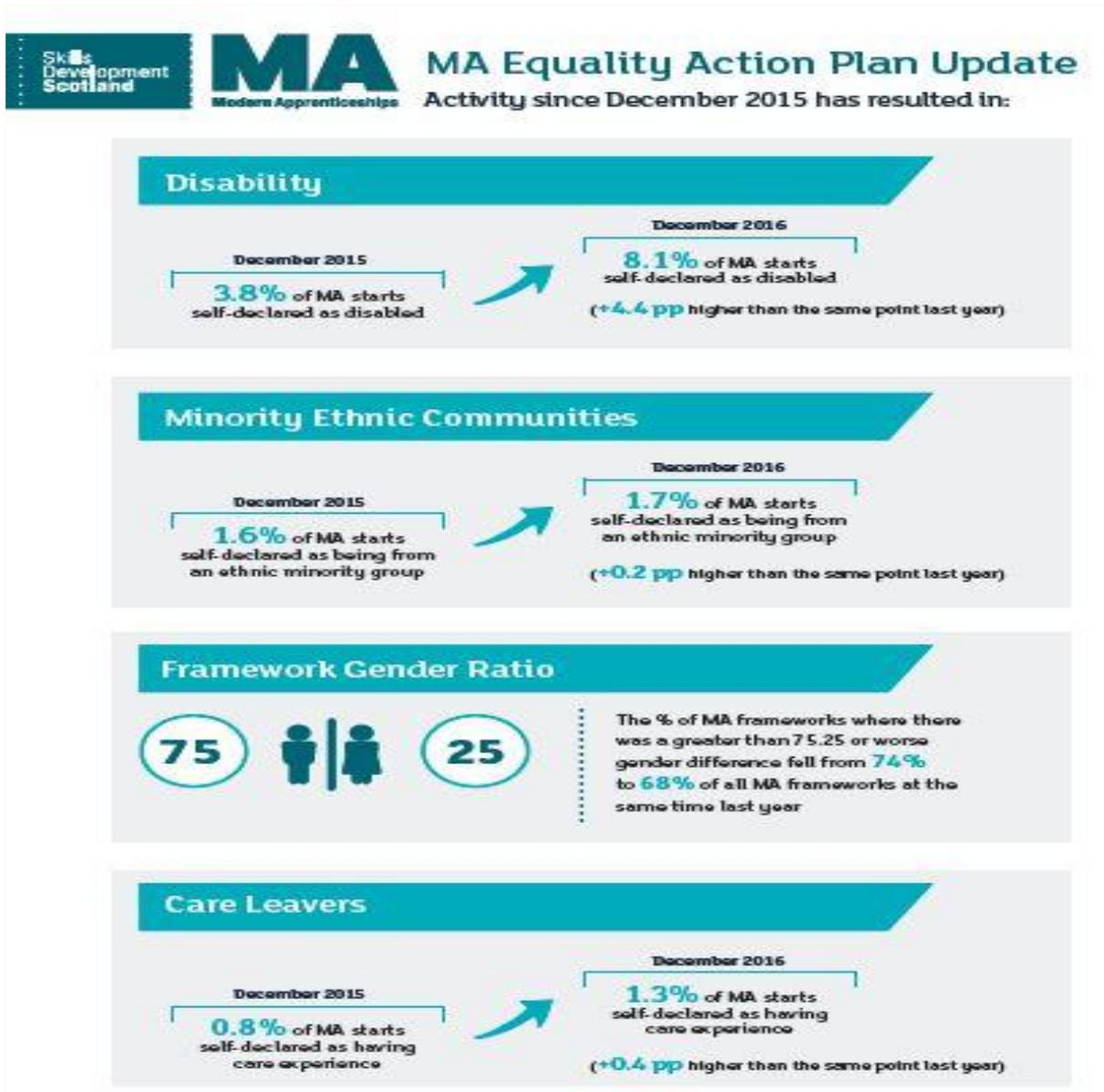
A large teal graphic on the right side of the slide, consisting of several overlapping squares and rectangles with white dotted borders, creating a grid-like pattern.

The MA Equality Action Plan

Next Steps

A large teal graphic on the right side of the page, consisting of several overlapping rectangular blocks with white dotted borders, creating a grid-like pattern.

Taking stock of progress



Thank
you!

What has worked well?

Building Regional Partnerships

Stages in the equality regional partnership pipeline

Sustained MA Employment

Early years and primary school

Preventing early bias in career choice

Stage 1

Secondary school

Encouraging more diverse subject choices
Preparing young people for the world of work

Stage 2

Post school transition

Providing guidance to young people to apply for MA career pathways and 'taste' the world of work
Enabling employers to recruit MAs in under-represented roles

Stage 3

Supporting employers through financial and other means to retain non-traditional MA recruits
Supporting apprentices by addressing financial or structural barriers to help them to continue on their programme

Stage 4

Stages 1 and 2 are vital in relation to making long term systemic changes

Stages 3 and 4 can be more impactful short and medium term

Partnership pipeline activity you have supported

- Targeted pre-apprenticeship work experience
- Targeted marketing & recruitment approaches
- Facilitating and delivering additional support for MAs in the workplace
- Delivered at least 32 effective practice projects

Challenge #4

“We are worried it might be expensive to make adjustments for disabled people.”



From Skills Development Scotland

Challenge #3

“It’s only after they leave that we find out people had a disability.”



From Skills Development Scotland

Employers

can make “no-cost” adjustments and use Access to Work, which offers support to make reasonable adjustments to fully support disabled employees.

Training Providers

can raise awareness of Access to Work and forge links with disability organisations.

Employers

can sign up to the Two Ticks scheme so job applicants are aware that if they disclose a disability and meet the minimum criteria, they will be guaranteed an interview.

Training Providers

can create an environment that encourages self disclosure, for example by having reasonable adjustments already in place and training staff on disability awareness.

For more information on how to improve participation by disabled people in Apprenticeships, visit ourskillsforce.co.uk/diversity

For more information on how to improve participation by disabled people in Apprenticeships, visit ourskillsforce.co.uk/diversity

Supporting activity from SDS

- **Championing disabled people** through our targeted marketing campaign
- Development of a one-stop-shop through our employer web pages supported by a number of “lead-in” marketing interventions and resources;
 - **Ourskillsforce**
- Delivered 19 Equality CPD events for our training provider network-our CPD activities reached 117 training provider organisations and over 500 individuals
- Developed a number of **resources/toolkits** to support training providers



Looking to the Future

How we will influence/support employers?

- **Case Studies of the Business Case**

Marriott

Wheatley

Beith

- **Top Tips from Employers**

Challenge #16

“Young people from ethnic minority groups tend to prefer an academic route, choosing college and university over apprenticeships.”



From Skills Development Scotland

Challenge #2

“People still believe some jobs are for boys or for girls. It’s really hard to attract Apprentices from the under-represented gender.”



From Skills Development Scotland

SAAB | Scottish
Apprenticeship
Advisory Board

17-18 Support

- **Highest funding levels available for disabled and care experienced MAs up to 29 years**
- **A programme of tailored CPD opportunities for TPs**
- **Targeted project activity in regional areas**
- **Continued national projects to support 1st and 2nd stages of pipeline (Improving Gender Balance; MAs for All)**
- **Regional projects- positive action to support localised pipeline activity**

Equality Action Plans (PEAPs) 17-18

- **Some excellent positive action work as a result of your efforts- thank you!**
- **Going forward**
 - **For Providers involved in the MA new quality model Pilot- no requirement to do a separate PEAP**
 - **Providers not in the Pilot that choose to use the new quality standards can embed their equality actions in their QAP providing they submit it in line with PEAP requirements (end of May 17)**
 - **Colleges- will require to do PEAP**

Our websites

www.myworldofwork.co.uk

- Includes BSL videos on our 'contact us' page

www.apprenticeships.scot

- apply for apprenticeships, advertise apprenticeships and view case studies

www.ourskillsforce.co.uk/diversity

- our employer site – updated with advice and guidance on recruiting diversely

www.skillsdevelopmentscotland.co.uk

- our corporate site

Evaluating progress?

- **Targets set in the Scottish Government's Youth Employment Strategy and reflected in our Modern Apprenticeship Equality Action Plan**
 - Annual refresh based upon external review findings
- **Regular consultation with equality partners**
- **Discussions underway to establish effective and meaningful “upstream” measures between key strategic partners**

Thank you for listening

Karen Murray

Responsible for development and delivery of the MA EAP

Karen.murray@sds.co.uk

General enquiries: equalities@sds.co.uk

Skills
Development
Scotland



Ian McCulloch

Scottish Training Federation

Lunch

@skillsdevscot

@apprentice_scot

@ourskillsforce



Get Connected: Progressing Equality & Diversity in Modern Apprenticeships

