



# Tweeddale Energy Efficiency Supply Chain Project

FUNDING OPPORTUNITIES WEBINAR  
TUESDAY 9<sup>TH</sup> March 2021  
start 7.00pm



7.00pm Welcome & Introduction

7.05pm Elaine Ellis; Skills Planning Manager Construction and other Industries  
Skills Development Scotland

7.15 pm Katharine Mathison; Director of Enterprise and Business Innovation  
Borders College

7.25pm Greg Steel; Curriculum Learning Manager Sustainable Construction  
Borders College

7.35pm Barry Dawson; Customer Engagement Manager -Scotland  
CITB

7.45pm Juliet Mallace; Programme Manager Construction  
ESP (Energy Skills Partnership)

7.50pm Questions



# SDS Update

March 2021

**Elaine Ellis**

SKILLS PLANNING MANAGER; CONSTRUCTION AND OTHER INDUSTRIES  
SKILLS DEVELOPMENT SCOTLAND

Making skills work for Scotland

# Construction & Covid

## An unprecedented economic challenge

COVID-19 continues to have major economic impact with record falls in output across all sectors and significant increase in redundancy to date.

## Construction

Majority of new MA starts in Construction, 3057 by Q3 (19/20 5221). In top 5 for achievement rates 81%. Over 10,000 Construction MAs in training

## SDS Sector Insights

12.4% furlough start of 2021. PACE engaged with 675 Individuals. MA Redundancies 252, employment shrunk 0.2% (less than average)

**Sector has united round Covid response** - CICV Forum, Sector SG Recovery plan – allowed many elements of sector to keep working over lockdown

All sectors and demographics are impacted, however, rural areas, younger workers and sectors impacted by physical distancing are amongst the hardest hit.

**Disproportionate (but not exclusive) impact on young people**

**Rapid and collective responses** across the skills system will be required



# Apprenticeships & Construction

- Pre-Covid Construction MA starts have risen steadily since 2008. Industry route into many occupations. CITB offer Employer funding which is unique to sector. SDS work in partnership with Managing Agents/ Training Providers
- Apprentices are employed. Many (not all) Apprenticeships also include element of College delivery as a mandatory aspect of the Apprenticeship.
- Many MA are entry level routes to Industry; some Apprenticeships focus more on upskilling those already in Industry. Funding is also available for adults.

## Your feedback matters

- Industry and employer feedback helps shape offering and helps us shape work across other agencies We create sector insights to capture sector needs

<https://www.skillsdevelopmentscotland.co.uk/media/47418/construction-ssa.pdf>

- Future proof workforce – metaskills

2020 – 2023 Economic  
Prediction 7300  
Expansion Demand,  
17,900 Replacement  
Demand

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2023 – 2030 – 7700  
Expansion Demand,  
30,300 Replacement  
Demand

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**Sector central to move  
to Low carbon. Many  
job opportunities as a  
result. Digitalisation &  
innovation impact on  
some roles**



# Support with recruitment

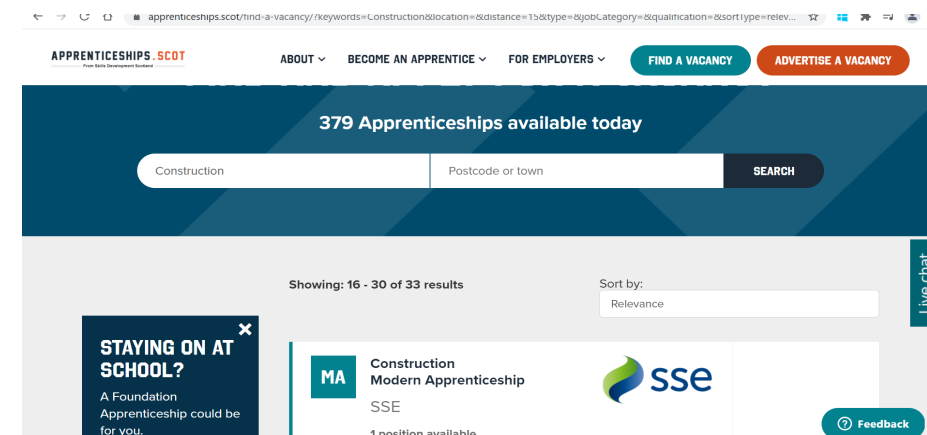
## Finding and attracting talent



## Writing effective job adverts



- Offer Construction specific Apprenticeships but also many cross-sectoral subjects e.g IT, Digital Skills
- Opportunity to advertise on Apprenticeship.scot (link Careers)



# Post-COVID-19 Apprenticeships Plan

## Protecting Apprentices

### Apprentice Retention

Adaptions for physical distancing



Digital innovation



Grant relief learning providers



### Redundant Apprentice Support

Adopt an Apprentice



Apprentice Transition Plan



## Creating New Opportunities

### Managed Expansion

FA level 4 and 5 expansion



Increase GA starts



Promotion to growth sectors



### New Pathways

Pathway Apprenticeships



## Stimulating Demand

### Employer Engagement

Public sector expansion



Employer engagement



Awareness Raising



### Employer Incentives

Adopt an Apprentice



Apprenticeship Employer Grant



Links to UK & Scottish Government incentives



## Supporting Recovery & Futureproofing

### Programme Innovation

Skills Alignment



Frameworks & Standards



Embedding meta-skills



### Industry Leadership

Scottish Apprenticeship Advisory Board



★ New COVID-19 Intervention

✚ Enhancements to existing programmes and activities



# A responsive Career Service

## Tailored CIAG Support

- Continued focus on **coaching approach** and development of **Career Management Skills** for school & post-school customers
- Adapted groupwork delivery (incl webinars, broadcasts, Next Step episodes and e-Sgoil sessions)
- Direct engagement and support for school leavers
- Strong coordination with local services & partner programmes
- Direct access to 1-2-1 career advice through the SDS Helpline

## Innovative Digital Services

- Job Hub
- Online Learning Portal
- Enhanced content for adults, pupils, parents/carers
- School leaver webinar programme (inc winter leavers)
- School returner FA broadcast
- Career Education Standard: Teacher & parent resources

## Redundancy Support

- Continued support for Scottish Government's PACE partnership
- Enhanced digital offer and local partnership development
- Increased awareness raising through multi-channel marketing campaign



## Upskilling & Reskilling

- National Transition Training Fund
- Individual Training Accounts



# Overview of COVID-19 business support

## £ Job Retention Scheme

UK Gov will pay 80% of the wages (up to a maximum of £2,500 a month) to furlough employees to preserve jobs.

[www.gov.uk](http://www.gov.uk)

## £ Kickstart

Funding to create job placements for 16 to 24 year-olds on Universal Credit and at risk of long-term unemployment.

[www.gov.uk](http://www.gov.uk)

## £ Other UK Gov't Support

A range of other interventions inc deferral of VAT payments, self employment income support & loan schemes

[www.gov.uk](http://www.gov.uk)

## £ Other Scottish Gov't Support

Sector-specific & other targeted funding and policies inc the Young Person's Guarantee and Green Jobs Fund

[findbusinesssupport.gov.scot](http://findbusinesssupport.gov.scot)

## £ Local Gov't Support

Many Councils are offering grants to help businesses plan for a return to more normal trading conditions, inc via Business Gateway

[findbusinesssupport.gov.scot](http://findbusinesssupport.gov.scot)

## £ Apprenticeship Employer Grant

Provides up to £5,000 for employers taking on or upskilling an apprentice. *Available from January*

[apprenticeships.scot](http://apprenticeships.scot)

## £ Adopt an Apprentice

Provides a £5,000 grant to support a redundant Modern or Graduate Apprentice to continue their apprenticeship

[apprenticeships.scot](http://apprenticeships.scot)

## £ Flexible Workforce Development Fund

Apprenticeship Levy-payers or SMEs can access up to £15,000 to create tailored training programmes

[www.sfc.ac.uk](http://www.sfc.ac.uk)

## Skills for Growth

Advice on developing skills within your team or managing change - up to 2 days free consultancy

[ourskillsforce.co.uk](http://ourskillsforce.co.uk)

## £ Digital Catalyst Fund

Support for businesses and employees to fast-track advanced digital technology skills. *Available from January*

[digitalcatalyst@sds.co.uk](mailto:digitalcatalyst@sds.co.uk)

## PACE

Scottish Government's PACE service can support you and your employees through redundancy

[redundancyscotland.co.uk](http://redundancyscotland.co.uk)

[FindBusinessSupport.gov.scot](http://FindBusinessSupport.gov.scot)

# BUSINESS SUPPORT POST-COVID

KATHARINE MATHISON

DIRECTOR FOR ENTERPRISE AND BUSINESS DEVELOPMENT

BORDERS COLLEGE



# THE FLEXIBLE WORKFORCE DEVELOPMENT FUND (FWDF)

- Introduced in 2017 to support businesses paying into the apprentice levy to access funding for upskilling & reskilling
- Aims to improve outcomes of businesses – productivity and skills
- Expanded to include SMEs in 2020/21
- Up to £15k available for levy payers
- Up to £5k available for SMEs



# FWDF – ELIGIBILITY FOR SME'S

- Business must be based or operate within Scotland
- Must be less than 250 employees
- Statutory qualifications not included
- Business must submit evidence of eligibility:
  - A business bank account
  - VAT registration
  - PAYE registration
  - Companies House info (accounts etc)
  - Registration for self-assessment tax return
- Additional information:
  - Company name, sector and enterprise status (sole proprietor, partnerships, company or non-profit making body)
  - Company registration details and number (where applicable)



# FWDF – HOW TO ACCESS

- Contact us: [srenn@borderscollege.ac.uk](mailto:srenn@borderscollege.ac.uk)
- Complete an application form
- Agree training and dates for delivery

# ADOPT AN APPRENTICE

- Open for employers to take on apprentices made redundant and enable them to complete their apprenticeship
- Up to £5000 available
- Employment with replacement employer must have started after 13<sup>th</sup> October 2020
- Applications to scheme must be in place by 25<sup>th</sup> March 2021
- Contact [fturn@borderscollege.ac.uk](mailto:fturn@borderscollege.ac.uk) for further information

# KICKSTART

- The Kickstart Scheme provides funding to employers to create job placements for 16 to 24 year olds on Universal Credit
- Apply via a gateway organization or direct at <https://www.apply-kickstart-grant-employer.service.gov.uk/>
- Gateway organisation for Scottish Borders is Scottish Borders Council  
[EmploymentSupportSer@scotborders.gov.uk](mailto:EmploymentSupportSer@scotborders.gov.uk)
- Employers of all sizes can apply for funding which covers 100% of the [National Minimum Wage](#) (or the [National Living Wage](#) depending on the age of the participant) for 25 hours per week for a total of 6 months
- Employers can spread the start date of the job placements up until the end of December 2021.
- Further funding is available for training and support so that young people on the scheme can get a job in the future including Employability Skills delivered by Borders College. Up to £1500 per placement.



# SUSTAINABLE CONSTRUCTION HUB

BORDERS COLLEGE

TRAINING COURSES

GREG STEEL

[gstee@borderscollege.ac.uk](mailto:gstee@borderscollege.ac.uk)







# TRAINING OPPORTUNITIES

## ENERGY EFFICIENCY

- External wall insulation (Everwarm/Wetherby system)
- Sustainable Construction awareness
- Renewable technologies awareness
- Air-tightness installation and testing awareness
- Thermal imaging awareness
- Mechanical Ventilation Heat Recovery (MVHR) awareness





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# PLUMBING/HEATING

- Candidates must hold SVQ3 in plumbing or equivalent
- BPEC accreditation
- 4 days



# TRAINING OPPORTUNITIES

## PLUMBING/HEATING

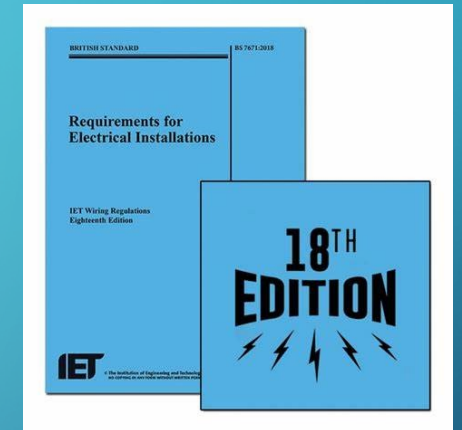
- BPEC accredited Air source & ground source heat pumps installation
- BPEC accredited Solar thermal hot water installation
- Unvented Hot Water Cylinder installation certification
- Water byelaws certificate





# ELECTRICAL

- Candidates must hold SVQ3 in electrical installation or equivalent
- Electric vehicle charging point installation
- Wiring regulations (18<sup>th</sup> Edition) training
- Battery Storage installation



# Barry Dawson

CUSTOMER ENGAGEMENT MANAGER - SCOTLAND  
CITB



# Employer Support – Grants/Skills and Training Funding

09/03/2021



# What support is available for me?



You can access financial support for training through **CITB grants and funds**:

- Our **grants** support employers who provide day to day training for their workforce
- They contribute to the cost of training and qualifying your workforce in construction-related subjects across the following three categories:
  - Short course grants
  - Qualification grants
  - **Apprenticeship grants**
- CITB also offers **funds** for specific projects relating to innovation and training
  - **Skills and Training fund** for small and medium companies.

# Employer Support - Skills and Training Fund

## **Skills and Training Fund (small and micro)**

1-99 PAYE employees

Up to £10,000 funding depending  
on company size

## **Skills and Training Fund (medium)**

100-249 PAYE employees

Up to £25,000 funding depending  
on company size

Aimed at supporting training to  
improve productivity



| BUSINESS SIZE (NUMBER OF EMPLOYEES) | FUNDING ENTITLEMENT |
|-------------------------------------|---------------------|
| 0–49                                | Up to £5,000        |
| 50–74                               | Up to £7,500        |
| 75–99                               | Up to £10,000       |
| 100–149                             | Up to £15,000       |
| 150–199                             | Up to £20,000       |
| 200–249                             | Up to £25,000       |

# Apprenticeships (Scotland)

## Intermediate and Advanced levels

- From 1 April 2020 new apprentices at all levels will be entitled to the grant rates detailed below
- The achievement grant of £3,500 will be paid to all apprentices who have achieved their apprenticeships after 1 April 2019, even if they started before 1 April 2019.

| Activity                                 | Amount |
|--|--------|
| 1st year of attendance                   | £2,500 |
| 2nd year of attendance                   | £2,500 |
| Level 2 Achievement Grant                | £3,500 |
| 3rd year of attendance                   | £2,500 |
| Achievement of apprenticeship framework. | £3,500 |

**For more information on the support available, please visit [www.citb.co.uk](http://www.citb.co.uk) or speak to your Local CITB Advisor.**



# Juliet Mallace

PROGRAMME MANAGER CONSTRUCTION  
ESP(ENERGY SKILLS PARTNERSHIP)

*Scotland's colleges – delivering skills for the energy, engineering and construction sectors*

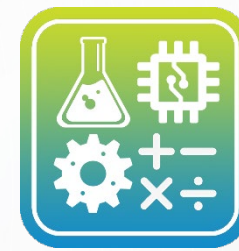




# ESP is a collaboration of all Scottish Colleges



Construction



STEM



Wind & Marine



Transport



Engineering



Emerging Technologies

## Low Carbon Heat Skills Grant

Help your staff upskill for the future

[Home](#) ▶ [Low Carbon Heat Sk...](#)



**Upskill your workforce to make the most of the green recovery.**

- Is your business prepared for the future of decarbonised heating systems?
- Did you know, as part of Scotland's transition to net zero and to speed up the green recovery, Scotland will need to aim for approximately 1 million homes to be fitted with heat pumps by 2035

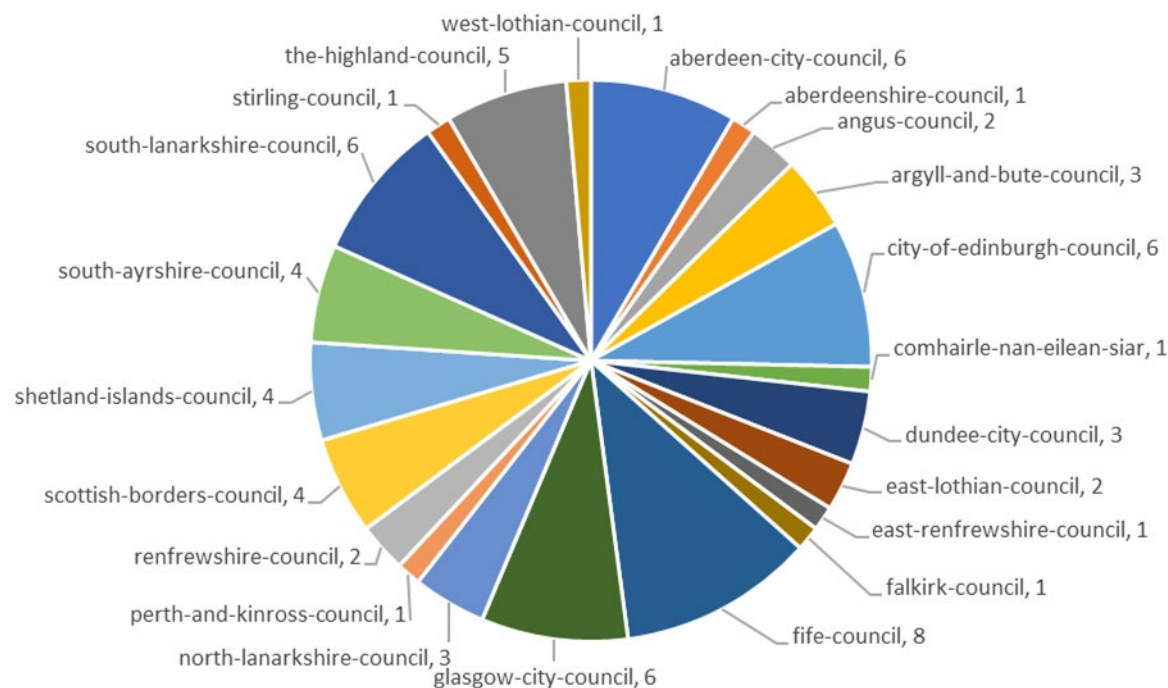


**Scottish Government**  
Riaghaltas na h-Alba  
gov.scot

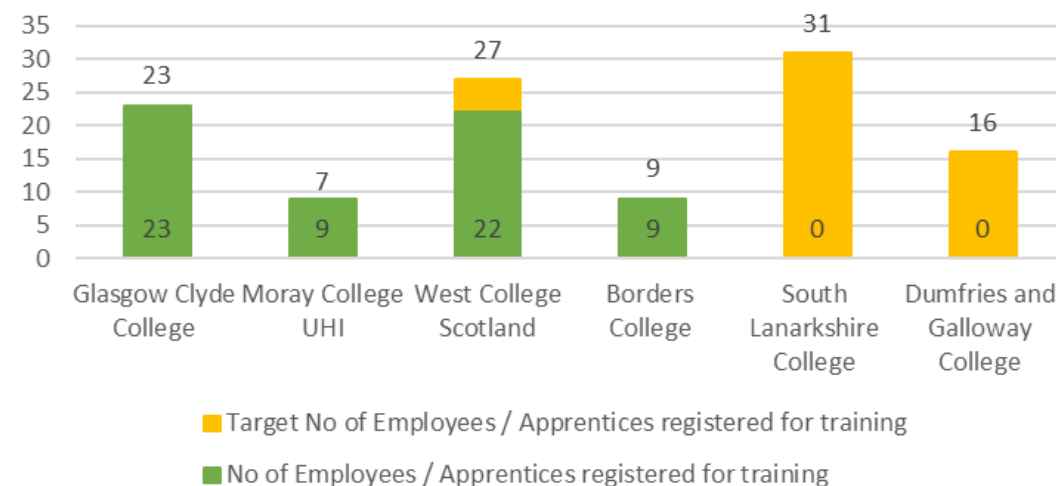
# Low Carbon Heat Skills Grant

## interest & applications to date

Location by Local Authority of Industry Notes of Interest



Skills Fund College Applications  
(Number of apprentices)



# National Transition Training Fund

## Construction Framework (Feb – July 2021)

|    | Training Course Title (& Group)             | Course Duration (days) |
|----|---|------------------------|
| 1  | AS/GS Heat Pumps (A)                        | 4                      |
| 2  | Energy Battery Storage Awareness (B)        | 1                      |
| 3  | Solar PV (B)                                | 4                      |
| 4  | Solar Thermal (A)                           | 4                      |
| 5  | Water Byelaws (A)                           | 1                      |
| 6  | Unvented Hot Water (A)                      | 1                      |
| 7  | Electric Vehicle Charging (B)               | 4                      |
| 8  | 18TH Edition Electrical 2382-18 (B)         | 4                      |
| 9  | Introduction to Digital Smart Homes (B)     | 1                      |
| 10 | External Wall Insulation Application (C, D) | 30                     |
| 11 | IOSH Managing Safely (A, B, C)              | 4                      |
| 12 | Nebosh NGC1, NGC2, NGC3 (A, B, C)           | 15                     |
| 13 | Online Passivhaus standards (C) and (D)     | 1                      |

- Group A - Plumbing and HVAC Engineers (must hold appropriate industry qualifications at SVQ level 3 or equivalent)
- Group B - Electricians (must hold appropriate industry recognised qualifications at SVQ level 3 or equivalent).
- Group C – Any construction operative/trade
- Group D – Non-construction, new entrants



For further information contact Wendy Findlay,  
[wendy.findlay@esp-scotland.ac.uk](mailto:wendy.findlay@esp-scotland.ac.uk)

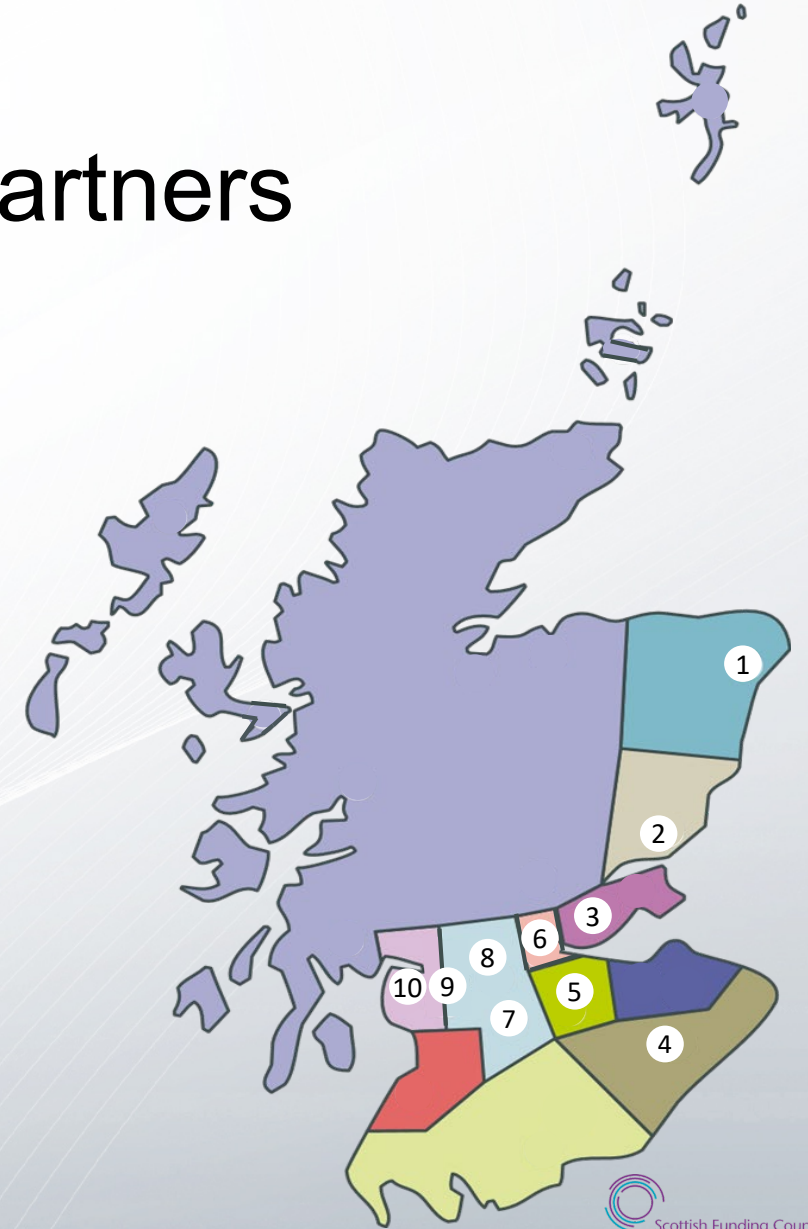




# NTTF Regional Delivery Partners

|   | 1 - NESCOL | 2 - D&A College | 3 - Fife College | 4 - Borders College | 5 - West Lothian College | 6 - Forth Valley College | 7 - South Lanarkshire College | 8 - New College Lanarkshire | 9 - Glasgow Clyde College | 10 - West College Scotland |
|---|------------|-----------------|------------------|---------------------|--------------------------|--------------------------|-------------------------------|-----------------------------|---------------------------|----------------------------|
| AS/GS Heat Pumps (A)                        |            |                 |                  | ✓                   |                          |                          | ✓                             |                             | ✓                         | ✓                          |
| Energy Battery Storage Awareness (B)        |            |                 |                  | ✓                   |                          |                          |                               |                             |                           | ✓                          |
| Solar PV (B)                                |            |                 |                  |                     |                          |                          |                               |                             |                           | ✓                          |
| Solar Thermal (A)                           |            | ✓               |                  | ✓                   |                          |                          | ✓                             |                             | ✓                         |                            |
| Water Byelaws (A)                           | ✓          | ✓               | ✓                | ✓                   |                          |                          | ✓                             |                             | ✓                         | ✓                          |
| Unvented Hot Water (A)                      | ✓          | ✓               | ✓                | ✓                   |                          |                          | ✓                             |                             | ✓                         | ✓                          |
| Electric Vehicle Charging (B)               |            |                 | ✓                | ✓                   |                          | ✓                        |                               |                             | ✓                         | ✓                          |
| 18TH Edition Electrical 2382-18 (B)         | ✓          | ✓               | ✓                | ✓                   | ✓                        | ✓                        |                               | ✓                           | ✓                         | ✓                          |
| Introduction to Digital Smart Homes (B)     |            |                 |                  |                     |                          |                          |                               |                             |                           | ✓                          |
| External Wall Insulation Application (C, D) |            |                 |                  |                     |                          |                          | ✓                             |                             |                           | ✓                          |
| IOSH Managing Safely (A, B, C)              | ✓          | ✓               | ✓                |                     | ✓                        | ✓                        |                               | ✓                           | ✓                         | ✓                          |
| Nebosh NGC1, NGC2, NGC3 (A, B, C)           | ✓          | ✓               | ✓                |                     |                          | ✓                        |                               | ✓                           |                           | ✓                          |
| Online Passivhaus standards (C) and (D)     |            |                 | ✓                |                     |                          |                          |                               |                             |                           |                            |

(Delivery partners may be subject to change)



*Scotland's colleges – delivering skills for the energy, engineering and construction sectors*



# Questions ?