

# Theme 4

## ENHANCING EMPLOYER ENGAGEMENT

### Objective

- Curriculum design supports the Moray economy.
- Ensure high quality work placements, internships and employment tasters.
- Moray approach to workforce development is implemented.
- Prepare for impacts for Brexit, keep pace with UK communication and Develop local contingency plans.

### Outcome

- Entrepreneurial skills are developed in young people who have a range of sector experiences.
- Moray has increasingly skilled workforce.
- Areas of impact identified and sectors impacted locally are supported.



## MORAY SKILLS INVESTMENT PLAN ACTION PLAN SUMMARY



December 2018

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# Theme 1

## EFFECTIVE CAREERS INFORMATION AND ADVICE

### Objective

- Implement and embed the Moray Skills Pathway.
- Establish a consortium to coordinate skills, employment and training support for employers.
- Create new local employability website "Moray Pathways" for all ages and partners.
- Co-ordinated Moray approach for talent attraction and retention.



### Outcome

- Skills and careers advice is fit for purpose, with improved pathways and levels of participation.
  - Services are developed collaboratively and streamlined.
  - Increased employer engagement.
  - Improved levels of retention, return and attraction in working age population, and young people in particular.



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# Theme 2

## SUPPORTING KEY ECONOMIC PRIORITIES

### Objective

- Greater understanding of employers' skills needs in volume, growth and niche sectors to inform investment in skills.
- Align skills provision and careers information and advice guidance to future demand.
- Address key skills shortage areas.

### Outcome

- Skills Development Scotland comprehensive evidence base on skills demand created for Moray.
- Creation and promotion of careers and training provision aligned to local employer need for volume, growth and niche sectors.
- Reduction in skills shortages in key areas.



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# Theme 3

## A RESPONSIVE SKILLS INFRASTRUCTURE

### Objective

- Moray College UHI to offer a curriculum aligned to local and regional need.
- Apprenticeship Family is grown in line with local employer need.
- Develop enterprise skills and support for upscaling of sole trader and micro businesses.

### Outcome

- Courses in volume, growth and niche areas are available at or via UHI in Moray.
- Growth in Foundation, Modern and Graduate Apprenticeships.
- Enterprise and Skills Hub (as part of Moray Growth Deal) established.



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