**The Skills Investment Plan for the Historic Environment review and refresh**

1. Introduction

[Historic Environment Scotland](https://www.historicenvironment.scot/about-us/)is a Non-Departmental Public Body and registered Scottish charity established in 2014 to investigate, care for and promote Scotland’s historic environment. In partnership with Skills Development Scotland (the national skills agency) and the Scottish Government, and in consultation with the sector and other stakeholders, HES developed and published the [Skills Investment Plan for the Historic Environment](https://www.historicenvironment.scot/about-us/what-we-do/skills-investment-plan/) and supporting research in 2019.

Skills Development Scotland (SDS) leads on several [Skills Investment Plans (SIP),](https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning/skills-investment-plans/) including those with a sector and spatial focus. The Skills Investment Plan for the historic environment is the only one that is not directly managed by SDS

Traditionally, Skills Investment Plans are led by industry and based on a combination of secondary and primary research. They articulate and prioritise the skills issues that will support industry growth. The analysis forms the basis for an action plan developed with the sector and key supply-side partners, aiming to contribute to the sector growth strategies owned by Industry Leadership Groups (ILGs).

The historic environment SIP is overseen by the Skills & Expertise Group that is chaired by Alex Paterson, CEO of Historic Environment Scotland and membership consists of the following organisations:

Skills Development Scotland

Museums Galleries Scotland

National Trust for Scotland

South of Scotland Enterprise

Historic Houses Association

COSLA

Colleges Scotland/Energy Skills Partnership

Scottish Funding Council

Universities Scotland

Scottish Government

Creative and Cultural Skills

There are also three delivery groups:

* Improving Access
* Attracting Future Talent
* Stonemasonry Training Group (short term) which has been established to address the failing provision in stonemasonry.

1. Background and Context

The SIP review takes place in the context of the launch of the new national historic environment strategy, [Our past, our future.](https://www.historicenvironment.scot/archives-and-research/publications/publication/?publicationId=79204155-9eb2-4d29-ab14-aff200ec2801) Our past, our future sets out the mission to sustain and enhance the benefits of Scotland’s historic environment, for people and communities now and into the future. Skills is one of the overarching principles

The historic environment sector is reported to support more than 60,000 jobs – 2.5% of Scotland’s total employment. It contributes £2.3 billion to the national gross value added (GVA) and also contributes to Scotland’s cultural identity and sense of place. It spans the tourism, construction and creative industries sectors and is made up of:

* + Archaeology;
  + Architectural, engineering, planning and surveying activity with conservation specialism and heritage focus;
  + Conservation – art, artifacts, buildings, historic sites/landscapes;
  + Museums and galleries
  + Libraries and archives
  + Heritage tourism
  + Traditional craft, materials and building skills.
  + Historic landscapes and gardens
  + Industrial heritage
  + Heritage Science

The review and refresh is happening at a time when there are also a number of other relevant consultations in the skills system that have been completed, or are happening which will impact on delivery including:

* The [Independent Review of the Skills Landscape](https://www.gov.scot/groups/skills-delivery-landscape-independent-review/) by James Withers
* [The Independent Review of Qualifications and Assessments](https://www.gov.scot/groups/independent-review-of-qualifications-and-assessment/) by Professor Louise Hayward
* [Skills Development Scotland Career](https://www.skillsdevelopmentscotland.co.uk/career-review/) review
* [Coherence and sustainability: A review of tertiary education and research](https://www.sfc.ac.uk/review/review.aspx)

1. Governance

The Skills Investment Plan Manager will lead this programme of work and report directly to the OPIT Skills & Expertise Group at key parts of the process . For the refresh stage, each sector area will have a lead partner they will form a steering group for the duration of this work programme to oversee delivery.

The SIP review and refresh will take place from March 2023-Febuary 2024. There are two phases to this work.

1. Phase 1: Review (March-May 2023)

An independent contractor has been recruited to review the effectiveness of the current SIP, the supplier will build on the previous [research](https://app-hes-pubs-prod-neu-01.azurewebsites.net/api/file/22f98f03-1db2-479b-92ce-aa1b00e6f70c) to create a strong evidence base and narrative on skills by:

Undertaking desk-based research to:

* Review the list of industry and occupation codes as identified in the originalresearch
* Review and update the baseline analysis of the sector defining demand, supply and provision in the areas identified in section two, and make recommendations where gaps in data exist
* Undertake a desk review of existing strategies and policies, setting the context in which the refreshed SIP will sit and identifying any contextual issues and opportunities that may impact/influence the delivery of the SIP.

Undertaking primary research to:

* Review the direction of travel
* Review the progress made in delivering the Historic Environment Skills Investment Plan
* Review the effectiveness of the current delivery mechanisms

By:

* Stakeholder interviews – undertake 28 interviews which will include OPiT Skills and Expertise Working Group and delivery group members, skills bodies, industry bodies and employers

Key outputs

The following outputs of this study will be:

A baseline report for the review phase which includes :

* The refreshed industry and occupation codes
* A refreshed baseline to show supply and demand based on the work areas identified in section two
* A review of the progress to date in delivering the SIP and recommendations
* A review of the SIP delivery mechanism and recommendations
* A summary of the strategies and policies which will impact on the delivery of the SIP and recommendations for engagement.

1. Phase 2: Refresh (May-October)

5.1 Data gathering

Phase 1: Workforce Survey (June/July)

The 2018 workforce survey will be reviewed and rerun. This will allow for information to be captured from individual responses. This will be benchmarked where possible against the 2018 results

Phase 2: Roundtables (August-October)

Round tables will be held for each of the work areas listed above led by industry partners. Regional roundtables will also be held in key areas. These roundtables will build on existing partnerships and evidence where they exist rather than create new ones. A common facilitation process and analytical framework will be developed to be used across the roundtables to standardise approach.

This will be used by the lead partners to the round tables in their areas of work to gather data in relation to:

* the skills context
* skills deficits
* skills needs
* current skills provision and the effectiveness and accessibility of that provision
* identifying priorities and key actions

There will be additional roundtables in core areas including Net Zero, Senior leaders, Skills agencies, community heritage. Equalities and Gaelic will be embedded across the groups.

5.2 Data analysing (October-November)

The data from the roundtables will be analysed to create thematic pen portraits. These pen portraits will be agreed with the roundtable participants to ensure they meet sector need. Common threads will be pulled from these to form the themes, actions, objectives, activities, outcomes and KPI’s of the refreshed Skills Investment Plan.

Key outputs

Supporting research, including recommendations for further discreet research projects (where appropriate)

Pen Portraits (Exact number will depend on the data)

6 Publication of refreshed SIP (February 2024)

The new SIP and associated research will be launched February 2024

Refreshed SIP

Launch event March/April 2024

**Catherine Cartmell**

**Skills Investment Plan Manager**

**May 2023**