



University of the  
Highlands and Islands  
Perth College



# Flexible Workforce Development Fund

[www.perth.uhi.ac.uk/business](http://www.perth.uhi.ac.uk/business)



***#Working  
With You***



**The Flexible Workforce Development Fund (FWDF) is available to organisations across the private, public and third sectors who are subject to the UK Government's Apprenticeship Levy.**

The fund allows eligible organisations to access training through their local colleges

The fund, which was launched in September 2017, focuses on the up-skilling and re-skilling of existing employees of any age, with individual organisations able to apply for up to £15,000. This year, Levy-paying employers who are eligible for the FWDF will also have the ability to bring benefit to their supply chain.

The key areas of government priority are to increase organisational capacity and increase the productivity of levy paying employers. The fund should also address known skills gaps (national and regional) where there is a recognised demand from employers in the region.

**These include:**

- Unmet digital skills needs such as digital literacy and big data interpretation
- Essential skills such as communication and inter-personal skills.

**Targeting:**

- Older workers
- Those in low skilled jobs,
- Those working regularly with younger workers/apprentices, veterans/early service leavers
- Those who identify as belonging to equality groups.

*“The FWDF has proven to be very valuable to us as we have been able to access training and development for our staff where we had previously been unable to. One of the main outcomes has been an increase in levels of staff confidence which has had a very positive impact on the business. This investment in staff enabled us to fill some promotional vacancies internally, instead of externally which raises moral and identifies routes for progression for our work force.”*



**The fund will not support provision of qualification and training required by legislation.**

The FWDF was developed in line with the Scottish Government's 2016 consultation on the UK Government's Apprenticeship Levy, and is part of a range of support for Scottish Levy payers, which includes the expansion of The Scottish Modern Apprenticeship programme.

Perth College UHI supported by Perth and Kinross Developing the Young Workforce Group is keen to work with their local employers on any specific training requirements to take advantage of this fund to deliver in-work skills training to your employees.

The College can work with levy-paying employers in their region to identify the training they require that will make a demonstrable return on this funding.

The Business Development team are happy to work with companies who qualify for the FWDF and to work with them to provide bespoke training.

**Don't qualify for FWDF?**

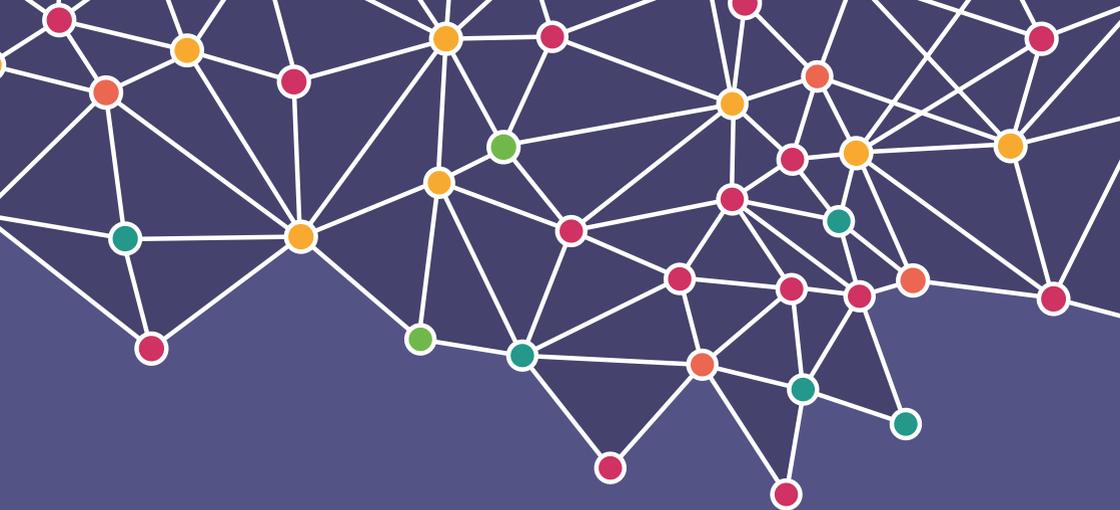
**Don't worry the BDT can also support businesses with training needs analysis which then can be used to develop be-spoke training packages and we would be happy to discuss this further at any time.**

**Example Course list**

- Hospitality - Professional Cookery, various levels
- Business and computing - Word packages, CMI
- Health and Safety
- Counselling

*“Sodexo as a levy paying employer in Scotland has utilised the Scottish Flexible Working Development Fund over the past few years. This has helped to address priority skills gaps within our teams. It has allowed us as a company to work and collaborate with Perth College to produce bespoke training modules required to give our employees the tools to upskill and to help with their personal development. This also motivates and engages our existing teams by providing them with high quality training required for their future career development. Working in collaboration, Sodexo has been able to enhance the skills required for 25 of our front line managers to date on a qualified CMI Course, alongside, equipping 40 chefs to date with new skills after attending various workshops covering topics including the art of using chocolate and the science of bread making. We will continue to use the FWDF to engage our teams and enhance their skills into the future.”*





# **#WorkingWithYou**

**To find out more about Flexible Workforce Development Fund, please get in touch:**

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