Keep Scotland working
Preparing for the ‘new normal’

Labour Market Insights – Edinburgh and South East Scotland

Making skills work for Scotland

Skills Development Scotland

COVID-19 and Scotland's Labour Market: Introduction

Overview[1,2]

COVID-19 started as an outbreak in China near the end of 2019 and quickly became a global health pandemic. The Scottish and UK governments have introduced a range of fiscal interventions to help mitigate the economic impact on people and businesses.

COVID-19 – A Public Health Emergency of International Concern (WHO, 2020)

"The COVID-19 Pandemic is primarily a health emergency and is also creating the greatest global economic crisis since the 1930s" (CEBR, 2020)

Scotland's Economy[3,4]

Factors impacting Scotland's Economy

Domestic Impact: fall in labour supply and demand

Containment Measures: quarantine, closures, travel restrictions

Global Impacts: restricted trade, exports and movement

Fiscal and Monetary: stimulus supporting business & households

A weaker Scottish economy due to lower output, income and employment

Delay measures in place to support health outcomes and reduce the risk of a more severe economic shock

Fiscal & monetary stimulus to support through a period of disruption and enable recovery

Speed and Shape of Recovery[5]

Factors affecting the shape of recovery:

- Revival of domestic and international demand leading to recovery of incomes
- Challenges with finding alternative markets for some businesses who can't reopen
- Speed of mitigation response and number of businesses lost
- Supply chain recovery in key markets
- Phasing out of social distancing and the impact on the labour market

Commentators agree that the Scottish economy will contract in 2020, but the depth and duration of the impact is **uncertain**

Recovery Scenarios[6]

The Scottish Government (2020) set out three scenarios to model the impact of COVID-19 on GDP and unemployment in the medium term:

Scenario A:

A temporary shock in 2020 Q2 as a result of the measures taken to contain the virus: short, sharp decline in economic activity followed by a rebound in growth.

V Shaped

Scenario B:

An initial shock followed by an additional shock in 2020 Q4 as a result of a second wave of the virus and further measures required above those taken in scenario A.

W Shaped

Scenario C

A more persistent shock reflecting medium term damage to production levels in the economy.

The Scottish Government's economic modelling suggests recovery to pre-pandemic levels may take some time.

Commentary has also suggested the recovery could be:

U-shaped: sharp decline with a sustained period at the bottom before recovery

L-shaped: sharp decline with long period of stagnant growth

[1] Source: World Health Organisation (WHO) (8 April 2020) Q&A on coronaviruses (COVID-19)insights/general/fraser-of-allander-scottish-business-monitor-q1-2020.pdf
[2] Source: Center for Economics and Business Research (CEBRa) (22 March 2020) The worst economic crisis since the 1930's
[3] Source: Scottish Government (21 April 2020) State of the Economy
[4] Fraser of Allander Institute (16 April 2020) Scottish Business Monitor: findings by sector, https://fraserofallander.org/scottish-economy/scottish-business-monitor-findings-by-sector/
[5] Source: Scottish Government (21 April 2020) State of the Economy
[6] Source: Scottish Government (21 April 2020) State of the Economy

Keep Scotland Working: Scotland's Businesses

Current Activity and Outlook

The survey from the Scottish Business Monitor (Fraser of Allander Institute, 2020) shows an expected decrease in business volume and outlook in the first quarter of 2020[1].

Current Activity

63% of firms reported a impact on cash flow

51% of firms reported a reduction in staff numbers

81% of firms reported a reduction in staff working hours

Outlook

85% of firms expect Scotland's economy to be very weak or weak in the next year

80% of firms expect a decrease in their business volume over the next six months

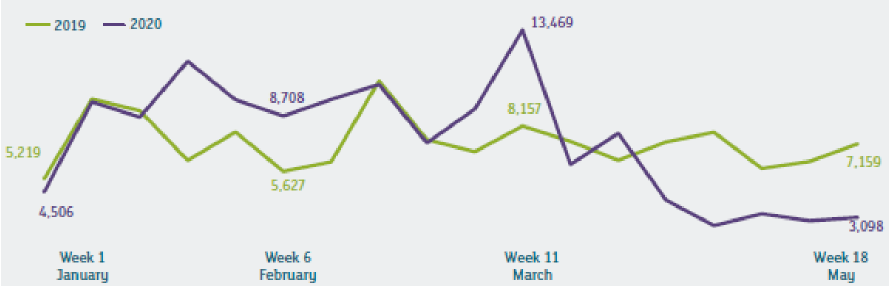
60% of firms expect their employment levels to decrease over the next six months

Job Postings in Scotland[2]

There were -57% fewer job postings in Week 18 2020 compared to 2019

New postings decreased by -24% between Week 14 and Week 18 2020

Week 1 refers to the first Saturday in January (e.g. 4th January 2020).



Furloughed Staff (UK)[3]

21.6% the average proportion of businesses workforce that are furloughed (continuing to trade)

81.8% the average proportion of businesses workforce that are furloughed (paused or ceased trading)

More than 140,000 firms have applied for help to pay their wage bill through the government's job retention scheme[4].

There is concern that furloughing could be a precursor for redundancy, monitoring COVID-19 and understanding what this means for the job retention scheme and the labour market more widely is an ongoing area of focus.

ONS Business Impact of COVID survey reported that 27% of the workforce were furloughed UK wide. If applied to Scotland that could equate to over 700,000 people[5]

The Voice of Business

Workforce

- Tourism businesses have had a **58% reduction in staff members** - more reductions likely (Visit Scotland, 2020)
- **60% of firms expect their employment levels to fall** over the next six months (Fraser of Allander Institute, 2020)
- **More people than ever are now working from home** (Scottish Government, 2020)
- **1.7 million people are reportedly working from home** across the UK, higher skilled occupations are more likely to be able to work from home, as opposed to lower skilled (ONS, 2020)

Financial

- **57% of firms** in the UK have three months or less cash flow and **6% of firms** in the UK have already run out of cash (British Chambers of Commerce, 2020)
- **44.6% of firms** reported turnover was lower than the normal range (ONS, 2020)

Business as usual?

- **85% of businesses** expect Scottish Economy growth to be weak over the next 12 months (Fraser of Allander Institute, 2020)
- **80% of businesses** expect a fall in in the volume of business over the next six months (Fraser of Allander Institute, 2020)

Survival

- **54% said the could survive '< 3 months' and 32% said they could survive 'four to six months** on current levels of trading (Fraser of Allander Institute, 2020)

[1] Source: Scottish Business Monitor (Fraser monitor-q1-2020.pdf

[3] Source: The Office for National Statistics

[4] Source: BBC News (April,2020): https://www.bbc.

Keep Scotland Working: Scotland's People

The speed at which COVID-19 has impacted on the economy and labour market has been unprecedented. As a result official data does not yet capture the full extent of the impact. Over the coming weeks and months, the volume of economic and labour market data that captures 2019/20 Q4 and early 2020 (and beyond) will greatly increase and this will enable us to fully understand the impact of the economic shut down.

Unprecedented challenges and an uncertain future

Layoffs[1]:

- **41 per cent of businesses were to reduce staffing levels** in short term, 29 per cent reported decreasing working hours, while only seven per cent were actively recruiting.
- **78 per cent of the workforce in businesses that had temporarily closed** or stopped trading had been furloughed. Of the businesses continuing to trade, 27 per cent of the workforce had been furloughed.

Sickness:

- **One-fifth of the UK workforce** could be absent during "peak weeks" of the outbreak[2].
- In April, more than **14 per cent of NHS Scotland staff were off work**. Of which, 41 per cent (9,719 people) were absent due to COVID-19[3].

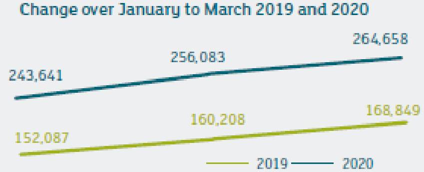
School closures:

- **Parents may be forced to choose between work and childcare.** This may impact disproportionately on women as they tend to spend more hours caring for children, are more likely to work part-time and have lower earnings[5].

Universal Credit and Claimant Count[8]

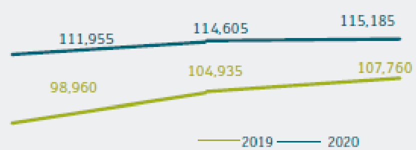
Rising numbers of people on Universal Credit:

- 100,000 new claiments for Universal Credit in Scotland - 6.5 times higher than the same period in 2019 (Scottish Parliament, 2020)
- Increase of 20,000 household claims per month in 2019 to over 110,000 between March 1st and April 7th (Scottish Government, 2020)

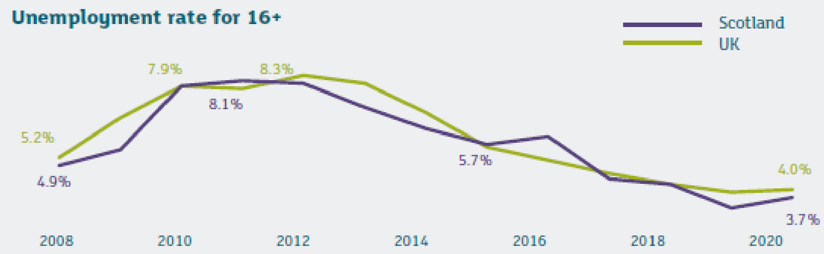


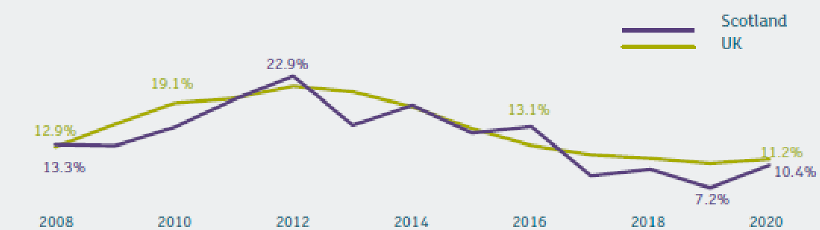
Rising Claimant Count

- In Scotland, there were 0.5 per cent more claimants in March 2020 compared to the previous month.



Rising unemployment[6]





The Scottish Government forecast that unemployment could rise from c.4% to anywhere between c.10% to c.15% taking one to three years to recover to pre-pandemic rates. The extent of the impact will depend on the shape of the recovery scenario[7].

Impact May Be Uneven Across Society

Low earners, women and young workers most likely to be affected[9]

Increased demand for food banks and volunteer shortages[10]

Increased demand for charities and community support[3]

[1]Office for National Statistics (16 April 2020) Furloughing of workers across UK businesses: 23 March 2020 to 5 April 2020,
[2]British Chambers of Commerce (15 April 2020) coronavirus-business-impact-tracker
[3]BBC News (2 April 2020) Coronavirus: Almost half of NHS Scotland staff absences Covid-19 related, https://www.bbc.co.uk/news/uk-
implications of school closures for parents, https://fraserofallander.org/covid/the-implications-of-school-closures-for-parents/
[7]Scottish Government (21 April 2020) State of the 2020
[8]Deparetment for Work and Pensions (DWP) (Accessed via DWP Stat Xplore)
[9]IFS (9 April 2020) Recessions and health:
[3]The Guardian (21 March 2020) Food banks ask UK supermarkets to set aside coronavirus supplies, https://www.theguardian.com/society/2020/mar/21/food-banks-plead-with-

Keep Scotland Working: Scotland's Sectors

Three primary areas of exposure[1]

Demand

This is the extent to which the sector is dependent on consumption of their products or services

Changes to international demand most likely to be a concern to the manufacturing sector as export markets are depressed

Changes to domestic demand is most likely to impact on construction and service sectors, as movement is restricted and consumer spending (non-essential) is suppressed services, retail and entertainment)

Supply

This is the extent to which the sector is dependent on products or services from others to support their operations

International supply chain disruption likely to impact production processes in manufacturing

Manufacturing of computer, electronic, electrical and optical equipment / products also expected to be exposed

Global supply chains impacted by freight and logistics challenges

Labour

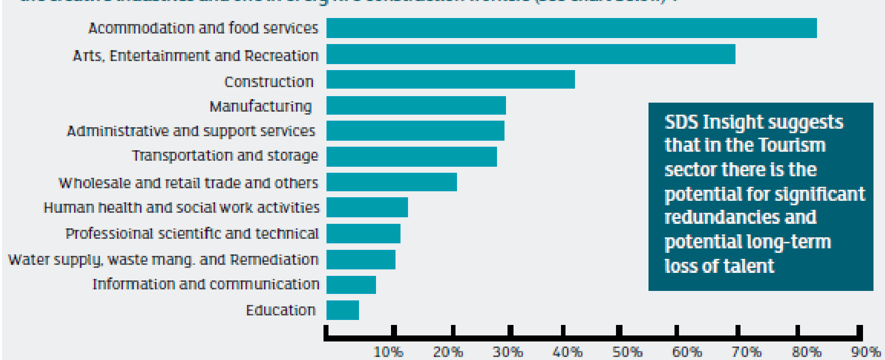
The dependency of the sector on people being able to work

Sectors most exposed are those requiring on-site or face to face working where social distancing is challenging, such as construction, utilities, retail, accommodation, food and public services

All sectors expected to be impacted by movement restrictions, higher rates of sickness and additional caring responsibilities at home

Furloughed staff

The ONS Business Impact of Coronavirus (COVID-19) Survey provides breakdowns of furloughed workers by broad industry. Four in every five hospitality workers are estimated to be on furlough, two in every three in the creative industries and one in every five construction workers (see chart below)[3].



SDS Insight suggests that in the Tourism sector there is the potential for significant redundancies and potential long-term loss of talent

Insight from industry suggests that the percentage of Construction workers furloughed in Scotland could be higher than the UK due to the closure of non-essential sites

Early Impacts[2]

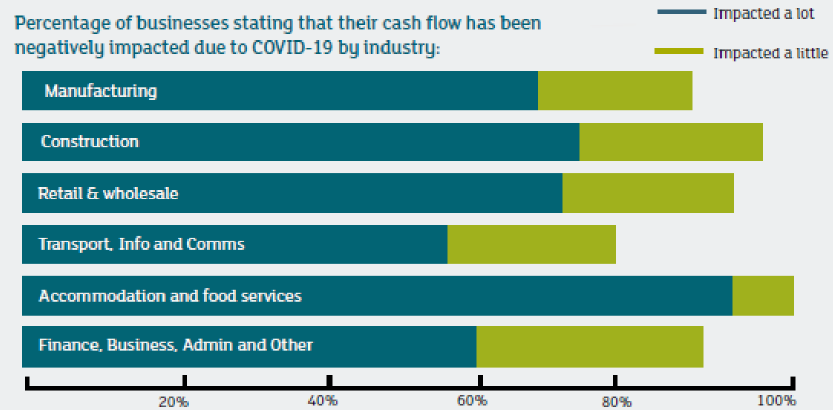
Industries experiecing increased demand for products and services:

Health and social care
(increased working hours and increased recruitment)

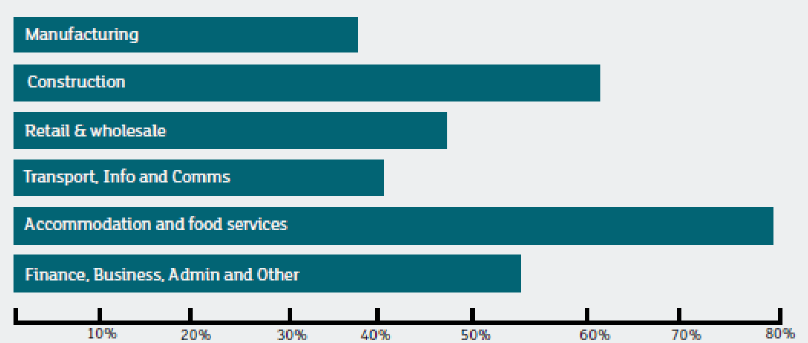
Industries experiencing lower demand for products and services:

Accommodation and food services
(decreased working hours and increased staff layoffs)

Percentage of businesses stating that their cash flow has been negatively impacted due to COVID-19 by industry:



Percentage of responding businesses stating that their business can survive less than three months under current levels of trading, by industry:



[1]Scottish Government (21 April 2020) State of the Economy https://fraserofallander.org/scottish-sector/
[2]Fraser of Allander Institute (16 April 2020) https://fraserofallander.org/scottish-economy/scottish-business-monitor-findings-by-sector/
Furloughing of workers across UK businesses: 23 March to 5 April 2020 https://www.ons.gov employmentandemployeetypes/articles/

Keep Scotland Working: Scotland's Sectors

SDS Ongoing Contact with Sectors[1]

83 Industry groups and stakeholders contacted to gather insight on COVID-19 impacts so far

16 Public bodies with sectoral interest contacted to date[2]

14 Sectors in focus:

Food, Drink & Agriculture	Creative Industries	Engineering & Manufacturing	Digital Technologies	Energy	Life & Chemical Sciences	Tourism
Health & Social Care	Oil & Gas	Financial & Business Services	Public Services	Road Haulage	Construction	Forestry

Key Insights from Industry[3]

Sector	Business viability concerns	Supply chain impacted	Accelerate adoption of industry 4.0	Changing work practices	Labour/skills shortages	Impact on Apprenticeships
Construction	✓	✓	✓	✓	✓	✓
Creative industries	✓	✓				✓
Digital Tech		✓	✓		✓	✓
Energy	✓	✓	✓			✓
Engineering & Manufacturing	✓	✓	✓			✓
Financial Services		✓	✓	✓		✓
Food, drink & Agriculture	✓	✓		✓	✓	✓
Forestry				✓	✓	✓
Health & social care		✓	✓	✓	✓	✓
Life and chemical sciences	✓	✓	✓	✓	✓	✓
Oil & gas	✓	✓	✓	✓		✓
Public sector			✓			✓
Road haulage	✓	✓			✓	✓
Rural	✓	✓		✓	✓	✓
Tourism	✓			✓		✓

[1] Insight from Skills Development Scotland: Two-way engagement with key partners on COVID-19

[2] Analysis by Skills Development Scotland Key themes emerging from industry

Construction: Sector Skills Assessment, https://www.skillsdevelopmentscotland.co.uk/

Keep Scotland Working: Scotland's Regions

Impact on Urban and Rural Regions

"Rural communities are particularly exposed to the economic impacts of the measures put in place to reduce the spread of the coronavirus." (Fraser of Allander Institute, March 2020)[1]

Rural areas are expected to be less resilient as a result of:

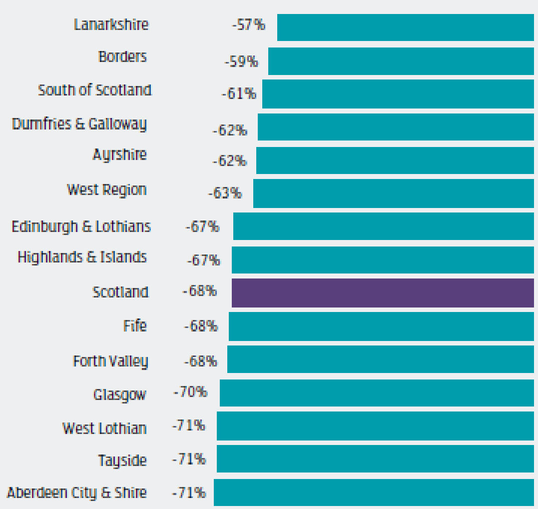
- **Larger proportion of workforce employed in at risk industries** such as tourism related sectors (accommodation, food and leisure activities).
- **Businesses in rural areas tend to be smaller** companies (small guest houses, café, tour operators).
- Greater prevalence of **self-employment**

Oxford Economics (2020) have identified that regions with large professional services and digital industries are likely to be the most resilient[2]. This includes cities such as Glasgow and Edinburgh

Impact on Business - Reduction in Job Postings

Job Postings: percentage change by region[3]

Short term change between March 2020 and April 2020



The greatest % decrease in new job postings were in the following local authorities:

East Dunbartonshire: **-75%**
Orkney Islands: **-75%**
Aberdeen City: **-74%**
Perth and Kinross: **-73%**
West Lothian: **-71%**
Highland: **-71%**

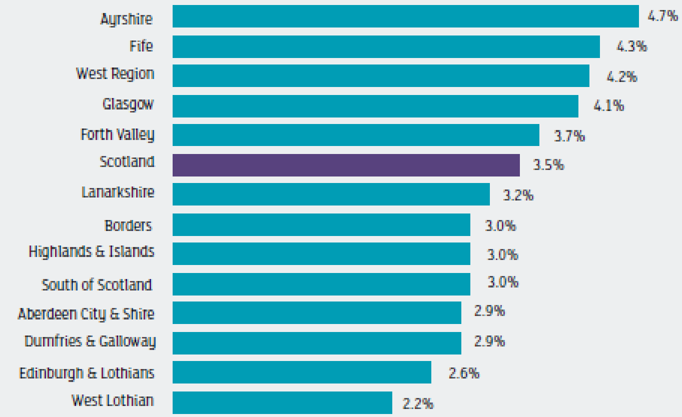
SDS insight suggests that the terms and conditions of many jobs being created as a result of COVID-19 offer low security and are typically temporary, low paid or zero hour contracts

In the period of economic recovery (2021-25) a quarter of job growths is expected to be concentrated in 10 UK local authorities. This list includes Glasgow and Edinburgh[4]

Impact on People

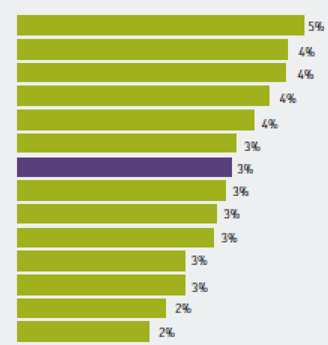
Quarterly Unemployment rate by region (16+, Scotland)[5]

Quarterly unemployment rate for 16-24 year olds is not included due to small sample size in some regions.



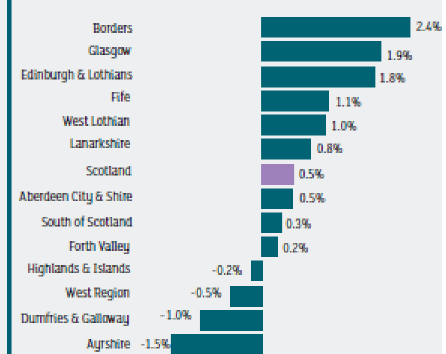
People on Universal Credit: percentage change by region[6]

Short term change between February 2020 and March 2020



Claimant Count: percentage change by region[7]

Short term change between February 2020 and March 2020



[1]Fraser of Allander Institute (23 March 2020) Regional impacts of the coronavirus pandemic Impacts-of-the-coronavirus-pandemic/
[2]Oxford Economics (24 March 2020) UK macro
[3]Data sourced from Burning Glass Technologies (Accessed 15th April 2020)
[5]Annual Population Survey (21 April 2020) January 2019 - December 2019
(Accessed via DWP Stat Xplore) People on Universal Credit
Nomis) (21 April 2020) Claimant Count - Febraury and March

Keep Scotland Working: Challenges and Response

The Challenge

Uncertainty on impact, scale and longevity, but evidence suggests that:

Significant negative impact on business activity and low business confidence	Rising unemployment, increases in Universal Credit claims and Claimant Count. Young people, women and low paid most impacted.	Growth in some sectors e.g. Health and Social Care, Food Retail but negative impact on others . One size will not fit all	Impact varying by region. Evidence of rural areas being less resilient One size will not fit all	There is uncertainty about the exit from lockdown, including any longer term consideration of the Job Retention Fund and factors affecting the wider economic recovery

The Economic Response: The Four R's

Respond and Reset

Economic response

- Protect lives
- Protect critical national infrastructure & services
- Protect businesses – cashflow, support to hibernate from banks and UKG
- Protect household incomes – payroll support to firms, welfare support
- Emergency legislation

Economic reset

- £30m Scottish Government food fund
- Labour market response
- Industry specific issues/guidance
- SECTOR AND REGIONAL support
- Unclog supply chain blockages

Restart

- Continued support for businesses (from banks and UKG)
- Support business to re-emerge
- Sector by sector analysis and support.
- Retraining and re-employment support to workers
- Fair work

Recovery

- Prepare industry for post-COVID era e.g. local supply chains for resilience
- Competitiveness
- Net Zero: Green Recovery
- Inclusive Growth (place/communities)
- Data/Tech/AI
- New terms of trade, post EU
- Demographics

Strategic Labour Market and Skills Response

Tailored response to address the issues and challenges in specific sectors and regions

Respond and Reset

Agile solutions based on current assets and capabilities

Framework for action

Restart and Recovery

1. Prepare for medium-long term scenarios to maximise impact and return on public investment in the skills system
2. Clear design principles to inform decision making
3. Accelerate innovation in the skills system to make it more resilient, adaptable and agile
4. Capture and make sense of intelligence as the crisis emerges
5. Collaboration across the public and private sector to maximise impact
6. Develop monitoring framework to assess Scotland's progress towards being a healthy and inclusive labour market during and after the crisis

Youth Transitions

To ensure a generation are not scarred by the crisis

Adult Transitions

Upskilling and Reskilling for a resilient workforce

A New War on Talent

Retaining and attracting talent The importance of meta skills, technical skills and leadership skills

Inclusive Growth and Fair Work

To address the challenge for those most impacted

System Resilience

A responsive, agile system that combines traditional, academic and work based learning for optimal impact

Expected impact on Scotland's sectors

- OCEA analysis was carried out to identify the sectors in Scotland's labour market which are at highest risk.
- **Accommodation & food services**, **Education** and **Arts, entertainment & recreation** most affected by Social Distancing Guidance and given automatic **RED** RAG rating.
- **Manufacturing** also at **RED** risk through high COVID-19 absence rates & existing labour supply shortages.
- **Public Admin & Defence** at **RED** risk through high proportion of women with dependent children.
- **Administrative & support services, Health & social work and Other Services at RED** risk through high proportion of women with dependent children but also existing labour supply shortages.

Sector	International Supply	International Demand	Domestic Demand	Labour Market Disruption
Agriculture, forestry and fishing	y	a	y	y
Mining and Quarrying Industries	y	a	a	y
Manufacturing	r	r	a	r
Electricity & Gas Supply	y	y	y	a
Water Supply & Waste Management	y	y	y	y
Construction	y	y	r	r
Retail & wholesale	y	y	r	r
Transport & Storage	y	y	a	a
Accommodation & food services	y	a	r	r
Information & Communication	a	y	y	y
Financial & Insurance Activities	y	y	y	a
Real Estate Activities	y	y	y	a
Professional, Scientific& Technical Services	y	a	y	a
Administrative & Support Services	y	y	a	r
Public Administration and Defence	a	y	y	r
Education	y	a	y	r
Health and Social Work	a	y	y	r
Arts, entertainment and recreation	y	y	r	r
Other Services	y	y	a	r

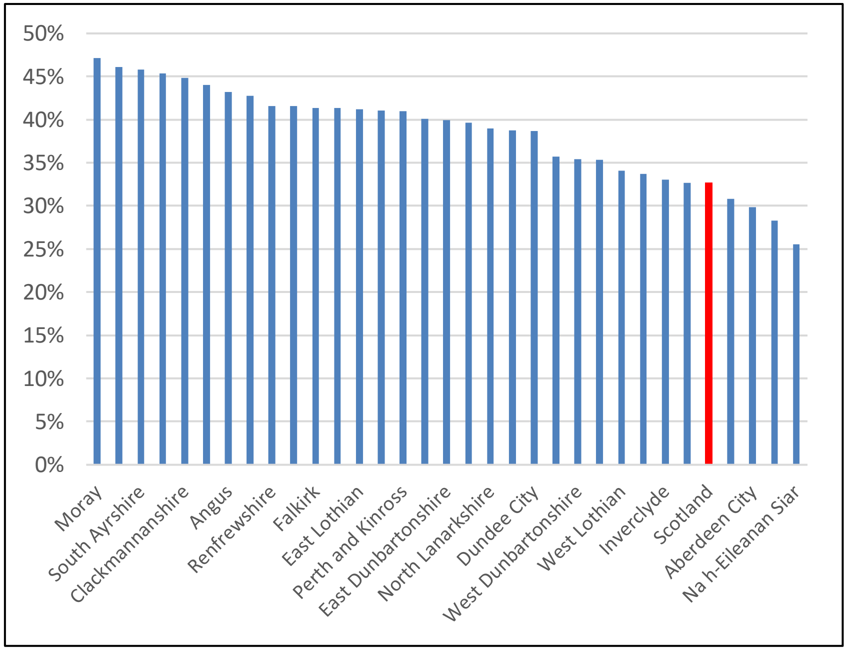
For Labour Market Disruption, RAG ratings were determined by a) COVID-19 absence rates, b) Existing labour supply shortages c) Women with dependent children (due to school closures) and d) Sectors affected by Social Distancing guidance

Scottish Government
Riaghaltas na h-Alba
gov.scot

Expected impact on Scotland's regions

- Regional exposure to the impacts from COVID-19 will vary due to the different compositions of industrial, workforce and wider population structures.
- Island local authorities and some urban areas have lower shares of employment in the most exposed sectors.
- However, the number of jobs in the most exposed sectors is highest in Glasgow, Edinburgh and Fife.

Share of employment in most-exposed sectors (%)



Source: OCEA analysis .

Scottish Government
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Number of jobs in exposed sectors

Scotland	958000
Glasgow City	128000
City of Edinburgh	100000
Fife	57500
North Lanarkshire	53500
Aberdeen City	52500
South Lanarkshire	51000
Highland	50000
Aberdeenshire	47500
Renfrewshire	36500
West Lothian	30750
Dundee City	29250
Perth and Kinross	28000
Falkirk	27500
Dumfries and Galloway	27500
South Ayrshire	22000
Scottish Borders	21250
Stirling	20500
North Ayrshire	20000
Moray	18500
Angus	17000
Argyll and Bute	15250
East Ayrshire	15250
Midlothian	14400
East Lothian	13500
West Dunbartonshire	12250
East Dunbartonshire	10900
Inverclyde	9350
East Renfrewshire	8050
Clackmannanshire	6850
Shetland Islands	5350
Orkney Islands	4250
Na h-Eileanan Siar	3950

Key Regional Insight (1)

- Current GVA in Edinburgh and South East Scotland is £40,999m (30% of Scottish output)[1]. GVA drop in the City of Edinburgh could be less sharp than the wider South East region, due to the larger number of higher skilled roles.

- Significant adverse challenges in Tourism, Accommodation & Food Services; Non-Food Retail; Creative Industries; Manufacturing and Construction (44.8% jobs) – uncertainty after furlough is withdrawn, cancellation of major festivals and concerts, financial pressures intensifying especially for small businesses

- Some sectors are growing – online retail and distribution; agriculture with increased staffing requirements in Health and Social Care, NHS, pharmacies

- Job losses could be between 11,700-117,200 although there may be opportunities for up-skilling, re-skilling and re-deployment into sectors which are recruiting

Key Regional Insight (2)

- 720,000 people employed in the City Region in 2019 – current and future job losses will push up the claimant rate from 3%. This may rise further and increased pressure on personal finances is set to continue. [1]

- Between February and March 2020, two of the three areas that saw the highest percentage increase in claimant count were in the Borders, Edinburgh/Lothians.[2]

- Mental health challenges are likely to increase as lockdown continues

- More highly skilled roles in the capital are better 'insulated', so there could be a disproportionately negative impact on lower skilled roles across the wider City Region

- Regional colleges, such as Edinburgh College, are making changes to their curriculum portfolios to allow for an increase in shorter courses and delivery timeframes.

Universal Credit Claimants (April 2020)

Month to Month Change in Claimant Count (ONS)

Date	City of Edinburgh	East Lothian	Fife	Midlothian	Scottish Borders	West Lothian
March 2020	7,285	1,720	8,810	1,495	1,900	3,450
April 2020	14,000	3,205	13,690	2,725	3,320	5,620
Percentage Change	92%	86%	55%	82%	75%	63%

Points for Discussion

- The region is facing the potential for significant job losses across five sectors which have been adversely impacted by COVID-19
- At the same time there is jobs growth across three sectors. Some skills may be transferable across sectors and there will be opportunities for re-deployment, up-skilling and re-skilling, as well as opportunities for retired workers to return into the Health and Social Care sector.
- *How do Regional Economic Partnership and City Region Deal activities need to flex or change to respond to the immediate and medium term employment challenges?*
- *Is there any best practice that can be reviewed and implemented from other areas (nationally or internationally)?*

Emerging Skills & Labour Market Issues

Implications for Sector/businesses

- **The easing of the lockdown will bring complex, ongoing challenges** such as changing working practices
- **The re-opening of the economy is likely to be staged by sectors**, which means that some businesses may not be able to re-open due to a lack of cash flow [1], some businesses might not re-open and/or will be reliant on overseas supply chains or customers
- **There will be specific challenges and opportunities in rural areas,** which are disproportionally impacted
- Despite significant new funding there may well be **increase in business failure in High Impact sectors**.
- Multiplying factor of COVID-19 when combined with other disrupters e.g. Brexit, Climate Emergency

Implications for People

- **There is a need to focus on recruiting people into growth sectors.** This will include maximising the skills of older workers; re-training, up-skilling and accelerating the acquisition of digital skills
- **There is the potential for a spike in unemployment** if businesses cannot sustain pre-COVID-19 volumes of staff due to reduced customer demand or financial stresses
- **There is an ongoing need to target interventions to groups most affected by job losses** and financial hardship, and to provide support measures to help them re-skill and transition into sectors where there are job opportunities
- In spite of support measures we anticipate a significant increases in unemployment – with young people and lower skilled/waged workers hardest hit.

Implications for Education and Skills

- **Maintaining employment and progression into work will continue to be a challenge, particularly for young people**
- **There is an ongoing need to continue to invest in skills development and career progression**, to support inclusive economic growth
- **Education and Skills providers will need to consider a range of delivery models** and implement physical distancing

Post-lockdown planning and recovery

Immediate

- Sectoral insight and intelligence
- Two-way coms to support skills planning
- Working with regional partners (REPs, City Region Deal) to develop skills response to support businesses and individuals.
- Review of City Region Deal IRES projects to support COVID-19 response measures/action planning

Short to medium term

- Skills planning activities – focusing on skills transferability from ‘at risk’ sectors
- Supporting partners in providing support to key industry sectors
- Enhanced PACE offer -employer and individual
- My World of Work Jobs Hub
- Talent retention

Longer term

- Focus on developing longer term solutions to COVID-19 impact

SDS response

Keep Scotland Working: SDS Immediate Response

Insight, Intelligence and Scenarios

Leadership and Collaboration
SDS will continue to offer leadership and collaborate on the strategic labour market and skills response

Understanding the changing economic and labour market impacts
SDS is working with range of partners across the skills system to:

- Understand the operating environment;
- Gather insight;
- Build scenarios around the potential impact on the labour market

This is critical to designing impactful interventions in a fast moving environment

Evidence Based
Our approach has been and will continue to be informed by a robust, timely and reliable evidence base and emerging labour market scenarios

Support for Individuals

Career Information, Advice and Guidance:
We are increasing support to include enhanced online resources, a helpline and telephone Case Management service for any individual whose employment situation is being affected by the pandemic.

My World of Work Job Hub
A new service designed to help employers quickly advertise immediate opportunities to a broad audience through SDS's careers website

Online Learning Portal
A new resource helping who have been furloughed or made redundant to develop their skills through free online courses from training providers

Employment and Redundancy support
We've partnered with local councils to promote four areas of local support:

- Financial support
- Employability
- Wellbeing support
- Medium to long-term support and advice for what comes next

Support for Businesses

Find Business Support
Enterprise and Skills agencies aligned offer to Scottish businesses and workers.

PACE
SDS continues to lead on PACE support and is working with Scottish Government and partners to ensure delivery is responsive

Agency Joint Working
Scottish CV19 Response steering group, engagement with business support organisations, Cabinet Secretary & ILG calls, Scottish Funding Council, City Region Deal, IRES Board, REP, Regional Enterprise Council