STATE OF THE NATION: Graduate Skills in Scotland

PROFESSOR JOHN HARPER
Principal
Robert Gordon University
The purpose of the day

• Multi stakeholder dialogue on the future of graduate skills in Scotland.

• To consider:
  • the future challenges we face.
  • our approach in an international context.
  • our readiness as a sector to take action.
The current and future landscape
INDUSTRY 4.0

- Artificial Intelligence
- Automation
- Mobile Technologies
- 3D Printing
- Augmented/Virtual Reality
- Internet of Things
- Big Data
“The challenges and opportunities of intelligent automation require a robust policy response informed by multi-stakeholder engagement but, so far, both are lacking.”
The highest percentage of the population aged 25-64 with tertiary education within the EU.

But ranked in the third quartile for productivity among the OECD countries.
Graduates in Scotland employed in low and medium-low skilled occupations in 2017.

P27, “Working Collaboratively for a Better Scotland”
A shared ambition for improved productivity, underpinned by an education and skills system which:

- Works collaboratively to create effective learner journeys.
- Anticipates and aligns with future skills needs.
- Supports individuals to achieve their career ambition.
Our track record as a university sector
“Scotland’s universities are committed to generating highly-employable graduates, as evidenced by the consistently high rate of positive graduate destinations”

Originates on: http://studyinscotland.org/scotlands-universities/
Low unemployment rate of 4%.

Graduates from Scotland’s universities have the **highest** starting salaries in the UK.

Scotland’s universities work with **over 115** professional bodies.

Originates on: [http://studyinscotland.org/scotlands-universities/](http://studyinscotland.org/scotlands-universities/)
Research and innovation

• Scotland produces more academic publications per researcher.

• Scotland’s research is cited more often than research from competitor nations.

• Investment in Business Enterprise Research and Development has doubled over the past decade.

• Scotland has an increasing and consistently higher share of publications with international partners and with higher impact than the UK average.

Skills-focussed developments

- Accelerated degrees.

- Graduate Apprenticeships.

- Focussed CPD provision.

- Institutional development and sectoral collaboration on:
  - enhancing graduate employability.
  - developing graduate attributes.
  - student transitions, including in to work.

- QAA Scotland Focus On: Graduate Skills project 2018/19.
Recent developments at RGU
Ensuring fitness of purpose for current and future graduates
Employability and Professional Enrichment Hub
Innovation and Entrepreneurship Hub
Graduate Apprenticeships - taking the university to the workplace
Upskilling in the workplace
A case study

• Connecting directly with industry.

• Proactively identifying skills needs.

• Setting an agenda for effective response.
Reflections

Skills

• Clarifying and simplifying terminology.
• Clarifying focus for development.
• Innovating effective delivery.

Productivity

• Our understanding of the problem?
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