

EXECUTIVE COUNCIL

PUBLIC

Title:	Community Development Scheme Report
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Responsible Director:	Director of Education
Report Author:	Senior Finance Clerk, Education Department
Portfolio Holder:	MLA Stacy Bragger
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List of Documents:	None

1. Recommendations

Honourable Members are recommended to:

- (a) Note the update provided
- (b) Approve the publication of this paper.

2. Additional Budgetary Implications

2.1 None

3. Executive Summary

3.1 Table below shows the CDS applications received and approved:

CDS applications	Received	Approved	% approved
2015/16	47	28	59.6%
2016/17	59	37	62.7%
2017/18 (to 31/12/17)	26	17	65.4%

3.2 The courses agreed in these periods cover a wide range of subjects, see Appendix 1.

3.3 When the CDS evaluation panel deem it necessary to refuse funding, in most cases this is a result of the requested course being considered too closely aligned to an FIG applicant's current job role. This would be deemed to be mandatory training that should be funded from the operational budget for FIG employees.

4. Background

4.1 The scheme known as the Community Development Scheme (CDS) was created in July 2013.

4.2 An evaluation panel was created, including the Director of Education as Chair and representatives from the Treasury and Human Resources. A Policy representative and the Manager of the Falkland Islands Development Corporation have since joined the panel.

4.3 The Skills Assessment Council, which includes membership from the CDS evaluation panel, undertook a Workplace Skills Shortages Survey, which was published in January 2018. The results of the survey are closely aligned with current skills shortages section of the priority areas for funding for the CDS scheme.

4.4 The Islands Plan 2014 – 2018 sets out a vision that places high importance on ensuring that, “the Falkland Islands has a skilled and competitive workforce to deliver a productive and sustainable future for the Islands”. (Population and Workforce, P11).

4.5 The CDS Criteria have been previously reviewed, with the last update in February 2014. Executive Council granted the CDS panel members delegated authority to add to the skills list and slight amendments have been made to the skills list over time. See Appendix 2 for the skills list

4.6 The Director of Education will be undertaking a review and evaluation of the CDS scheme and its points of alignment with other boards and initiatives such as the Vocational Training Board and the Skills Assessment Council. Within this review the criteria for acceptance will be considered alongside an improved strategy to build awareness of the scheme.

4.7 In 2015/16, there was a budget allocation of £200,000 and a total spend of £67,870.00.

4.8 In 2016/17 financial year there was a budget allocation of £200,000 with a carry-over of £132,130.00 to give a total of £332,130.00 and a total spend of £87,735.00.

4.9 To date in 2017/18, there is a total budget of £350,000, including annual allocation of £200,000 and carry-over of £150,000 from previous years.

4.10 At the end of December 2017 (midpoint in the financial year), there has been £209,623 committed and £60,460 spent.

5. Options and Reasons for Recommending Relevant Option

5.1 None

6. Resource Implications

6.1 Financial Implications

None

6.2 Human Resource Implications

None

6.3 Other Resource Implications

None

7. Legal Implications

7.1 None

8. Environmental & Sustainability Implications

8.1 None

9. Significant Risks

9.1 None

10. Consultation

10.1 None

11. Communication

11.1 None

Appendix 1 – list of courses approved by CDS Evaluation Panel

Courses approved in 2015-16	Courses approved in 2016-17	Courses approved July 2017 to Dec 2017
MSc in Obesity and Weight Management	ILM Level 3 Certificate in Leadership and Management	IGCSE's
STCW Basic Safety Training	Level 4 NVQ in Business and Administration	Post Graduate Certificate in Public Health
CILEx Level 3 Diploma for Legal Secretaries	IGCSE's	First Aid
HNC Waste Management	A Level in Business	Single Pitch Award
ILM Level 3 and Level 5	Level 3 CMI First Line Management	PADI Diving Qualification
Special Needs / School Leadership	Prince 2 Foundation and Practitioner course	ACCA Accountancy course
Articulated HGV Licence	Level 3 Portable Appliance Testing	BA (Hons) in Social Work
Bachelor of Agriculture Science	NVQ Level 1 in Business and Administration	ILM Level 5 in Leadership and Management
CIPD Level 3 Diploma in Human Resources Practice	ACCA Foundations in Accountancy course	CMI Level 5 Leadership and Management course
GCSE/IGCSE	Association of Taxation Technicians	IGCSE's
NVQ in Plastering	ECDL	MSc in Social Work
BTEC Level 5 Diploma in Security Management		Professional course in Furniture Design, Making & Restoration
EAL Certificate of Competence in Lifting Equipment Inspection		CMI Level 7 Extended Diploma in Strategic Management and Leadership
AptEd Level 3 Speech and Language		BA (Honours) in Business Management (Economics)
Certificate in Occupational Health Management and the Certificate of Attendance / Competency		NVQ Level 3 in Business and Administration
Diploma in End of Life Care		
Graduate Diploma in Law		
Legal Practice course		
HNC in Construction		
Media Handling, Speech-writing Master Class, An Overview of Parliament, The Influential Communicator and Political Awareness and Influencing Workshop with Dods		
MSc in Biomedical Science		

Appendix 2 - Priority Areas for Funding.

Current Skills Shortages

- Teachers (inc' camp and travelling – all phases and subjects)
- Health professionals/specialists i.e. Drs/Nurses/Pharmacists/Midwives etc.
- Engineers, (Civil, Mechanical and Electrical in particular) and technicians
- Vets and Agricultural Advisers/Specialists
- Lawyers/Legal Practitioners
- Finance professionals including Accountants, Auditors and Tax specialists
- Fisheries Scientists/Researchers
- Business Managers
- Social Workers
- Aviation Engineering Specialists
- Commercial and Business skills
- Hospitality and Tourism skills
- Catering Services including cooks and related Food Hygiene expertise
- All key trades skills i.e. Plumbers/Joiners/Electricians/Painter-decorators/Mechanics etc.
- Administrative Skills (Receptionist/Admin /Secretary/Clerk/Personal Assistants etc.)
- Childcare workers/carers (nursery assistants/nannies etc.)
- Hairdressing (NVQ Level 3 and above)
- Project Managers
- Warehouse/Stock Control expertise
- Maritime/Marine Services

Anticipated Skills Needs (Oil Industry Related)

- Security Services
- Stevedores
- Welders
- Civil Engineers
- IT Hardware and Software Support
- Accreditation for offshore working (particularly BOSIET (Basic Offshore Safety Induction and Emergency Training))
- Environmental management (including oil spill management)
- Logistics
- Personnel logistics
- Forklift driving
- Tool servicing
- Mechanical and electrical technicians
- Construction trades