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Skill Policy, Practice and Research: Evaluation and Future Directions

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Lessons from the programme

- At the top, claims of mismatch with under-employment/over-qualification needs nuancing by degree/institution.
- Intermediate jobs not disappearing, though form/purpose of training for residual skilled trades needs monitoring.
- For routine jobs, more personality than skills but type of 'personality' wanted varies, creating training/skill formation issues.
- Training for the unemployed insufficiently sensitive to employer needs. But employers need to consider job quality.



Skills in Scotland revisited

- Starting point: upskilling of jobs in the economy through supply-side interventions, primarily higher education.
- Recent shift to appreciate demand issues in policy deliberations justified by the research programme findings.
- Findings also indicate that skills policy and research needs to range wider than just supply and demand to encompass development and deployment.
- Moreover that good jobs economy, whilst laudable, is neither realistic nor feasible.



Good jobs, bad jobs, any jobs

60s-early 70s

Better jobs

**Quality of
Working Life
movement
typically
focused on
skilled jobs**

late 70s-80s

Any jobs

**Job creation
often leading
to 'screw-
driver plants'
and semi-
skilled jobs**

90s-early 00s

Good jobs

**Stimulation
of creative/
knowledge
work and
high skill
jobs**

currently

**(Any jobs)
Polarised jobs**

**Good and bad
jobs but not
mutually
exclusive –
complement
each other**



A new map for policy and research

