

A Human Future – Scotland in 2035

Driving productivity & inclusive growth through skills

2019–2022



Strategic Plan



All people in Scotland
have the skills, information & opportunities
to succeed in the labour market



Scotland's businesses
drive productivity & inclusive growth

To achieve this goal SDS will:

- Enable learners and workers to make informed learning and career choices
- Empower people to achieve equitable learning and employment outcomes
- Provide effective learning pathways into productive employment
- Help create an increasingly productive and resilient workforce for Scotland

To achieve this goal SDS will:

- Deliver an aligned and integrated service offer for employers
- Inspire and enable employers to take a strategic approach to workforce planning
- Promote the development of productive and innovative workplace practices
- Drive understanding and adoption of fair work practices



Scotland has a dynamic & responsive skills system

To achieve this goal SDS will:

- Strengthen industry ownership of the skills system
- Build a high-quality evidence base using robust and comprehensive data
- Influence the prioritisation of resources in line with the evidence base
- Ensure work-based learning is efficient, responsive and future-focused

SDS leads by example and continuously improves to achieve excellence

To achieve this goal SDS will:

- Adopt high-performing workplace practices, leading change in others
- Improve customer experience and customer service through enhanced use of data and technology
- Make efficient, effective and sustainable use of our resources
- Drive better outcomes through deeper collaboration and partnership working