

Financing adult learning database

Name of the instrument - Local language	Flexible Workforce Development Fund
Name of the instrument - English translation	Flexible Workforce Development Fund
Scheme ID	322
Country	 United Kingdom
Reporting year	2020
Type of instrument	Training fund
Sub-type of instrument	National level collection and regional level distribution

Short description	The FWDF provides UK Apprenticeship Levy-Payers (levy set at 0.5% of annual pay bill) with flexible workforce development training opportunities to support inclusive economic growth through up-skilling or re-skilling of their employees. The FWDF is particularly targeted at addressing skills gaps and the training needs of the older workforce and those with protected characteristics. The FWDF is a flexible fund, meaning employers can choose the training they need, select a college of their choice, use the Fund to address priority skills gaps, and pass on the benefits of the Fund access to their supply chain. Each levy-payer is able to access a maximum total funding of GBP 15 000 per year (approx. EUR 17 800).
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Level of operation	Part of the country
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument
Legal basis	Not applicable
Objective(s) and target(s)	The FWDF continues to support the delivery of SFC's strategic outcome of greater innovation in the economy

	and the Scottish Government's strategic priority of high quality learning in a system which is seamlessly connected for the learner. This includes learning which prepares people well for the world of work and successful long-term careers, prioritising provision that meets known skills gaps in the economy. The FWDF also continues to contribute to the following Scottish Government priorities, anchored in Scotland's Economic and Labour Market strategies: • A strong labour market that drives inclusive, sustainable economic growth. • A skilled, productive and engaged workforce capable of meeting the needs of Levy-payers. • Equality of opportunity to access work and to progress, to ensure everyone is able to maximise their potential. • Increasing productivity.
Year of implementation	2017
Year of latest amendment	2020
Operation/management	The Scottish Government is the high level governing body for the FWDF, and the day-to-day management and administration of the Fund rests with the Scottish Funding Council (SFC). The delivery model for employer engagement and training lies with the college network in Scotland.
Eligible group(s)	The FWDF will be available to all UK Apprenticeship levy-paying employers in Scotland across the private, public and third sector. Funds cannot be used for qualifications or training required by legislation.
Group(s) with preferential treatment	yes
Education and training eligible	Employers can identify the training and education needed, provided through the Scottish network of colleges.
Source of financing and collection mechanism	Scottish Government
Financing formula and allocation mechanisms	Each Levy-payer is able to access a maximum total of GBP 15 000 (an increase from 10 000 in 2017-18)
Eligible costs	The FWDF covers the costs of training provision through approved training providers (Further Education Colleges).
Volumes of funding	2017-18: GBP 10 000 000 (approx. EUR 11 325 926)2018-19: GBP 10 000 000 (approx. EUR 11 218 938)2019-20: GBP 10 000 000 (approx. EUR 11 739 845)
Beneficiaries/take up	2017-18: 9 065 2018-19: 23 965 2019-20: 24 000 (estimate)
Organisation responsible for monitoring/evaluation	Scottish Government
Monitoring/evaluation reports available	Scottish Government; Flexible workforce development fund: first year evaluation: https://www.gov.scot/publications/evaluation-first-year-

	flexible-workfo...
Most relevant webpage - in English	http://www.sfc.ac.uk/funding/college-funding/flexible-workforce-develop...
Most relevant webpage - local language	http://www.sfc.ac.uk/funding/college-funding/flexible-workforce-develop...
Recent changes	2020. The 2020 funding cycle increased the fund value to GBP 13 million. Inclusion of supply-chain companies Introduced in 2019-20, Levy-payers who are eligible for the FWDF have the ability to bring benefit to their supply-chain in two ways: (a) Levy-payers can relinquish their access to the FWDF and nominate up to two of their supply-chain companies to receive all or part of their allocation, or (b) Levy-payers can include supply-chain company staff in training they have identified as a collective priority. 25. This is specifically with the purpose of bringing greater benefit to the Levy-payer through investing in the development of their supply-chain. In each of these methodologies, the supply-chain companies involved should not be levy-payers in their own right. Recent changes in response to COVID-19 Extension to eligible costs for training provision due to sever delays in delivery due to the pandemic. Costs for training delayed but confirmed will be paid if outside of the official payment period covered by the 2020-21 funding cycle.
Sources	Scottish Funding Council Scottish Funding Council Scottish Funding Council Scottish Government Scottish Government