



## **Museums Galleries Scotland**

**Skills for Success Programme  
Evaluation Report 2018 – 2019**

**Funded by The National Lottery  
Heritage Fund**

**December 2019**



**Museums  
Galleries  
Scotland**  
Supporting Scotland's Museums



# Museums Galleries Scotland

## Skills for Success Programme 2018–19

### The Programme

The Skills for Success programme, funded by the National Lottery Heritage Fund, offered non-graduate learners the opportunity to undertake a one-year paid placement in 16 host museums and galleries throughout Scotland. It set out to address workforce issues, including a lack of diversity and lack of accessible entry and progression routes identified in 'Going Further – the National Strategy for Scotland's Museums and Galleries'.

Learners worked towards an SVQ3 in Museums & Galleries Practice, and were supported by a supervisor in the host museum, a mentor, an assessor and Museums Galleries Scotland staff. In addition, the management learners undertook a six-day Institute of Leadership & Management (ILM) accredited leadership programme.

#### Skills for Success in numbers

**20** learners took part in the learning placement at entry level (19 completed)

**2** learners completed a management level placement

**£15k** stipend was paid to learners

The Skills for Success programme was awarded the Creative Choices Award at the 2019 Creative & Cultural Skills Awards

### Impact

The impact on those involved has been significant with most host organisations, participants and mentors reporting valuable experiences and substantive impact:



#### On participants

- ✓ New qualifications and skills gained
- ✓ Improved understanding of the sector and routes to employment within it
- ✓ Improved employability
- ✓ Increased confidence



#### On mentors & supervisors

- ✓ New mentoring skills
- ✓ Experience in supporting people with additional support needs
- ✓ Networking opportunities
- ✓ Additional capacity



#### On host organisations

- ✓ Fresh perspectives and new ideas
- ✓ Additional short-term capacity
- ✓ Experience of alternative approaches to recruitment
- ✓ Experience of how to support work-based learning

New approaches have been trialled through the programme and there has been important learning for MGS, host organisations and the sector more widely about what works best in supporting learners with more complex additional support needs, or different experiences to those who would traditionally have applied to work in the sector.

A number of key factors for success were identified.



## Legacy for the sector

Sectoral experience in recruiting and supporting a diverse workforce has grown

Grown capacity and skills to support work-based learning

12 learners retained in employment in the sector

MGS has become an Assessment Centre and can deliver SQA qualifications

Increased understanding of the benefits of a more diverse workforce

## Challenges

A number of challenges were identified through the evaluation which are important points for consideration by the wider sector.

- ⊗ Lack of appropriate or sustainable job opportunities following completion
- ⊗ Lack of awareness of and too few entry routes into the sector
- ⊗ Appropriate support mechanisms for learners with additional support needs not available within some host organisations

## Recommendations

- 1 Continue to disseminate the learning from this programme across the sector.
- 2 Continue to adapt recruitment practices to ensure that these are inclusive and fit for purpose, and explore opportunities to open up new entry and progression routes.
- 3 Continue to improve support mechanisms for staff and ensure these are robust and inclusive, working with partner organisations where appropriate.
- 4 Explore opportunities to offer the SVQ Level 3 in Museums and Galleries Practice as widely as possible.
- 5 Continue to build capacity to support work-based learning.