Our Past, Our Future

The Strategy for Scotlands's Historic Environment

Detailed Baseline Report: Summer 2024

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Introduction

This document assesses the current landscape within Scotland's heritage sector, to support delivery of the national strategy *Our Past, Our Future*.

Our approach draws on existing data, including sources such as the Scottish Household Survey (SHS), Scottish Housing Condition Survey (SHCS), Scotland's Historic Environment Audit (SHEA), internal Historic Environment Scotland's (HES) data as well as data gathered from other historic environment stakeholders. These help us observe and recognise the present reality to our envisioned future.

Our focus encompasses the synthesis of research, case studies, and both quantitative and qualitative insights. This multidimensional approach gives us a holistic perspective, enabling a comprehensive mapping of our current position and charting a course towards our aspirations.

The Priorities and Outcomes of *Our Past, Our Future* are:

Priority 1: Delivering the transition to net zero

- Outcome 1: Reduced emissions from the historic environment
- Outcome 2: The historic environment is more climate resilient
- Outcome 3: Improved pathways for historic environment skills

Priority 2: Empowering resilient and inclusive communities and places

- Outcome 4: Organisations that care for the historic environment have the right skills and are more resilient
- Outcome 5: Communities have more opportunities to participate in decision-making about the historic environment
- Outcome 6: The historic environment is more diverse and inclusive

Priority 3: Building a wellbeing economy

- Outcome 7: The historic environment makes a responsible contribution to Scotland's economy
- Outcome 8: The historic environment provides fair work
- Outcome 9: Increased engagement with the historic environment, with a focus on activities that enhance wellbeing

Methodology

Data Collection: Gathered data from multiple sources, including government reports, organisational documents, surveys, and case studies.

Document Analysis: Analysed documents such as the Skills Investment Plan (SIP) for the Historic Environment (2024), Climate Action Plans, the Sustainable Investment Toolkit (SIT), and case studies to extract relevant data and insights related to the defined outcome areas. This involved identifying key findings, best practices, challenges, and opportunities documented in these resources.

Stakeholder Engagement: Engaged with stakeholders involved in the historic environment sector, including public bodies, heritage organisations, community groups, and experts. This included interviews, focus groups, or consultations to gather insights, perspectives, and feedback on relevant topics.

Data Synthesis: Integrated and synthesised data collected from various sources to establish a baseline understanding of the current state of the historic environment across different outcome areas. This involved organising, categorising, and analysing data to identify trends, patterns, gaps, and opportunities.

Methodological Frameworks: Utilised established frameworks and methodologies for assessing and measuring baseline indicators related to resilience, diversity, economic contribution, and climate resilience. This ensured consistency, rigor, and reliability in data collection and analysis processes.

Priority 1: Delivering the transition to net zero

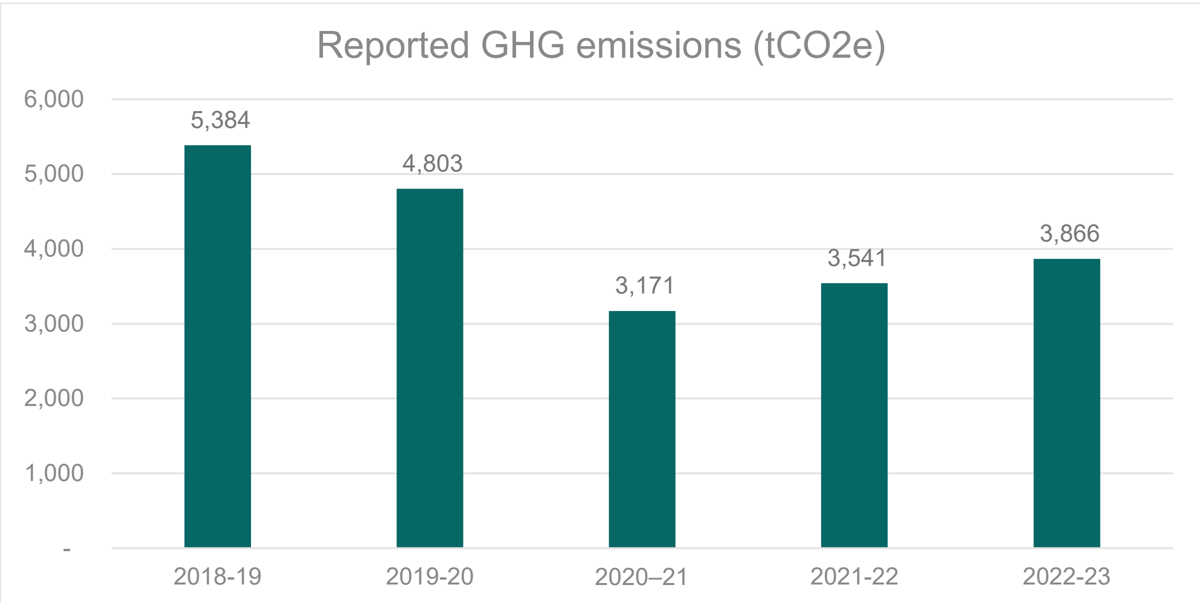
OUTCOME 1: REDUCED EMISSIONS FROM THE HISTORIC ENVIRONMENT

The baseline reports against the Greenhouse Gas (GHG) Protocol which is an accounting way of reporting carbon emissions in organisations' financial statements through various sources: Energy, waste, water, business travel, supply chain, visitor travel, commuting travel, grants (and other influences). The reporting is made using the Conversion Factors[1] provided by the UK Department for Energy Security and Net Zero which are for use by UK and international organisations to report on 2024 greenhouse gas emissions.

Data has been gathered for HES, the National Lottery Heritage Fund (NLHF) and VisitScotland. Museums Galleries Scotland (MGS) emissions will be monitored from 2023-24 onwards.

HES and NTS are reporting on emissions from all their operations, including sites in their care. NLHF and Visit Scotland report on their own organisation's emissions. Hence reporting the emissions of those organisations in two separate figures.

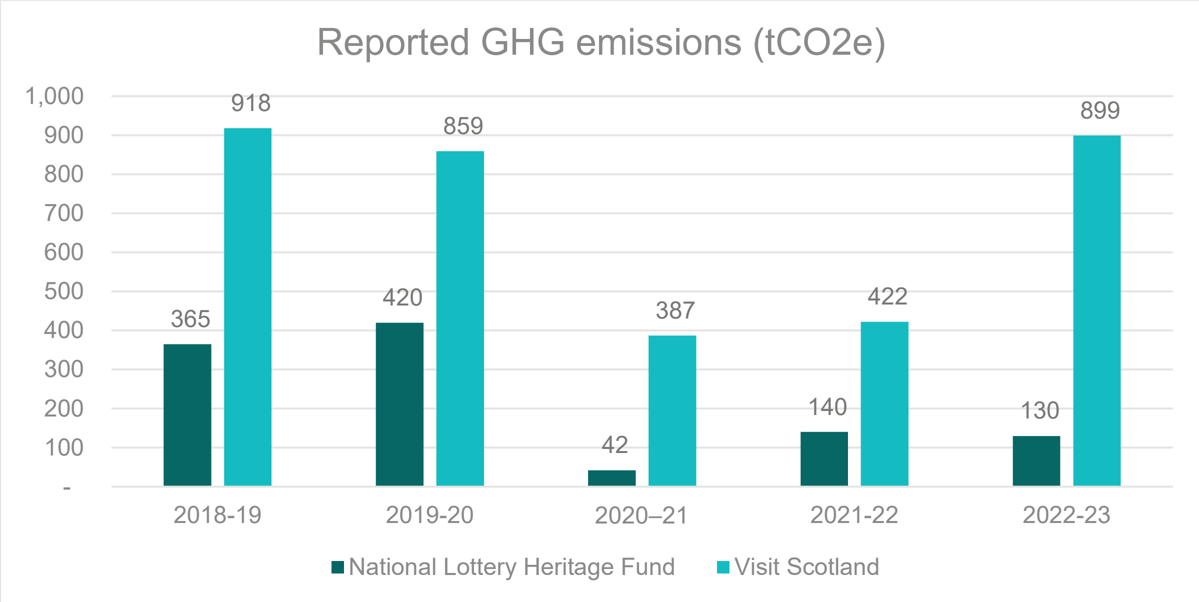
Figure 1 – HES[2] reported GHG emissions (tCO2e)



[1] Greenhouse gas reporting: conversion factors 2024

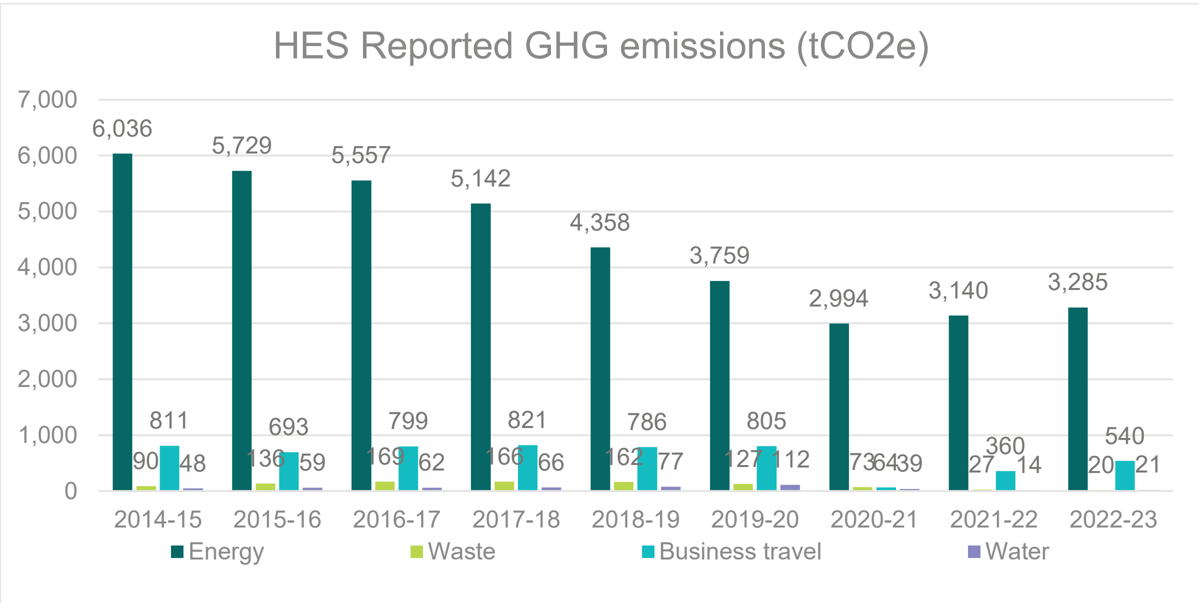
[2] HES is currently being reported separately but will be compared to others' figures once data is available.

Figure 2 - Historic environment stakeholders' reported GHG emissions (tCO2e)



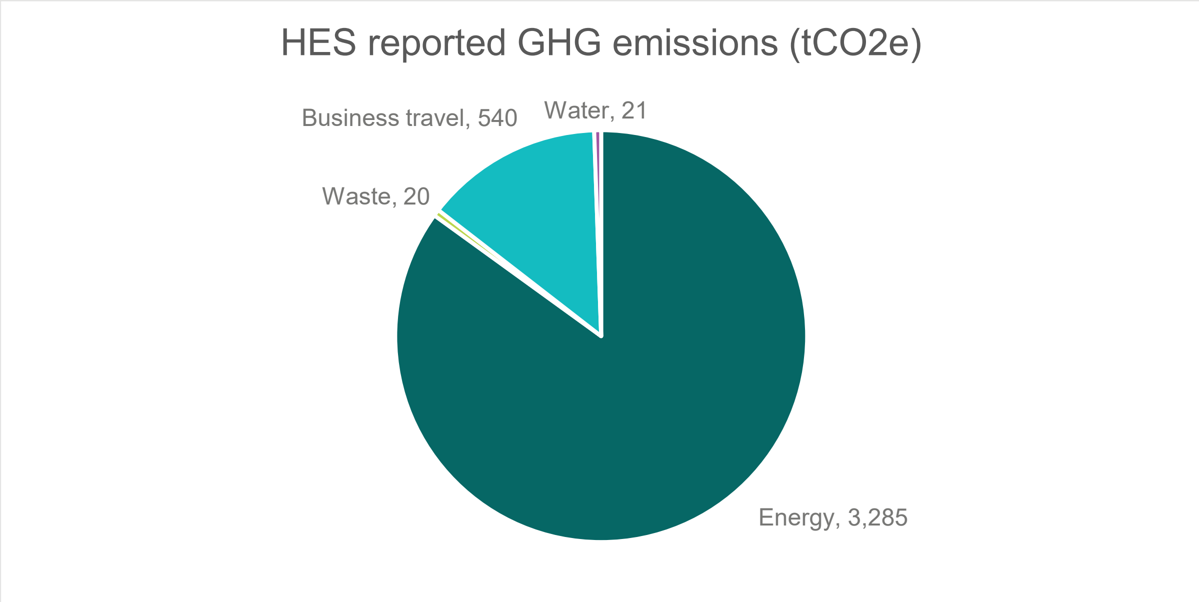
The overarching trend observed among the three organisations (across Figure 1 and Figure 2) indicates a consistent decline, amounting to a reduction of 28% since 2018-19 for HES and 20% for both NLHF and VisitScotland. This decline was notably exacerbated by a substantial decrease of 34% for HES and 66% for both NLHF and VisitScotland after the onset of the 2020 Covid-19 pandemic, which precipitated a cessation of tourism and cultural activities, including heritage-related activities. This cessation, in turn, resulted in the closure of sites and a subsequent absence of activity. The uptick of 12% observed in 2021-22 and of 9% in 2022-23 for HES and of 31% in 2021-22 and of 83% in 2022-23 for NLHF and Visit Scotland onward was anticipated due to the reopening of sites.

Figure 3 - HES[3] split reported GHG emissions (tCO2e)



[3] HES is currently being reported separately but will be compared to others' figures once data is available.

Figure 4 - HES reported GHG emissions (tCO2e)



From the split, we can see that the main sources of emissions come from the energy consumed (2022-23: 3,285 tCO2e), business travel (2022-23: 540 tCO2e). Both waste (2022-23: 20 tCO2e) and water (2022-23: 21 tCO2e) are less pertinent. The increase of 9.2% from 2021-22 is linked to the reopening of sites after the COVID-19 pandemic which increased activity. However, levels remain inferior to those witnessed in the period spanning 2019 to 2020, with a significant decrease in the waste by 24.1%, showing an encouraging trend. Additionally, the increase between 2021-22 and 2022-23 remains lower than the one between 2022-21 and 2021-22 (9.2% vs 11.7%).

OUTCOME 2: THE HISTORIC ENVIRONMENT IS MORE CLIMATE RESILIENT
Data on the range of climate resilience measures has been collected, through the following definition of 'climate resilient' as follows: *The historic environment, through its tangible and intangible assets, but also through the organisations themselves can mitigate and adapt to disturbances attributed to climate change*[4]. This definition includes both mitigation and adaptation measures, ensuring readiness to face the consequences of a changing climate.

The climate resilience measures listed include collaborative efforts such as the establishment of the HES Green Champions Network, fostering knowledge exchange and cooperation within the heritage sector. Projects aligned with carbon management plans and focused on energy-saving strategies in traditional buildings are underway, aiming to mitigate greenhouse gas emissions and reduce carbon footprints. Comprehensive guidance is being provided to owners of traditional buildings, empowering them to implement sustainable practices and mitigate climate-related risks effectively. Adaptation strategies are being developed to navigate the challenges posed by climate change. Efforts to increase green cover and biodiversity through tree planting initiatives contribute to mitigating climate change and enhancing ecosystem resilience. Educational resources and awareness campaigns address biodiversity loss and promote conservation strategies, initiatives promoting sustainable transportation modes and support mechanisms and funding opportunities, such as the MGS Capital Resilience Fund 2023, are also available.

Table 1 represents the climate resilience measures provided by historic environment organisations while table 2 shows the ones provided by the organisations linked to the historic environment.

Table 1 - Climate resilience measures from historic environment organisations

Organisations	Types of Publications/ Name of Project
Built Environment Forum Scotland	Sustainable Investment Toolkit Energy Efficiency in Traditional Buildings
Historic Environment Scotland	Green Champions Network Carbon Management Plan Saving energy in traditional buildings Guidance for owners of traditional buildings Climate Ready Historic Environment Scotland
Museums Galleries Scotland	Capital Resilience Fund 2023 Circular Economy for Museums Introduction to Energy Efficiency What is biodiversity loss and how can you combat it? Supporting sustainable transport to museums Scottish Museums Climate Network
National Trust for Scotland	Evolving in the era of climate change Tree planting
National Lottery Heritage Fund	How we're tackling the climate crisis

[4] Definition created and agreed by the OPOF team and Steering Group, this is subject to change following Advisory Group Activities (2024).

Table 2 - Climate resilience measures related to the historic environment

Organisation	Types of Publications/ Name of Project
Adaptation Scotland	Tools and resources
NatureScot	Becoming a Net Zero Organisation
VisitScotland	Partnership supporting climate action

Additionally, we documented climate resilience resources, which can help both organisations and communities with the necessary tools and knowledge to effectively mitigate and adapt to climate change impacts, safeguarding the historic environment for the future.

Among these resources are strategic documents such as Climate Action Plans and Carbon Management Plans. Moreover, Environmental Sustainability Guidance provides practical advice and recommendations for integrating sustainability principles into organisational practices. Environmental Monitoring tools and methodologies enable ongoing assessment of environmental parameters like air quality and biodiversity health, informing decision-making processes and identifying potential climate change impacts. Additionally, specialised resources such as the Museum Sector Carbon Calculator support the quantification and tracking of carbon emissions associated with museum operations, aiding in the development of effective carbon reduction strategies, and promoting sustainability within the sector. Table 3 represents the climate resilience resources provided by historic environment organisations while Table 4 shows the ones provided by the organisations linked to the historic environment.

Table 3 - Climate resilience resources from historic environment organisations

Organisations	Types of Publications
Historic Environment Scotland	Climate Action Plan Carbon Management Plan
Museums Galleries Scotland	Environmental Monitoring Air Pollution Monitoring Museum sector Carbon Calculator
National Lottery Heritage Fund	Environmental sustainability good practice guidance

Table 4 - Climate resilience resources related to the historic environment

Organisation	Types of Publications/ Name of Project
Archaeology Scotland & CIFA	Carbon Reduction Guide Table
Dynamic Coast	Resources
SCAPE	Projects and Activities

VisitScotland	Reduce your climate impact guide

Lastly, we listed case studies showing successful measures used to tackle climate change damage.

Several organisations in Scotland are actively engaged in preserving the historic environment while addressing the challenges posed by climate change. They focus on conservation and restoration efforts, including peatland restoration (NTS) and adaptive reuse of historic buildings (Heritage Trust Network). These initiatives contribute to climate change mitigation and adaptation by incorporating sustainable practices and promoting community engagement (HES, MGS). Collaboration with stakeholders and other historic environment collaborators further strengthens preservation strategies, while knowledge sharing facilitates comprehensive approaches to heritage conservation and climate action (HES, MGS, COSLA, ClimateXChange). Overall, these efforts reflect a coordinated approach to safeguarding Scotland's cultural heritage while promoting environmental sustainability and resilience in the face of climate change.

Table 5 represents the case studies provided by historic environment organisations while Table 6 shows the ones provided by the organisations linked to the historic environment.

Table 5 - Case studies from historic environment organisations

Organisations	Types of Publications
Heritage Trust Network	Case Studies
Historic Environment Scotland	Green Recovery Case Studies
Museums Galleries Scotland	Climate Action Case Studies
National Trust for Scotland	Conserving natural capital: the Trust's peatlands

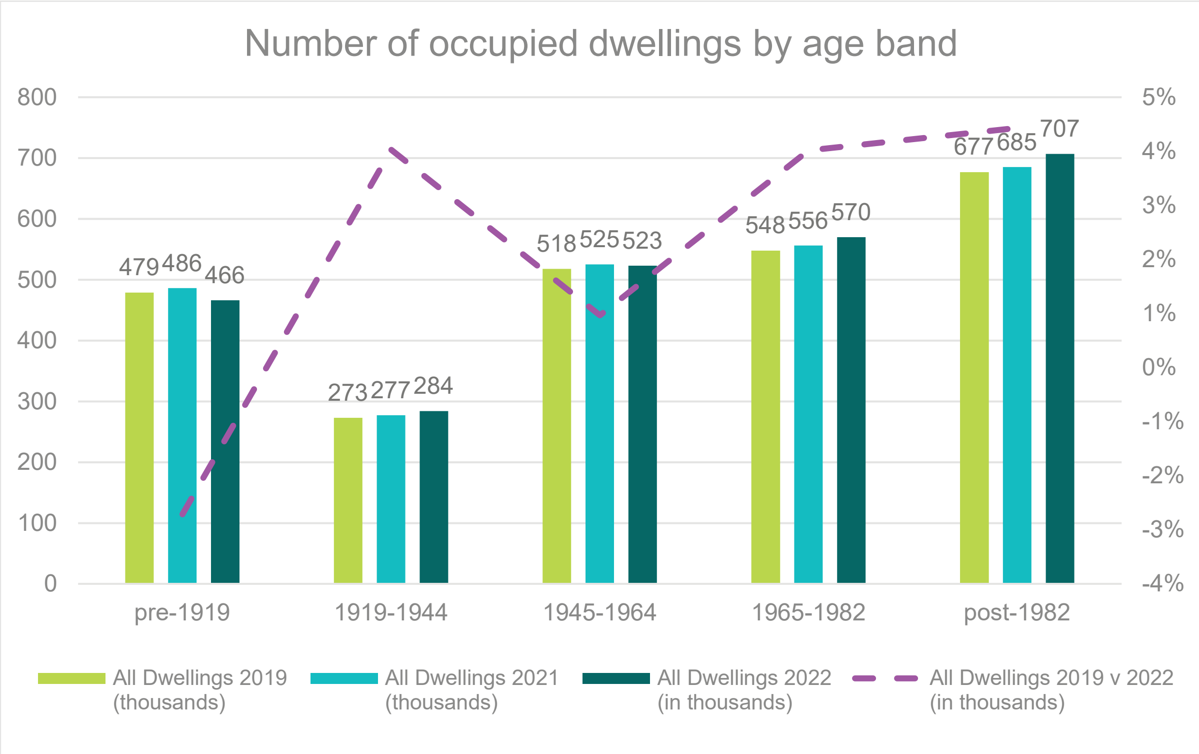
Table 6 - Case studies related to the historic environment

Organisations	Types of Publications/ Name of Project
VisitScotland	Cairngorms National Park – Case Study

To get qualitative evidence of the resilience of the historic environment, we also analysed data gathered by the 2022 Scottish House Condition Survey (SHCS). This data, specifically about housing, helps us to understand the trends and the physical condition of Scotland's homes.

According to the 2022 SHCS, approximately 18% (466,000) of Scotland's dwellings were constructed prior to 1919. While a 3% reduction in the number of dwellings was reported in those surveyed compared to the previous year, this was due to a sampling size margin error (as communicated by the Scottish Government). Overall, the trend is stable in the number of pre-1919 dwellings, which allows us to analyse the pre-1919 stock in more detail.

Figure 5 - Number of occupied dwellings by age band

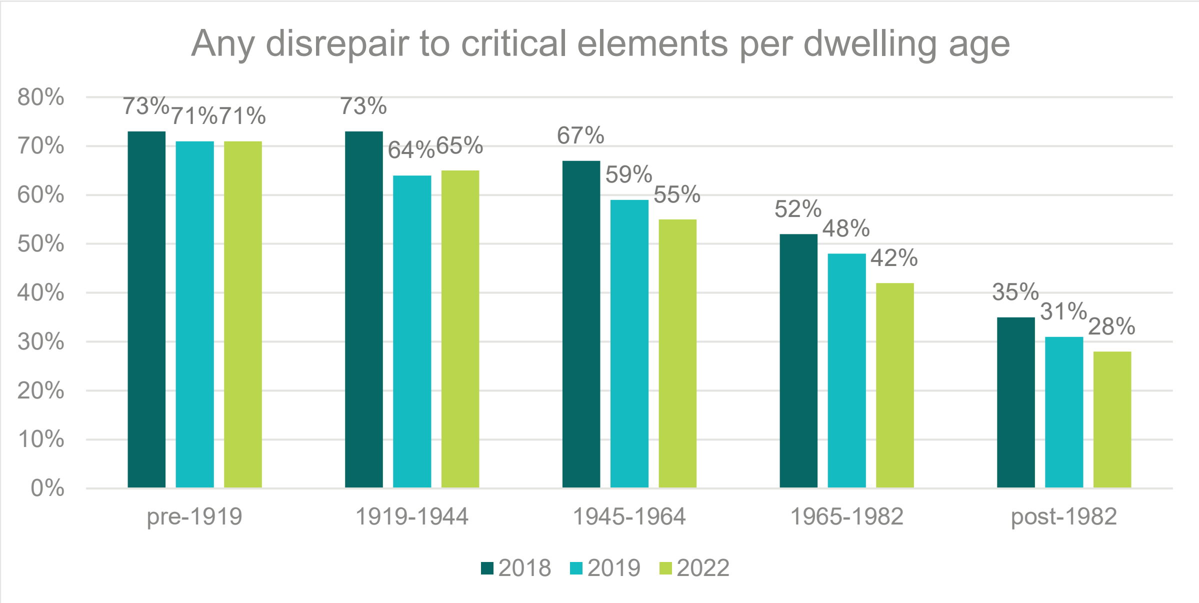


Following this analysis of the current pre-1919 stock, we chose to look at its state of disrepair in order to understand its resilience to the current conditions.

Disrepair to critical elements refers to disrepair to building elements central to weather-tightness, structural stability and preventing deterioration of the property, such as roof coverings or the structure of external walls. These elements are listed in section 2.7.1 of the SHCS Methodological and Technical notes[5]

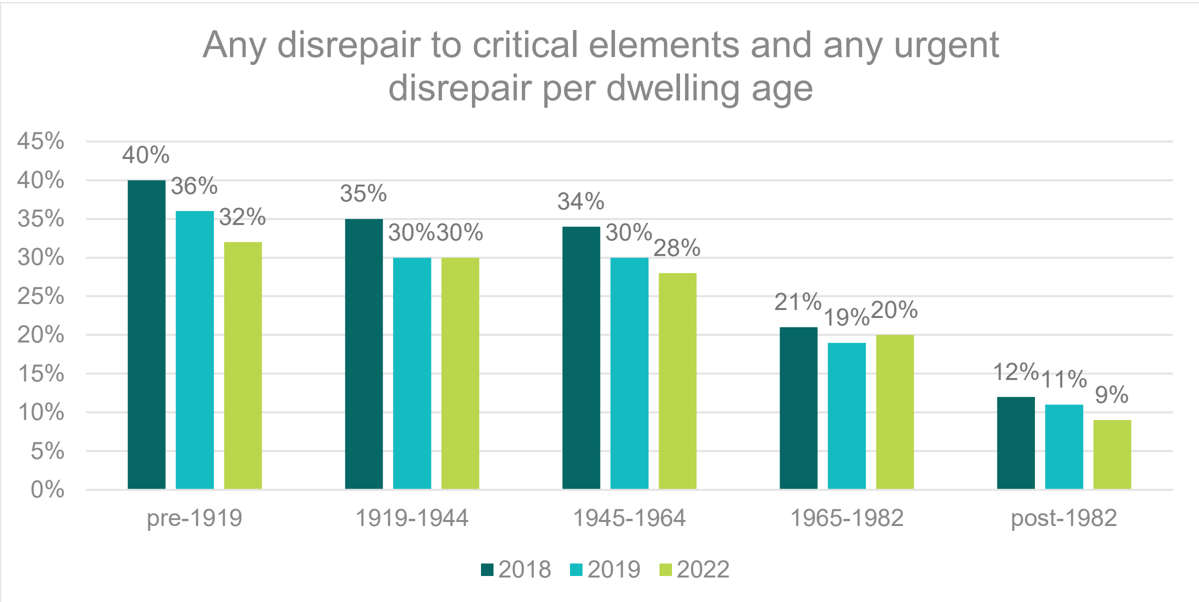
[5] Scottish House Condition Survey: 2022 Key Findings – Housing Conditions

Figure 6 - Any disrepair to critical elements per dwelling age



Urgent disrepair relates only to external and common elements (a mixture of critical and non-critical). Urgent disrepair to these elements is recorded where immediate repair is required to prevent further deterioration to the building fabric or health and safety risks to occupants. Not all disrepair to critical elements is necessarily considered urgent by the surveyor. Internal room floor structures and floor finishes as well as internal walls and the presence of dry / wet rot are the only critical elements for which urgency is not applicable.[6]

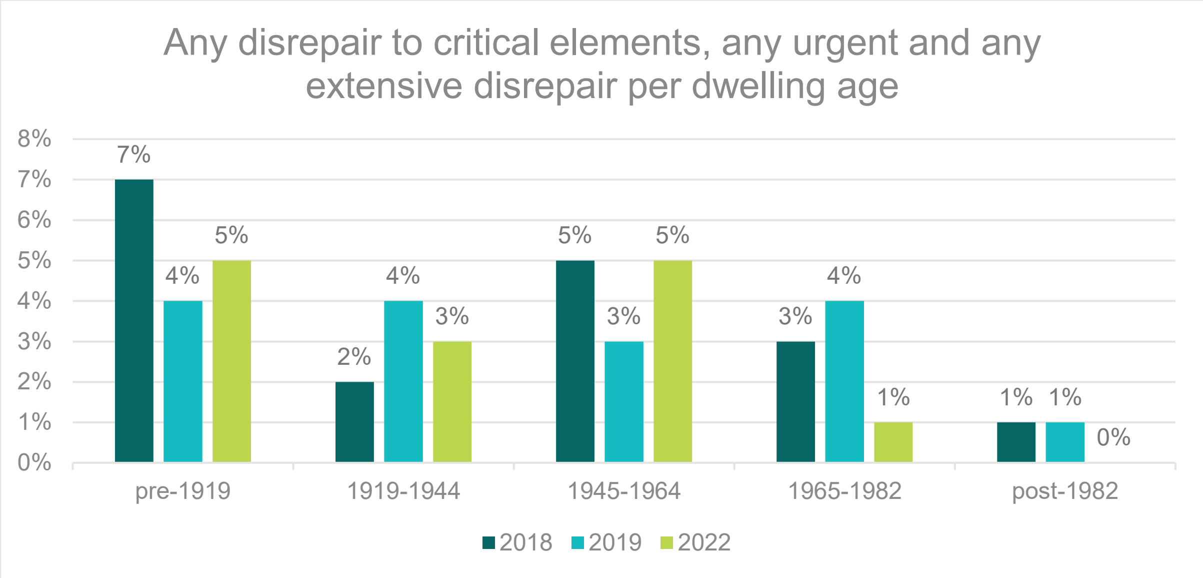
Figure 7 - Any disrepair to critical elements and any urgent disrepair per dwelling age



Extensive disrepair refers to damage which covers at least a fifth (20%) or more of the building element area. This can apply to any element whether critical or otherwise[7]

[6] Scottish House Condition Survey: 2022 Key Findings – Housing Conditions
[7] Scottish House Condition Survey: 2022 Key Findings – Housing Conditions

Figure 8 - Any disrepair to critical elements, any urgent and any extensive disrepair per dwelling age

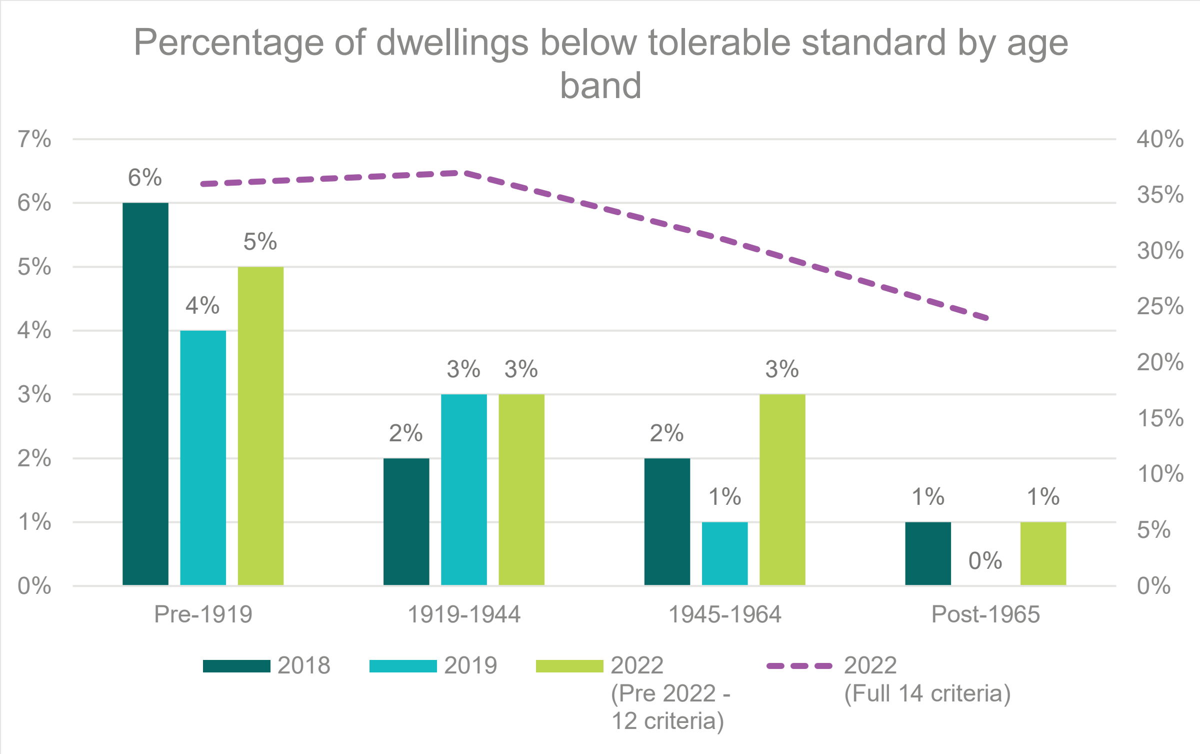


The analysis indicates that approximately 71% of Scotland's pre-1919 dwellings are in a state of disrepair to critical elements. This figure has remained relatively stable compared to 2019 but has decreased slightly by 2 basis points from 2018.

While there is a decreasing trend in pre-1919 dwellings in a state of urgent disrepair, (with a decrease of 8 basis points compared to 2018 and 6 basis points compared to 2019), there is also an increase in the broader category of any disrepair to critical elements. This indicates that although urgent issues are being addressed, there is a rise in less severe but still concerning maintenance issues such as the presence of damp, mould and condensation.

The analysis also highlights an increase in the percentage of pre-1919 dwellings experiencing any disrepair to critical elements, any urgent disrepair, and any extensive disrepair. Specifically, the percentage of dwellings in any disrepair to critical elements has increased from 4% in 2019 to 5% in 2022. However, there has been a decrease of 2 basis points between 2018 and 2022 in this category, suggesting a fluctuating trend.

Figure 9 - Percentage of dwellings below tolerable standard by age band



Lastly, we looked at the Below Tolerable Standard (BTS) of the pre-1919 stock. The Tolerable Standard being the minimum standard for habitability'[8] The analysis reveals that approximately 5% of Scotland's pre-1919 dwellings are classified as being below tolerable standard (BTS). This figure is slightly lower than the percentage recorded in 2018 but slightly higher than that of 2019, indicating a relatively stable trend over the past few years. When all 14 criteria[9] are considered, the percentage of dwellings falling below tolerable standard increases significantly, rising to 36%. This suggests that when a more comprehensive set of criteria is applied, a different proportion of pre-1919 dwellings are found to be in substandard conditions.

The analysis also highlights differences in the BTS percentages across different periods of construction. There is an increase in the BTS percentage for both the 1919-1944 and 1945-1964 periods, indicating growing concern over the condition of dwellings from these eras. However, the percentage of post-1965 dwellings in BTS remains stagnant, suggesting that newer constructions may be better maintained or subject to different standards.

[8] Tolerable Standard, section 2.10
[9] Tolerable Standard, section 2.10

OUTCOME 3: IMPROVED PATHWAYS FOR HISTORIC ENVIRONMENT SKILLS
The Skills Investment Plan (SIP) for Scotland's Historic Environment provides data on the pathways for sector skills through the 56 organisations which responded to an employer's survey that was carried out June-August 2023.

It also provides an understanding of the issues encountered by organisations regarding skill gaps and deficiencies. Through the delivery of activities identified in the SIP we can measure improvement across the SIP in the short, medium and long term.

The baseline will report SIP data as follows:

Main drivers of future skills/labour problems (2019 vs. 2023):

- Lack of interest in the sector, fewer training providers, and lack of skilled/qualified people remain key drivers.
- Brexit, technological change, and an aging workforce also contribute (Figure 27 - Main drivers of future skills/labour problems 2019 vs 2023).

Challenges recruiting from school, college, or university:

- For 70% encountering issues, main challenges include lack of interest in historic environment jobs (25%) and reliability/attitude (16%).
- Funding constraints hinder formal training for school/college leavers (Figure 28 - Challenges recruiting from school, college, or university).

Number of apprentices employers would be interested in having:

- 34% are open to hosting multiple apprentices, 27% prefer one, and 16% prefer none, based on organisational dynamics (Figure 30 - Number of apprentices employers would be interested in having).
- Out of those, 14% of employers willing to recruit apprentices had challenges finding a suitable pathway

Apprenticeship preferences per employers:

- These span foundation (39%), modern (52%), graduate (50%), and other work-based learning opportunities (52%). Employers value early skill development and show openness to various apprenticeship types.

Recruitment challenges:

- 46% feel recruitment challenges impact their business: 27% significantly. (Figure 36 - To what extent are current recruitment challenges currently impacting on your business/organisation?):

Challenges in recruiting:

- Difficulties recruiting paid staff (80%) (Figure 37: Does your organisation face challenges recruiting paid staff?), volunteers (67%) (Figure 38: Does your organisation face challenges recruiting volunteers?), and board members (42%) (Figure 39: Does your organisation face challenges recruiting board members/trustees?), but less so for contractors/freelancers (33%) (Figure 40: Does your organisation face challenges finding contractors/freelance staff?).

Number of apprenticeships (HES)
Stonemasonry from Elgin Stonemasonry Training Centre (HES - Engine Shed)

Table 7 - Stonemasonry from Elgin Stonemasonry Training Centre (HES - Engine Shed)

Intake Year	Count of Candidates
2020	5
2021	4
2022	8
2023	8
Grand Total	**25**

The increase in intakes in stonemasonry represents a step towards boosting the resilience of the historic environment through enhanced skills. By prioritising stonemasonry training and education, we ensure the preservation and maintenance of our heritage structures, thereby fortifying the resilience of our historic sites against the challenges they may face.

Table 8 - HES current apprenticeships (excluding stonemasonry)

Subject Type	Employed in 2024
Apprentice Joiner	2
Cultural Venue Operator Apprentice	6
Business Admin	1
Heritage Science Laboratory Assistant	1
Apprentice Painter	1
Apprentice Gardner	1
Collections Management	1

Table 9 - HES Trainees/ Craft Fellows

Employment year	Count of trainees/ Craft Fellows
2021-22	**10**
Fellow	2
Trainee	8
2022-23	**9**
Fellow	2
Trainee	7

2023-24	**16**
Fellow	7
Trainee	9
Grand Total	**35**

All Trainees/ Craft Fellows employed during 2021-22 have since left. Four of the seven trainees in 2022-23 have since left.

The surge in trainees and fellows, particularly in the domain of HES science fellows during 2023-24, marks a key advancement in fortifying the resilience of the historic environment through specialised expertise (i.e. Energy Efficiency and Heritage Science). By focusing on the recruitment and training of science fellows, HES are equipping professionals with the necessary skills and knowledge to address the complex challenges faced by heritage sites. This determined effort ensures that scientific research and innovation are leveraged effectively to safeguard and sustain historic treasures for future generations.

Number of apprenticeships (NTS, MGS)
At the time of review, NTS has 5 apprentices in place, anticipating another one to be appointed bringing it to 6 Modern Apprentices.

They currently have 2 Graduate Apprentices (with 4 colleagues going through the application process, which may rise to 6).

Modern Apprentices (MA) hosted by Museums Galleries Scotland

- 2 completed Digital Marketing MA (1 of these was begun in 2019, but completed in 2020)
- 1 completed Business Administration MA

Modern Apprentices (MA) hosted by museums and delivered through Museums Galleries Scotland as an SQA Training Centre

- 12 completed Digital Marketing MA
- 6 in progress Digital Marketing MA
- 9 completed Creative and Cultural MA
- 13 in progress Creative and Cultural MA

Priority 2: Empowering resilient and inclusive communities and places

OUTCOME 4: ORGANISATIONS THAT CARE FOR THE HISTORIC ENVIRONMENT HAVE THE RIGHT SKILLS AND ARE MORE RESILIENT

The baseline reports on the Skills Investment Plan (SIP) for the Historic Environment (2024) data as follows:

Sources of training:

- Majority (79%) conduct internal training; others utilise external resources like specialist networks (55%), local private providers (43%), local colleges (14%), and local universities (11%) (Figure 31 - Sources of Training).

Types of training delivered:

- Most common methods include peer-to-peer training (70%) and mentoring (54%).
- Other approaches include professional development awards (48%), formal peer-to-peer training (34%), apprenticeships (32%), and qualification development (20%).

Budget allocation for workforce development and training:

- 32% allocate <5% of budget, 20% allocate 5-10%, 14% have no budget, and 13% allocate >10% (Figure 32 - Percentage of their budget allocated to workforce development and/or training).

Budget allocated for training purposes:

- 64% have a training budget; 27% do not (Figure 33 - Budget allocated for training purposes).

Skills gaps impacts on organisations:

- 63% of employers face increased costs due to skills gaps, impacting succession planning (59%), business growth aspirations (52%), and quality of work (48%).
- Training costs rose for 32% (Figure 29 - Skills gaps impacts on organisation).

Perceived impact of skills gaps on business growth and sustainability:

- Traditional/Specialist skills have a significant impact on growth (34%) and sustainability (30%). Leadership/management skills (29%) and IT/digital skills (29%) are also considerable.
- Some areas, like customer service, show lesser impact (Table 12 - Perceived impact of skills gaps on business growth and sustainability).

Number of employees with qualifications or memberships (Figure 34 - Number of employees with Qualifications or Memberships):

- University degrees are prevalent (80%); college qualifications reported by 63%.
- Apprenticeships less represented, work-based learning has declined.
- 63% of employers cited financial constraints as a barrier to training employees. 34% faced challenges accessing suitable CPD or training provision. 16% were unaware of available training opportunities.

Number of employees with other qualifications:

- Some employees have qualifications gained through transfers from other sectors (Figure 35 - Number of employees with other qualifications).

Number of volunteers
73,000 adults are volunteering in culture and heritage (6% of formal volunteers in Scotland). (Scottish Household survey (2019))

OUTCOME 5: COMMUNITIES HAVE MORE OPPORTUNITIES TO PARTICIPATE IN DECISION-MAKING ABOUT THE HISTORIC ENVIRONMENT
The baseline shows quantitative and qualitative data as follows:

Number of assets in community ownership from 2000 to 2022 (recorded yearly)
We wish to measure the Community Heritage Asset Utilisation Rate, which is the extent to which historic environment assets are actively owned, managed, and utilised by local communities, assessing the level of engagement and involvement of communities in preserving and using heritage assets. To do so we rely on the Data collected by the Scottish Government who record the number of assets in community ownership. However, it must be noted that this data considers all kinds of assets, from sports facilities to religious buildings to heritage and historic assets. We aim to gather data representing solely the historic environment assets.

As of 2022, Scotland counts 754 assets in Community Ownership, which is 669 more than in 2000, where only 85 assets were recorded. Over the last 22 years, the following changes occurred:

- There is a steady increase in the number of community owned assets, with an average year-to-year change over the last 22 years of 10.6%.
- This growth in community ownership signifies a rising trend in communities' acquisition and stewardship of a diverse range of assets, including historical properties, land, businesses, and other resources.
- This inclination towards greater community ownership of historic assets can be attributed to several underlying factors.

This trend can be analysed as an act of preservation of cultural heritage by communities. Indeed, we can assume that by taking ownership, communities aim to protect and preserve their cultural heritage for future generations. Additionally, community ownership empowers local residents to have a say in the management and use of these assets. It gives them a sense of control and responsibility over their heritage, and this can also be an opportunity for economic growth and job creation through retrofit actions. Indeed, renovating and maintaining these assets can attract investment, tourism, and foster a sense of pride and identity within the community.

The significant falls in numbers can be linked to the different macro-economic and market crises, such as the 2007 financial crisis which showed a drastic drop of 6 basis points (bps) (10.2% to 4.6%) and more recently to the cost-of-living crisis with a 5 basis points decrease from 8.7% to 2.2%, the lowest change percentage ever recorded. Those sharp declines underline the vulnerability of community-owned assets during economic downturns.

This overall trend suggests that the growth in community-owned assets is a positive inclination, reflecting increased community engagement and ownership. However, it also highlights the sensitivity of these assets to economic and market fluctuations, with significant declines during crises. This information highlights the need for strategies to protect and support community-owned assets during times of economic instability, as they are vital for community wellbeing and development

Figure 10 - Number of assets in Community Ownership, 2000 to 2022

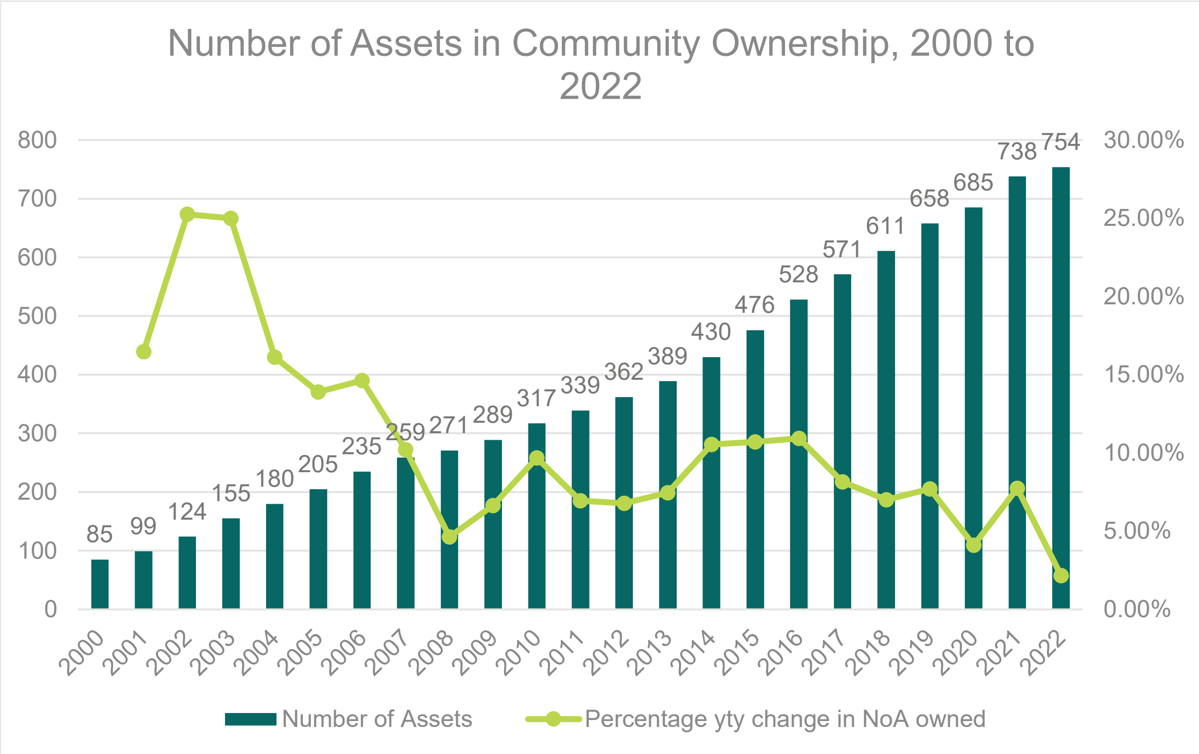


Figure 11 - Number of groups having Community Ownership, 2000 to 2022

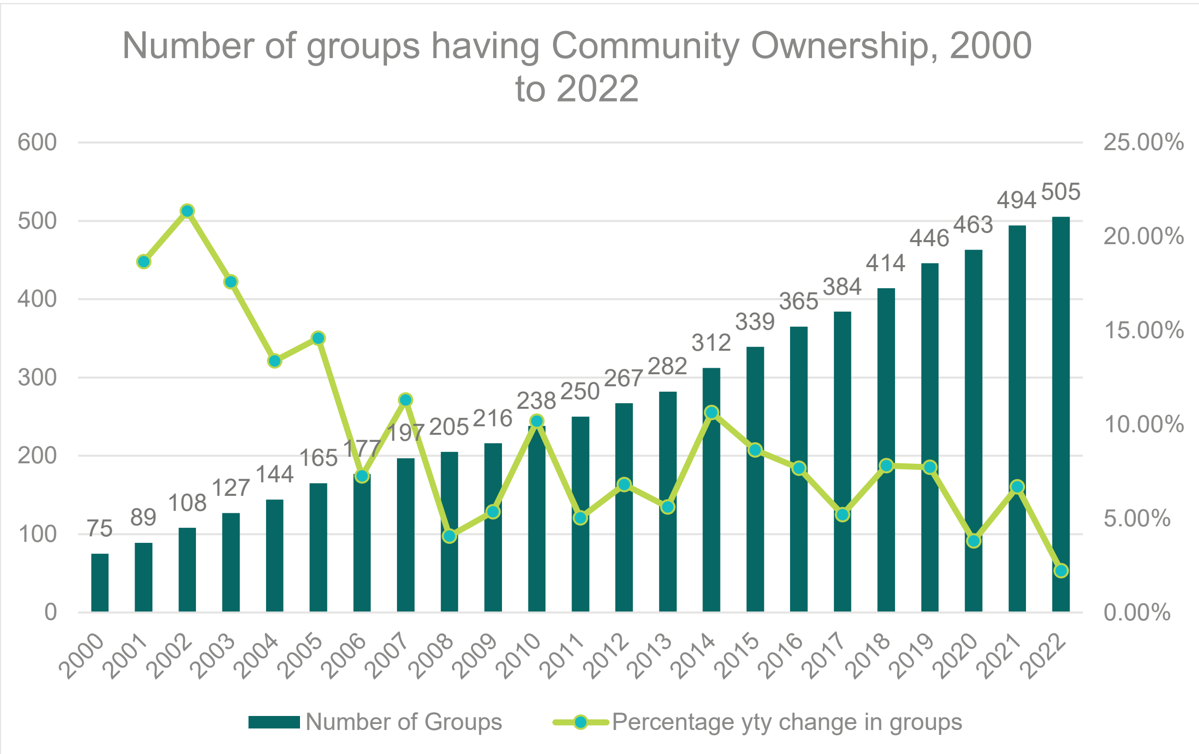


Figure 12 - Number of assets and length of ownership

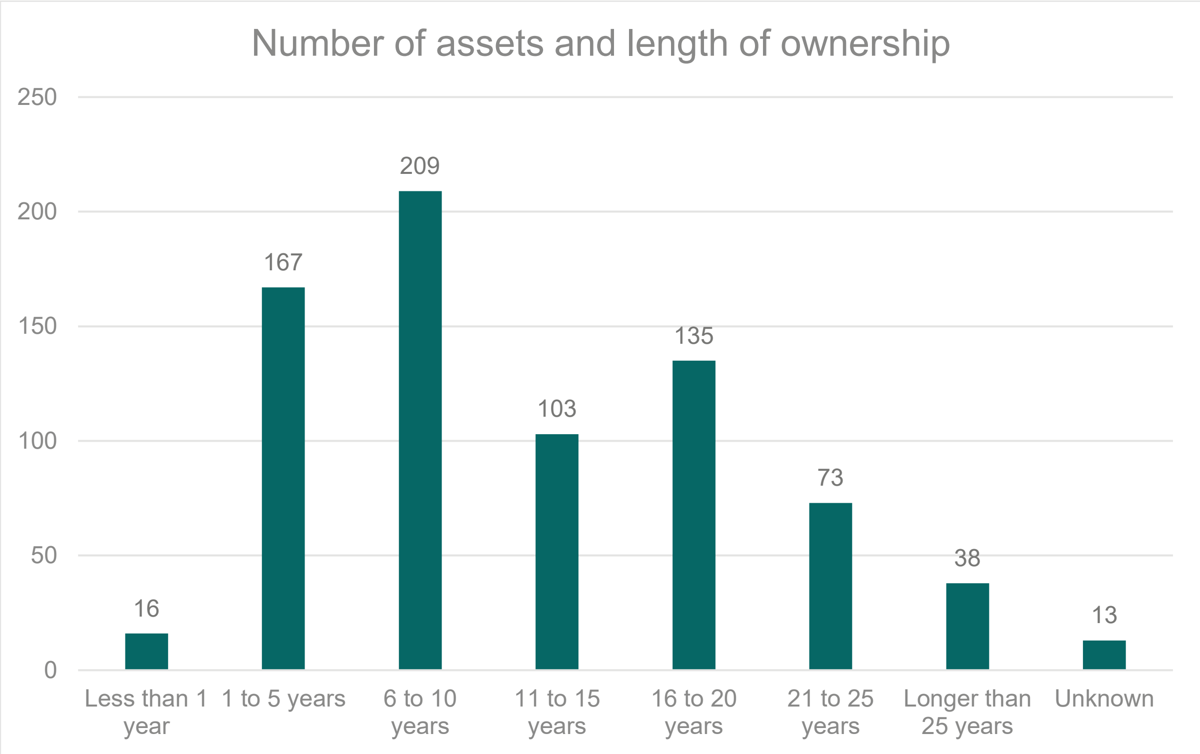


Figure 13 - Number of assets and purchase price

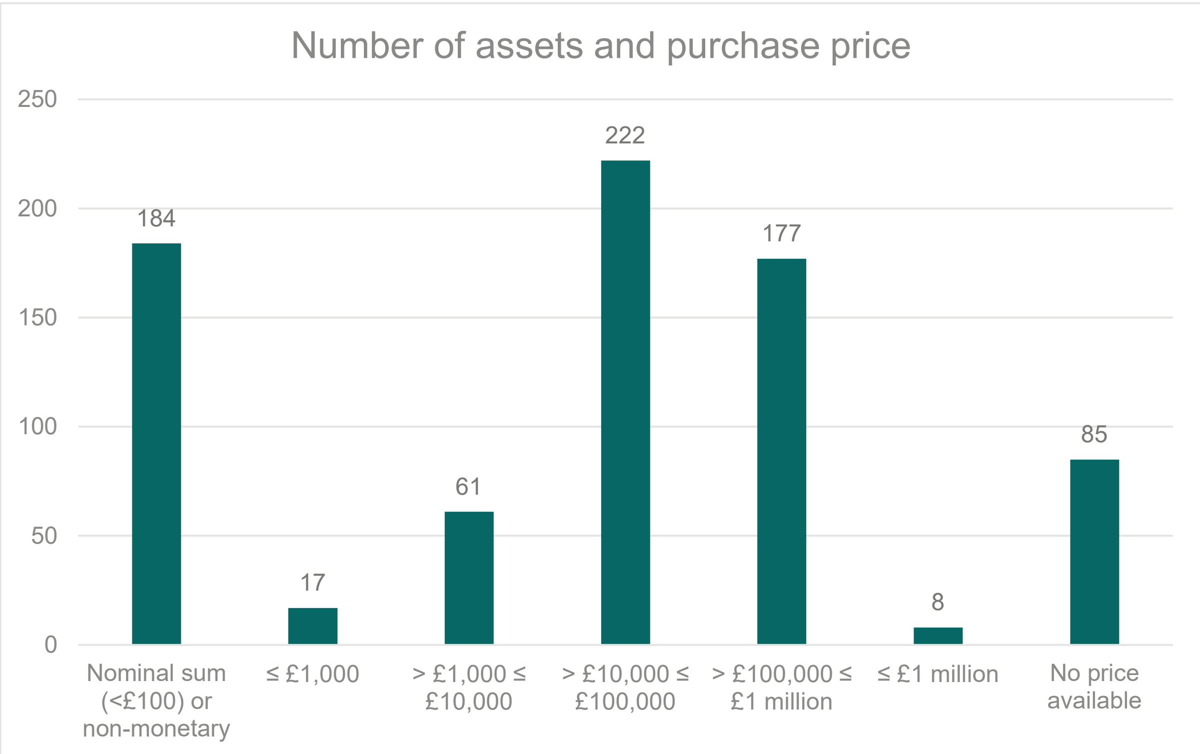
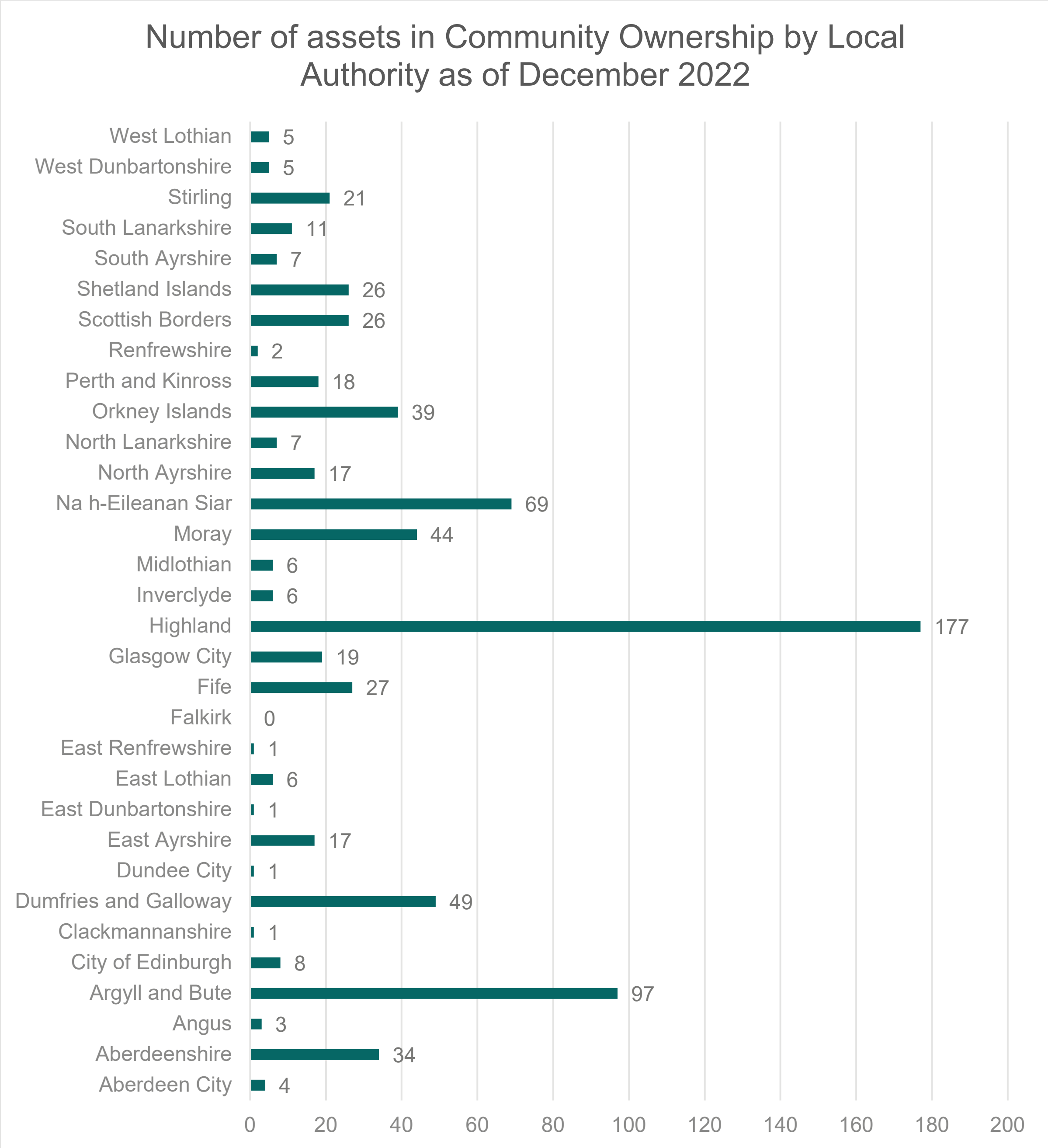


Figure 14 - Number of assets in Community Ownership by Local Authority as of December 2022



Case studies of tools, funding and advice available for communities which made a difference and gave them opportunities to have a say in their heritage.

- The Adopt a Monument programme facilitates community care of local monuments.
- The Buildings at Risk Register and advice from the Scottish Land Commission aid in the restoration of local historic buildings.
- Community bodies possess specific rights under the Community Empowerment Act of 2015, outlined by the Scottish Government and Highlands and Islands Enterprise.
- The Scottish Community Development Centre and Community Ownership Support Service offer valuable information on community right to buy and asset transfer, emphasising the importance of identifying sustainable long-term uses for historic assets.

- Community Land Scotland supports the growth of community land and building ownership by providing resources and a community network.
- HES Community Empowerment information provides communities with a methodology to understand their entitlements and offers guidance accordingly.
- NLHF Funding for community asset transfer considers the impact of National Lottery funding on projects facilitating, supporting, or following community asset transfers.
- The National Lottery Community Fund, with the Scottish Land Fund, supports urban and rural communities to become more resilient and sustainable through the ownership and management of land and land assets.
- The UK Government's Community Ownership Fund aids community groups throughout the UK in acquiring ownership of cherished local assets whose future may be uncertain.
- Buccleuch which supports local communities around the impact of land use change/ works around their estates.

Case studies provide examples of successful transfers of historic assets to community bodies and illustrate assistance provided.

- White House, Craigmillar, Edinburgh: The local community secured a sustainable future for a building by establishing a community development trust and leasing the property. Utilising the White House as a hub, the trust initiated social enterprise ventures to serve the community. These activities include retail, gardening, and catering operations, with the acclaimed White House Kitchen offering healthy, affordable fare made from local produce, including homegrown vegetables and herbs. Additionally, the building serves as a venue for local festivals and music events, becoming a central hub for the community.
- Gaelic Communities Fund - Horshader Community Development (HCD): HCD started in 2004 to manage a community benefit fund established from funds created through a wind farm. Their ongoing collaboration with local groups and providers allowed them to plan *Slàn san Dachaigh,* a project which establishes regular events and opportunities for Gaelic use within the community.

OUTCOME 6: THE HISTORIC ENVIRONMENT IS MORE DIVERSE AND INCLUSIVE
The Skills Investment Plan (SIP) for the Historic Environment (2024) analysis reports on the market and proposed action plans to continue to develop the sector's online profile including Heritage Careers unpacked, My World of Work and other platforms which promote diversity in the sector, multiple entry routes and opportunities.

A report from the Make Your Mark (MYM) in Volunteering Campaign to grow the number, and diversity of heritage volunteers. This toolkit, developed in collaboration with the University of Strathclyde, is a component of Scotland's Volunteering Action Plan. Supported by the Scottish Government and the National Lottery Heritage Fund, it aims to promote inclusivity in volunteering activities.

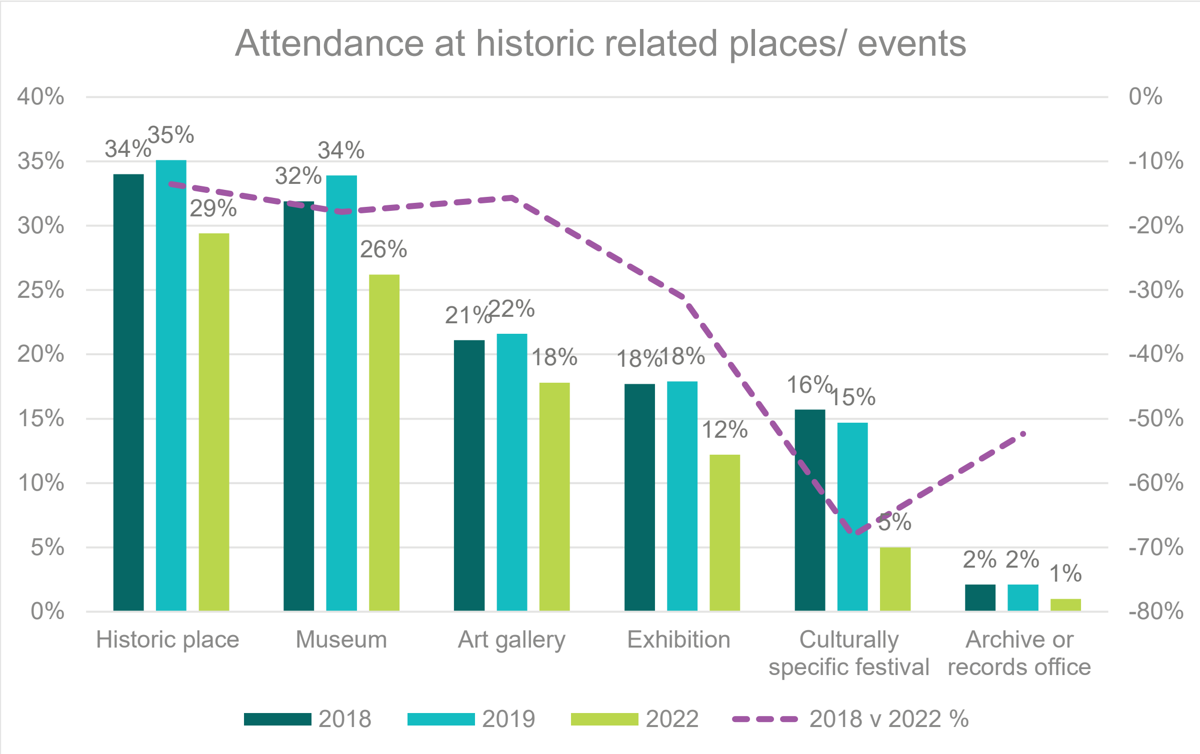
Review of inclusion guidelines and policies throughout the sector:

- NTS equality, diversity and inclusion statement focuses on promoting access to heritage sites. It aims to enhance its commitment to recognising Scotland's diverse past and present by addressing equality, diversity, and inclusion. To guide its efforts, the Trust has established an Equality, Diversity, and Inclusion Taskforce (EDIT).
- MGS launched Delivering Change as a collective effort with partnering museums, galleries, and community groups to restructure as organisations based on anti-oppressive principles. They also advise to enhance representation and foster inclusivity within the sector and have projects working with Developing the Young Workforce (DYW), for diversity in the workforce. Additionally MGS has a list of resources available such as the toolkit: Open Up aimed at making museums more appealing to individuals who are not current visitors.
- HES plan to promote equality, diversity and inclusion: The plan defines the organisation's strategies for the upcoming four years to fulfil its equality objectives, persist in combating inequality and discrimination, celebrate diversity and inclusion, and achieve its vision of "heritage for all."
- HES collaborations with external partners including Young Scot, Additional Support schools, disability advocacy groups, LGBTQI+ organisations like LGBT Youth Scotland, and Black, Asian, and minority ethnic heritage organisations. Through their support, HES work towards reducing barriers and ensuring that everyone has a voice on issues that impact them.
- HES updated Access Guide and British Sign Language (BSL) tours in Stirling.
- Case study: The McManus and Ellie Diamond's 'Denise The Menace' Outfit: In 2021, McManus Dundee's Art Gallery and Museum acquired Ellie Diamond's 'Denise The Menace' outfit from RuPaul's Drag Race UK Season 2, representing their hometown of Dundee. After the announcement they received diverse feedback. With funding from MGS's Small Grant Fund, McManus commissioned a bespoke mannequin and provided staff training on discussing the outfit. LGBTQ+ training highlighted the importance of a unified approach among staff, focusing on open conversations rather than changing opinions.

Data on places from Public Health Scotland's recent Place and Wellbeing Outcome Indicators which will be available once they are published per council areas.

We analysed the attendance at historic related places/ events between 2018 and 2022 from the Scottish Household Surveys in order to see the trends in engagement of the general population as follows

Figure 15 - Attendance at historic related places/ events

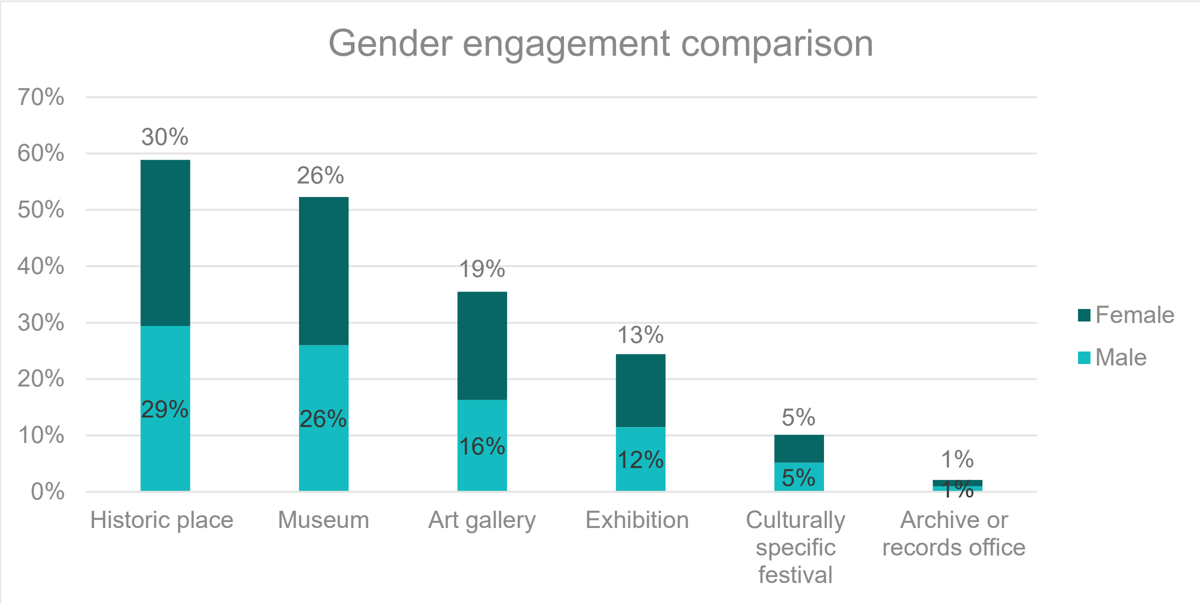


- **Historic Places**: Attendance at historic places decreased by 14%, indicating a decline in interest or accessibility to such sites.
- **Museums**: Visits to museums decreased by 18%, suggesting a similar trend of reduced engagement with traditional cultural institutions.
- **Art Galleries**: Attendance at art galleries also decreased by 16%, reflecting a decline in interest or participation in visual arts-related activities.
- **Exhibitions**: The sharpest decline was observed in attendance at exhibitions, with a significant 31% decrease over the four-year period.
- **Culturally Specific Festivals**: Participation in culturally specific festivals saw the most substantial decline, with a staggering 68% decrease. This could indicate shifting cultural preferences or changes in the availability of such events.
- **Archives or Records Offices**: Visits to archives or records offices also decreased by 52%, reflecting a decline in engagement with historical or archival resources.

Across all cultural activities listed, there is a notable decrease in attendance and visits from 2018 to 2022. The percentage decreases range from 14% to as high as 68%, indicating a significant decline in engagement with various cultural events and places over the four-year period, which can be attributed to the COVID-19 pandemic and the slow recovery of in-person attendance to cultural events/ places.

Additionally, we analysed the 2022 Scottish Household Survey (SHS) diversity results regarding the engagement towards historic places:

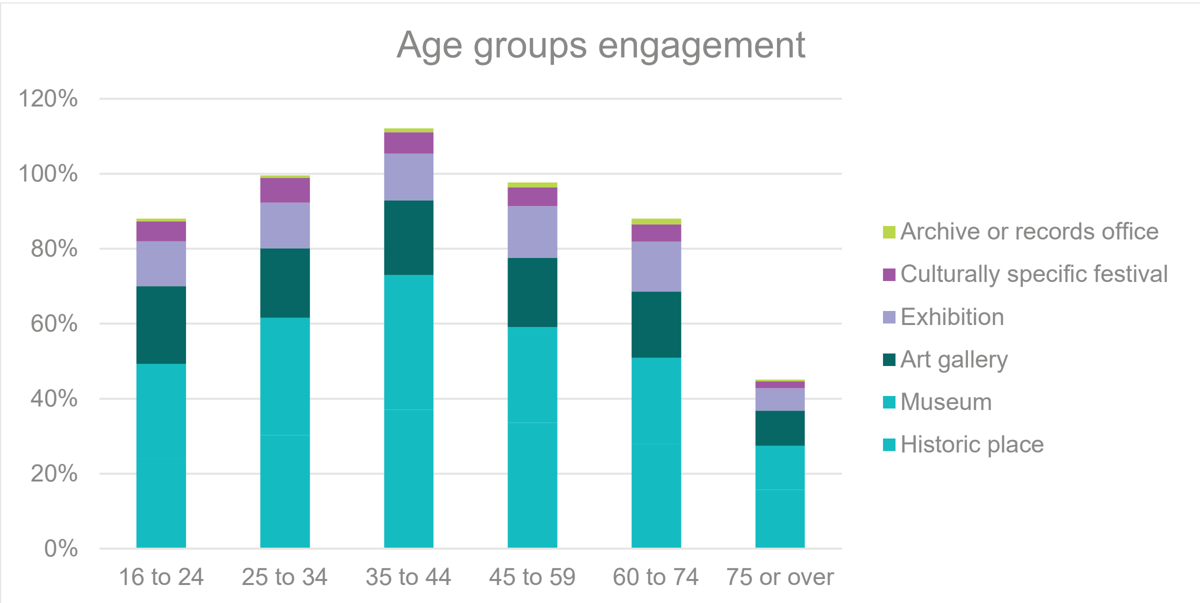
Figure 16 - Gender engagement comparison



Male vs. Female: Across all cultural activities, there is a consistent pattern where males tend to participate slightly more than females. However, in some cases, the difference is minimal, such as in visits to historic places and museums.

Overall, the data suggests that cultural engagement does not show significant gender disparity, with both genders participating actively across various cultural activities.

Figure 17 - Age groups engagement

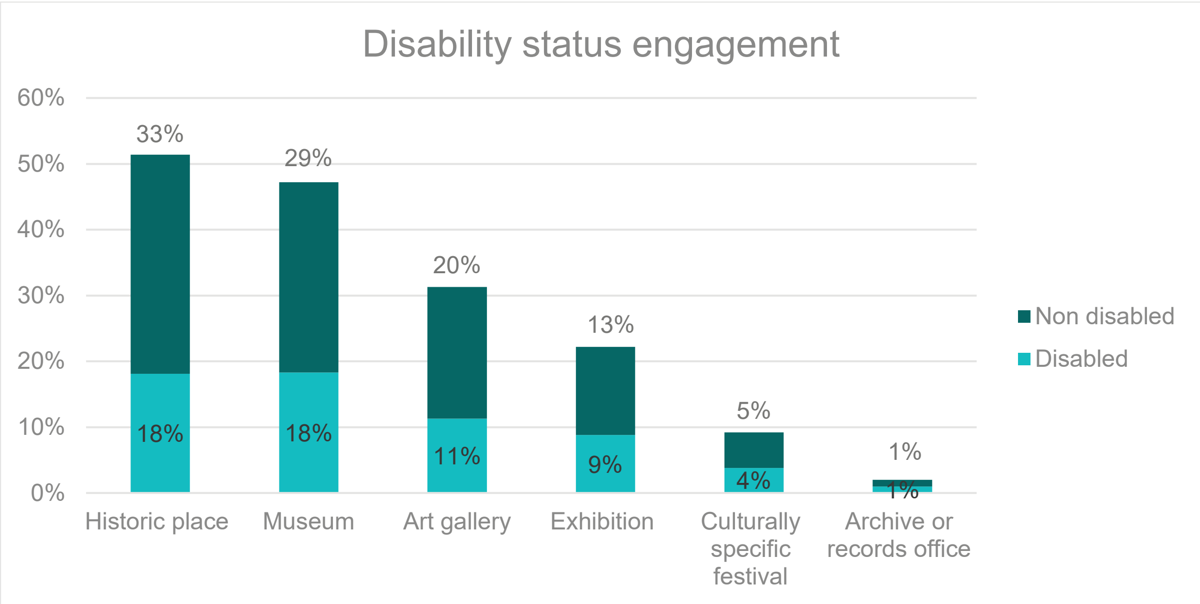


Age-wise, there is a noticeable variation in participation rates across different cultural activities.

For historic places and museums, the age group of 35 to 44 exhibits the highest participation rates, while for art galleries and exhibitions, the age group of 35 to 44 and 45 to 59 are most active, respectively.

Interestingly, participation rates tend to decrease among older age groups, particularly for art galleries, exhibitions, and culturally specific festivals. This may reflect differences in preferences or accessibility among age groups.

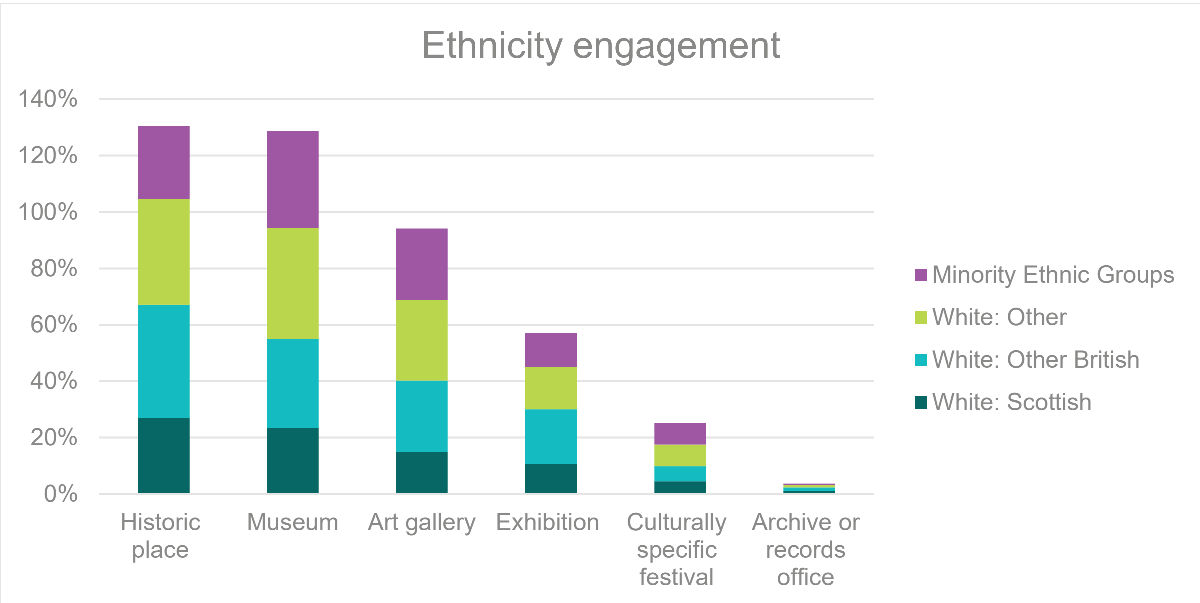
Figure 18 - Disability status engagement



Disabled individuals generally show lower participation rates across all cultural activities compared to non-disabled individuals.

This disparity may be due to various factors, including physical accessibility issues or the availability of accommodations for disabled individuals at cultural venues.

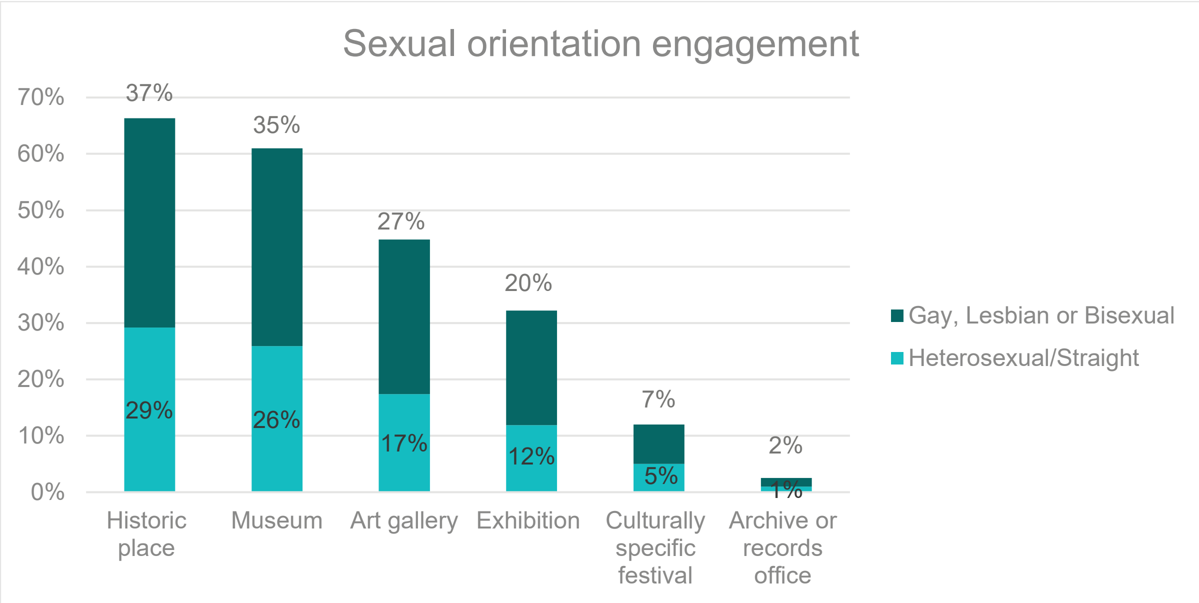
Figure 19 - Ethnicity engagement



There are notable differences in cultural participation rates across different ethnic groups. For instance, minority ethnic groups generally show lower participation rates compared to White Scottish and White Other British individuals across all cultural activities.

This suggests potential barriers to cultural engagement among minority ethnic groups, which could include factors such as representation, language, or cultural relevance of activities.

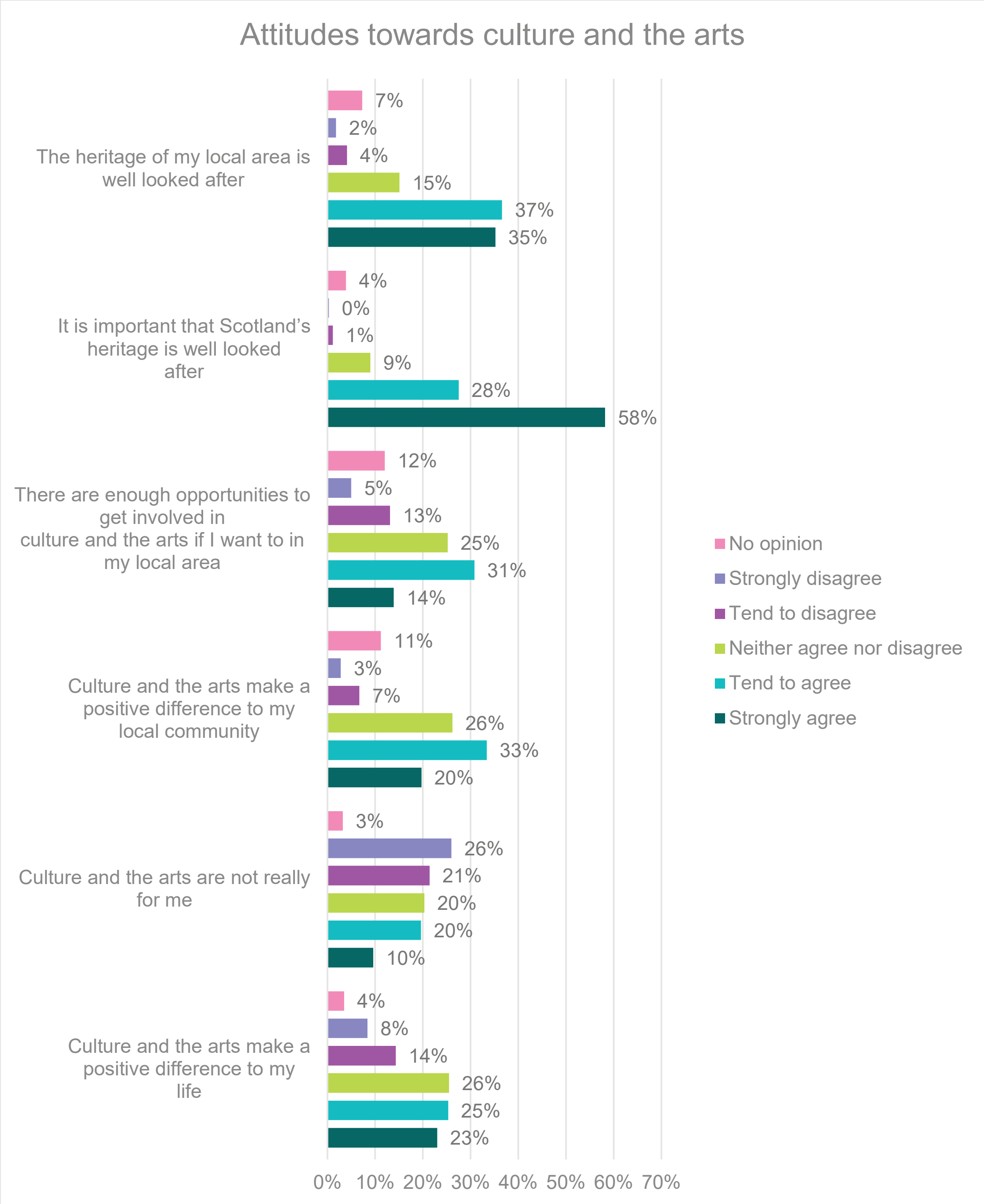
Figure 20 - Sexual orientation engagement



Participation rates among gay, lesbian, or bisexual individuals tend to be slightly higher compared to heterosexual/straight individuals across most cultural activities. This could reflect the presence of LGBTQ+ focused cultural events or a greater interest and engagement among these communities with cultural activities.

We also analysed the 2022 Scottish Household Surveyed answer on the public attitudes towards culture and arts.

Figure 21 - Attitudes towards culture and the arts



Overall, there is a positive perception of culture and the arts among respondents, with a significant portion agreeing that culture and the arts make a positive difference to their lives (48% combined) and their local communities (53% combined).

However, there is also a notable proportion (34%) who feel that culture and the arts are not really for them, indicating a diversity of preferences or potential barriers to engagement. The majority (86%) believe it is important that Scotland's heritage is well looked after, suggesting a strong sense of cultural and historical preservation among respondents.

Demographic Differences:

- **Gender**: Both males and females generally hold similar attitudes towards culture and the arts, with slight variations in the strength of agreement across different statements.
- **Age Groups**: Attitudes towards culture and the arts remain relatively consistent across different age groups, with minor fluctuations in the strength of agreement.
- **Disability Status**: There is a slight difference in attitudes between disabled and non-disabled individuals, with slightly lower levels of agreement among disabled respondents across most statements. This could be due to various factors such as accessibility issues or differing experiences with cultural participation.

Priority 3: Building a wellbeing economy

OUTCOME 7: THE HISTORIC ENVIRONMENT MAKES A RESPONSIBLE CONTRIBUTION TO SCOTLAND'S ECONOMY

The baseline draws from the Office for National Statistics (ONS) statistics as analysed through Scotland's Historic Environment Audit (SHEA) with three qualitative measures. The first two are:

- Amount generated for Scotland's economy (net attributable including supply chain multipliers)
- Number of full-time equivalent jobs (net attributable including supply chain multipliers)

Figure 22 - Direct impacts jobs (no multipliers)

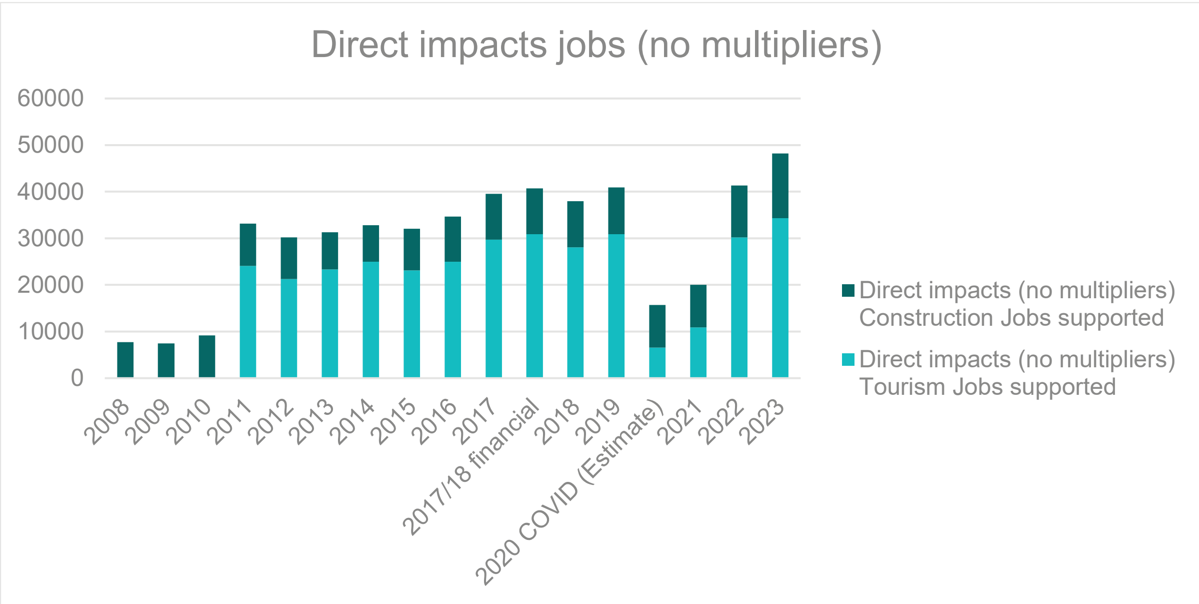
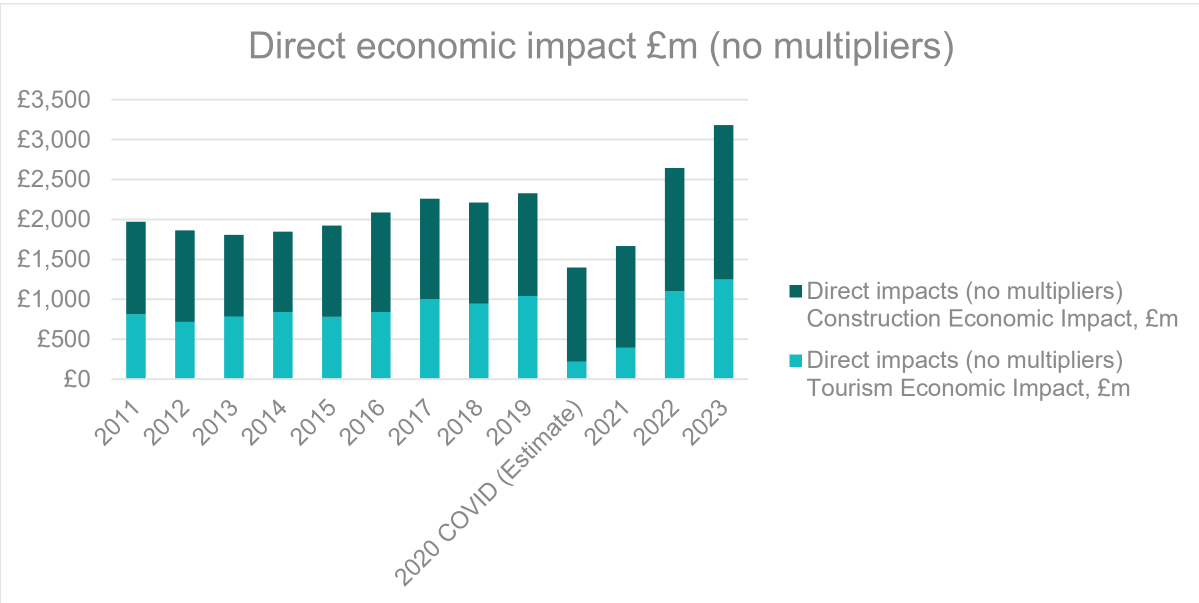


Figure 23 - Direct economic impact £m (no multipliers)



The overall trend is increasing in both direct economic impact and jobs with an increase of 20% between 2022 and 2023 in the total Direct Economic Impact[10] and 17% in the total jobs supported including both tourism and construction.

This increase is due to the recovery after the COVID-19 pandemic. Additionally, the numbers are up compared to pre-pandemic level with a 37% increase from 2019 in total direct economic impact and a 18% increase in the total jobs supported.

Figure 24 - Gross impacts jobs (including supply chain multipliers)

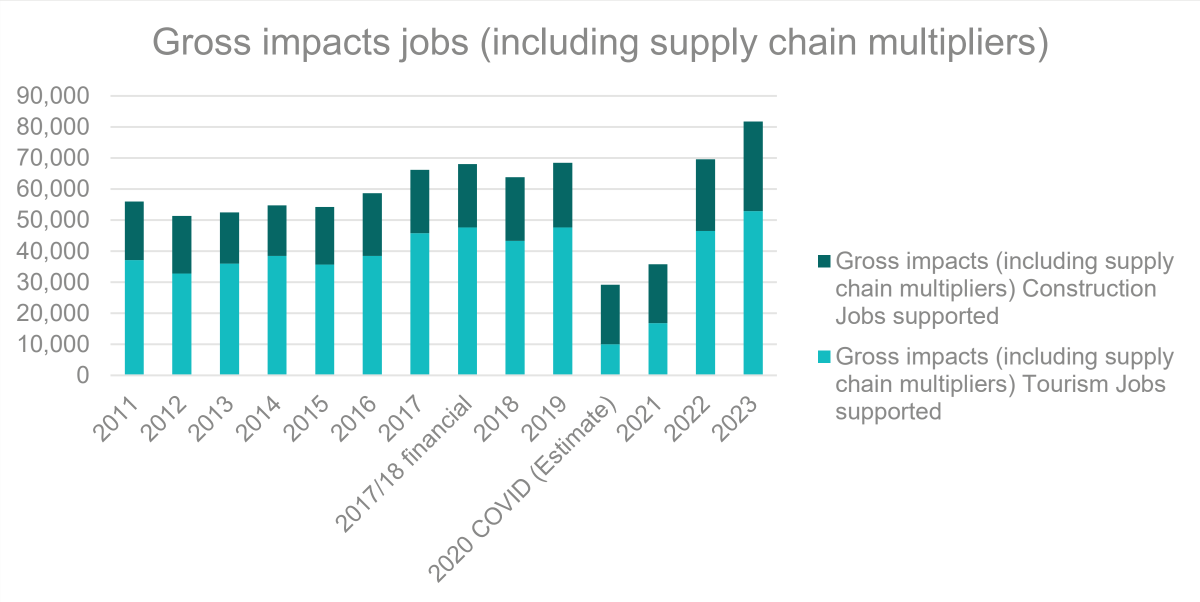
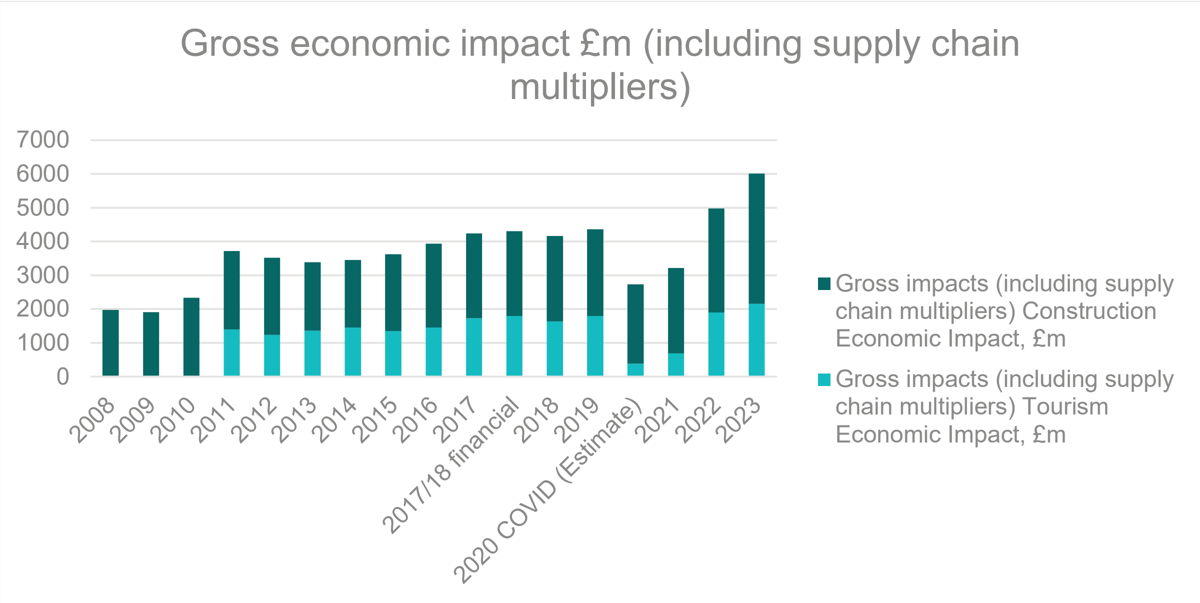


Figure 25 - Gross economic impact £m (including supply chain multipliers)



[10] Total spend directly attributable to heritage.

Similar to the direct impacts, the gross impacts[11] show an increase of 21% between 2022 and 2023 in the total gross economic impact and 17% in the total jobs supported including both tourism and construction. This increase is due to the recovery after the COVID-19 pandemic. Additionally, the numbers are up compared to pre-pandemic level with a 38% increase from 2019 in total gross economic impact and a 19% increase in the total jobs supported.

The final one is:

- Amount (including private sector spend and grants) spent on repairing and maintaining the historic environment

We can now also add a new qualitative measure through the Historic Environment Scotland grants programme.

- For every £1 invested in 2023-24, projects Historic Environment Scotland grants funded this attracted a further £3.92 in additional investment

[11] Total spend attributable to heritage including supply chain multipliers.

OUTCOME 8: THE HISTORIC ENVIRONMENT PROVIDES FAIR WORK
The baseline refers to the number of historic environment organisations listed on the Scottish Living Wage website.

Table 10 represents the number of historic environment organisations that are Living Wage accredited while Table 11 shows the organisations related to the historic environment that are Living Wage accredited.

Table 10 - Number of historic environment organisations that are Living Wage accredited.

Organisations	Accreditation
Archaeology Scotland	No
Built Environment Forum Scotland	No
Historic Environment Scotland	Historic Environment Scotland
National Trust for Scotland	No
National Lottery Heritage Fund	No
Museums Galleries Scotland	Museums Galleries Scotland

Table 11 - Number of organisations related to the historic environment that are Living Wage accredited.

Organisations	Accreditation
COSLA	No
Heritage Trust Network	No
Highlands & Island Enterprise	Highlands and Islands Enterprise
Historic Houses Scotland	No
Nature Scot	NatureScot
Scottish Enterprise	Scottish Enterprise
South of Scotland Enterprise	South of Scotland Enterprise
VisitScotland	VisitScotland

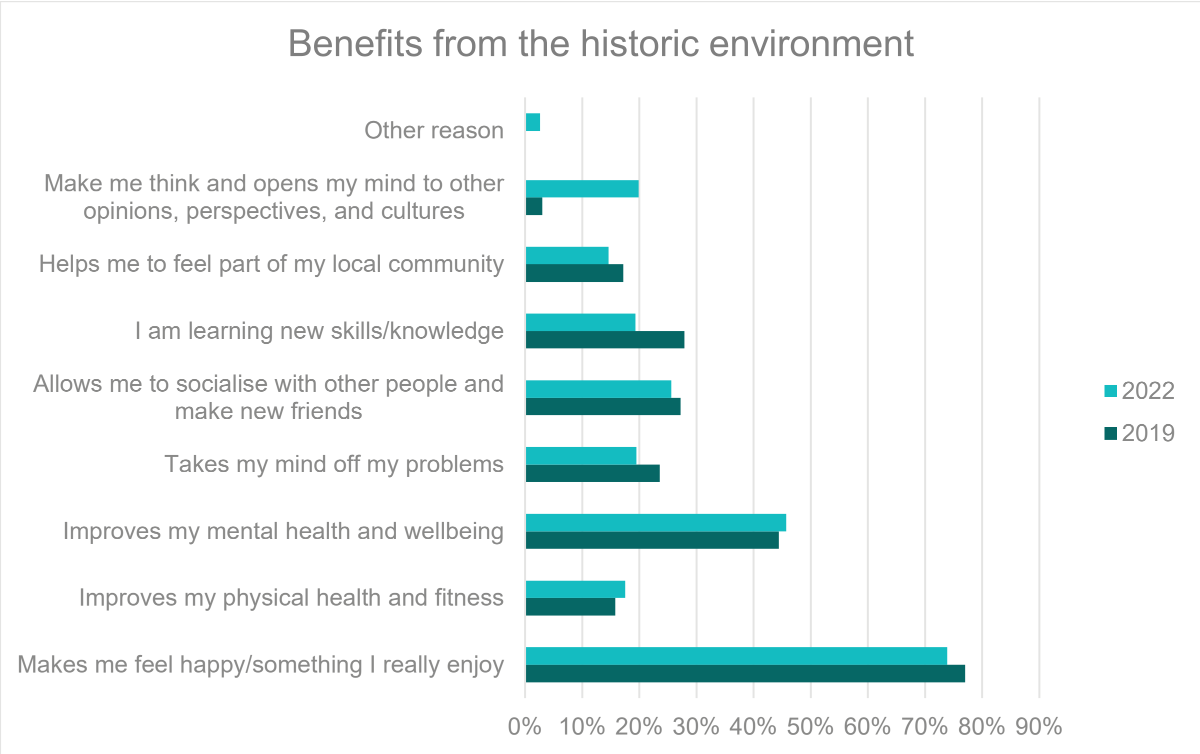
Additionally, almost 90% of the employers who responded within the Skills Investment Plan (SIP) for the Historic Environment (2024) considered themselves to be fair work employers which is positive, in contrast to 2 responses considering themselves not to be fair work employers.

Notably, 5 employers were unsure whether they were fair work employers or not, indicating a minor portion of employers might lack awareness on fair work principles.

OUTCOME 9: INCREASED ENGAGEMENT WITH THE HISTORIC ENVIRONMENT, WITH A FOCUS ON ACTIVITIES THAT ENHANCE WELLBEING

The baseline provides data based on answers taken from the Scottish Household Survey (SHS). Those sets of data have been reported since 2018-19 every two years, giving us a trendline until 2022 which can be used to assess how the population engaging with the historic environment feels.

Figure 26 - Benefits from the historic environment



Emotional and Personal Benefits:

- The majority of respondents (74% in 2022, down from 77% in 2019) indicated that engaging in cultural activities makes them feel happy or is something they really enjoy. This suggests a strong emotional connection to cultural participation, although there has been a slight decrease over the years.
- Similarly, there is a slight increase in the percentage of respondents who believe cultural activities improve their mental health and wellbeing, from 44% in 2019 to 46% in 2022. This indicates a growing recognition of the mental health benefits associated with cultural engagement.
- However, there has been a decrease in the percentage of respondents who feel that cultural activities take their mind off their problems, from 24% in 2019 to 20% in 2022. This may suggest a shift in the perceived effectiveness of cultural activities as a means of distraction or coping mechanism.

Social and Community Benefits:

- There has been a slight decrease in the percentage of respondents who believe cultural activities allow them to socialise with others and make new friends, from 27% in 2019 to 26% in 2022. This could indicate changing social dynamics or perceptions of cultural activities as social opportunities.

- Similarly, there has been a decrease in the percentage of respondents who feel that cultural activities help them feel part of their local community, from 17% in 2019 to 15% in 2022. This suggests a potential disconnect between cultural activities and community engagement, which may require further exploration.

Intellectual and Cognitive Benefits:

- Notably, there has been a significant increase in the percentage of respondents who believe that cultural activities make them think and open their minds to other opinions, perspectives, and cultures, from 3% in 2019 to 20% in 2022. This suggests a growing recognition of the intellectual and cognitive benefits associated with cultural engagement, such as exposure to diverse ideas and worldviews.
- However, there has been a decrease in the percentage of respondents who feel that cultural activities allow them to learn new skills or knowledge, from 28% in 2019 to 19% in 2022. This decline may reflect changes in the types of cultural activities being pursued or perceived opportunities for skill development.

Appendix

MODERN APPRENTICESHIP FRAMEWORKS
Current Modern Apprenticeship Frameworks related to the historic environment footprint are:

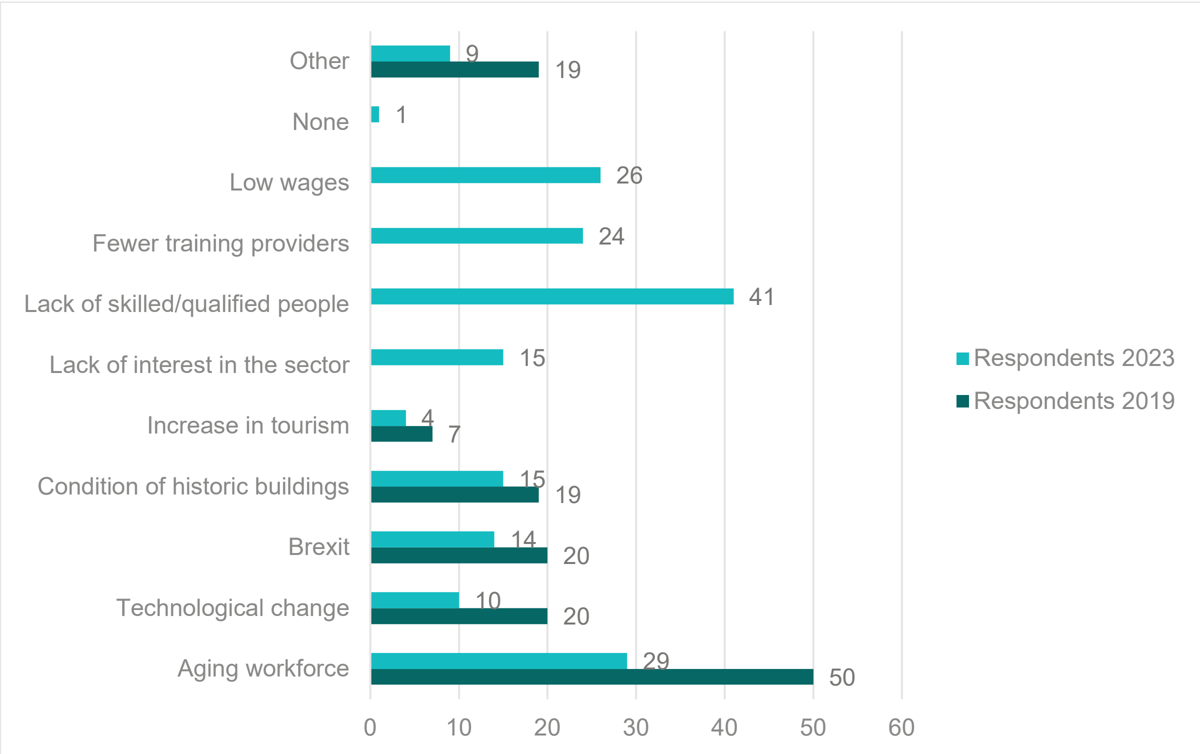
- Animal Care, Land & Water Based:
  - Game & Wildlife Management
  - Horticulture
  - Rural Skills
  - Rural and Land Use Management
  - Trees and timber SCQF level 5
  - Trees and timber SCQF level 6
- Business and administration related:
  - Business and administration at SCQF level 5
  - Business and administration at SCQF level 6
  - Business administration technical level apprenticeship SCQF level 8
- Chemicals and biotechnology related:
  - Life Sciences SCQF level 6
  - Life Sciences SCQF level 7
  - Life Sciences SCQF level 8
- Construction & Related:
  - Construction: Building
  - Construction: Civil Engineering
  - Construction: Professional Apprenticeship
  - Construction: Specialist
  - Construction: Technical
  - Construction: Construction: Technical Apprenticeship
  - Construction: Professional Apprenticeship
  - Minerals Extraction and Processing
  - Wood and timber industries
- Creative & Cultural Skills:
  - Creative and Cultural at SCQF level 6
  - Creative and Cultural at SCQF level 7
  - Skills for Craft Businesses
- Engineering & Energy Related:
  - Boatbuilding and Repair
  - Engineering Construction
- Food & Drink:
  - Agriculture
- Hospitality & Tourism
  - Hospitality
  - Hospitality (Supervision and Leadership)
  - Hospitality Management Skills Technical Apprenticeship
- Management:
  - Management SCQF level 7
  - Management SCQF level 9
  - Management SCQF level 11
  - Project Management Technical Apprenticeship level 8
- Other Manufacture:
  - Glass Industry Occupations
  - Sign making SCQF level 5

- Sign making SCQF level 6
- Other Services:
    - Construction Technical Apprenticeship
    - Digital Marketing
    - Technical apprenticeship in digital technology SCQF level 8
- Retail and Customer service:
    - Customer service SCQF level 5
    - Customer service SCQF level 6
    - Retail SCQF level 5
    - Retail SCQF level 6

MAIN DRIVERS OF FUTURE SKILLS/LABOUR PROBLEMS 2019 VS 2023

The main driver of future skills/labour problems would be a lack of interest in the sector from employees of the future, fewer training providers, and a lack skilled/qualified people. Brexit, technological change, and aging workforce remain important drivers of future skills/labour problems.

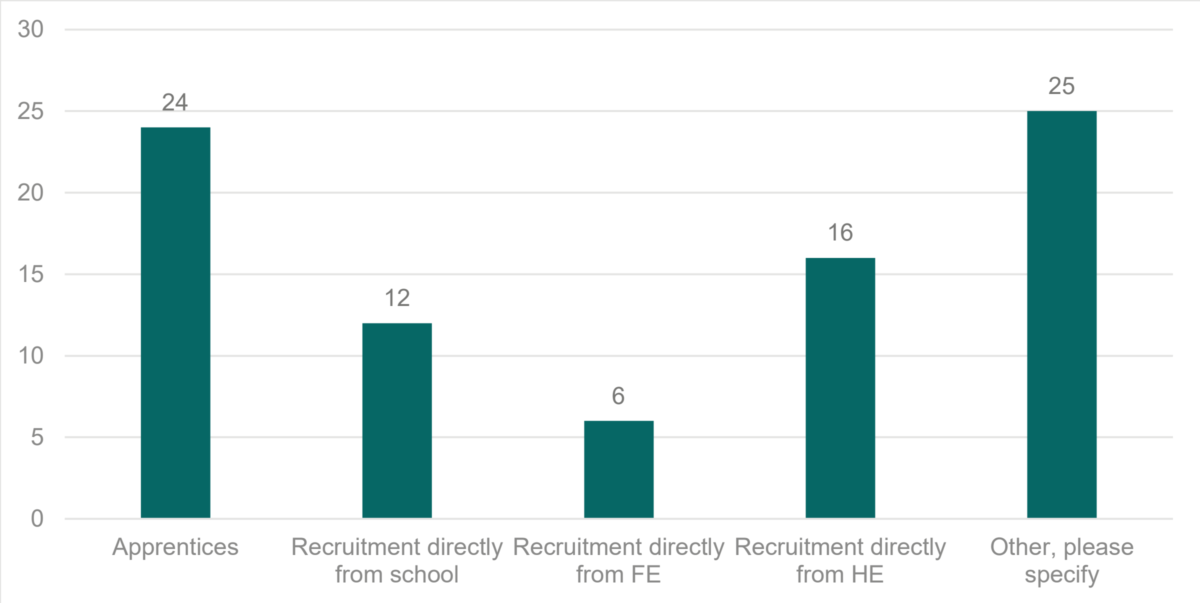
Figure 27 - Main drivers of future skills/labour problems



CHALLENGES RECRUITING FROM SCHOOL, COLLEGE, OR UNIVERSITY

Almost 30% of the employers did not encounter any challenges from school, college, or university. For the rest 70% of the employers who encountered issues, the main challenges encountered include lack of interest in jobs in the historic environment (14 employers, 25%), reliability and attitude (9 employers, 16%) and others (27 employers, 48%). The ‘other’ category includes, but is not limited to, the lack of visibility of roles to individuals leaving education has been problematic for some employers, potentially affecting their ability to attract suitable candidates. Some employers noted a lack of contact with universities, expressing that attempts to establish such connections have been unproductive. Funding and capacity constraints hinder some organisations from providing formal training for school and college leavers, impacting their ability to meet future requirements.

Figure 28 - Challenges recruiting from school, college, or university



PERCEIVED IMPACT OF SKILLS GAPS ON BUSINESS GROWTH AND SUSTAINABILITY

Regarding current and future skill gaps identified, 34% of employers (19) highlight the considerable impact of Traditional/Specialist skills on growth with 30% identifying a huge impact on sustainability. Leadership and management skills are deemed considerably impactful by 29% (16) of respondents, while 30% (17) believe IT and digital skills also have an impact but are manageable. For business and entrepreneurship skills, 30% (17) see no impact, and the same percentage perceives education and outreach skill gaps as manageable despite having an impact. Regarding policy and advocacy skills, 41% (23) report no impact, and 38% (21) see no impact in customer service skill gaps. Only 2% (1) note significant impact in other skill gaps, specifying industrial skills shortage.

Table 12 - Perceived impact of skills gaps on business growth and sustainability

Skills Gap	Not answered	Unsure	No impact	Little impact but manageable	Huge impact	Considerable impact on growth
Traditional/ Specialist skills	2%	9%	5%	20%	30%	34%
Leadership and management	2%	13%	25%	29%	4%	29%
IT and digital	2%	13%	25%	29%	4%	29%
Business and entrepreneurship	2%	18%	30%	23%	4%	23%
Education and outreach	2%	14%	30%	30%	9%	14%

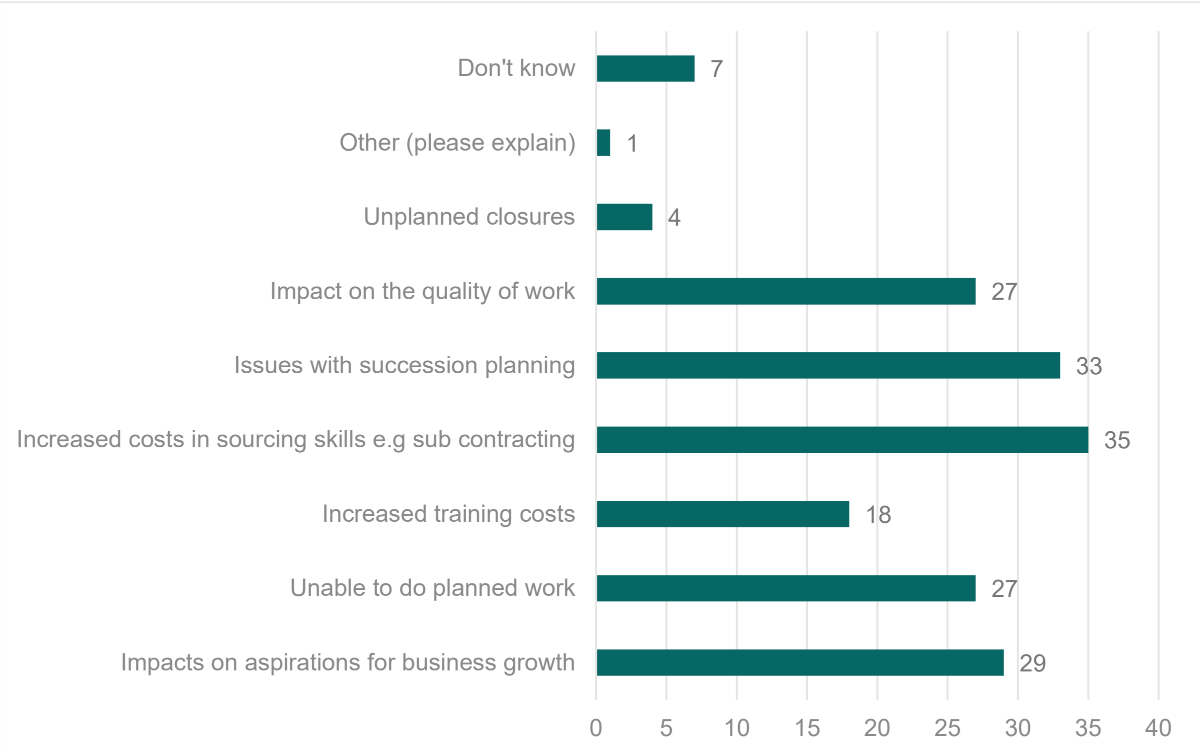
Skills Gap	Not answered	Unsure	No impact	Little impact but manageable	Huge impact	Considerable impact on growth
Policy and advocacy	2%	20%	41%	21%	4%	13%
Customer service	2%	16%	38%	27%	2%	16%

Note that the percentages may not sum to 100 due to rounding.

SKILLS GAPS IMPACTS ON ORGANISATIONS

The skills gaps in businesses have multifaceted impacts, according to the survey. For 63% (35) of employers, these gaps result in increased costs, especially in sourcing skills through subcontracting. Succession planning is affected for 59% (33) of respondents, while 52% (29) report impacts on their business growth aspirations. Additionally, 48% (27) note repercussions on the quality of work and the ability to execute planned work due to these gaps. Training costs increase for 32% (18), and 7% (4) mention unplanned closure. The remaining 2% (1) highlight uncertainties in the market and the macro-environment as additional challenges.

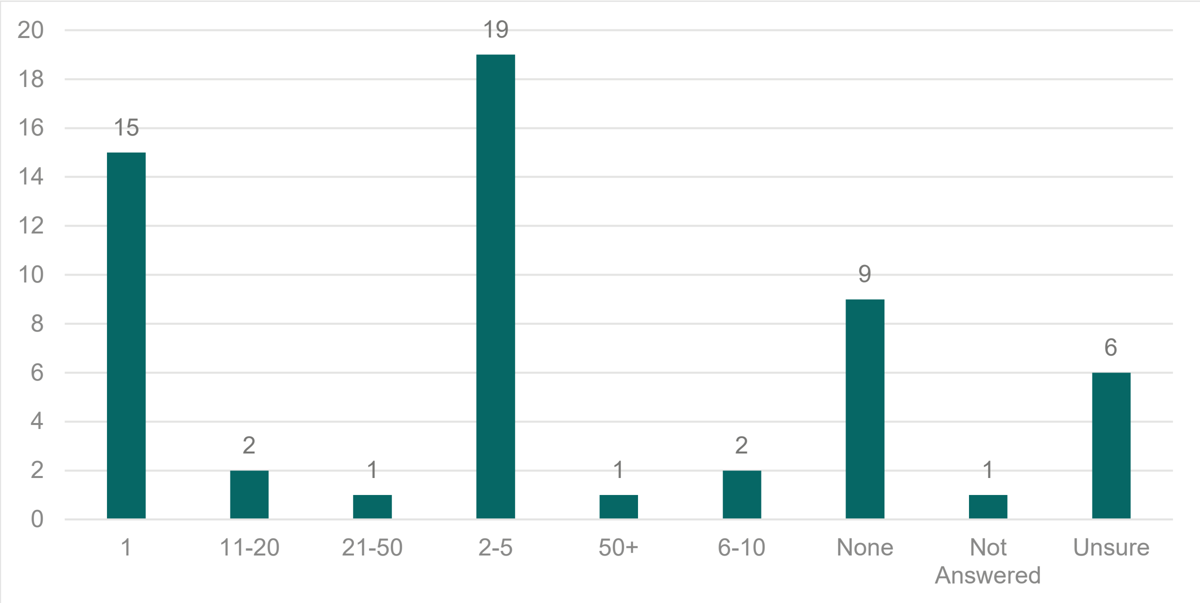
Figure 29 - Skills gaps impacts on organisation



NUMBER OF APPRENTICES EMPLOYERS WOULD BE INTERESTED IN HAVING

The largest employer response, constituting 34% (19), are open to hosting multiple apprentices simultaneously. A significant portion, 27% (15), expressed a preference for having only one apprentice and 16% (9), indicated a preference for having no apprentices. This is due to various reasons such as the size of the organisation, current workforce dynamics, and specific operational considerations.

Figure 30 - Number of apprentices employers would be interested in having



APPRENTICESHIP PREFERENCES PER EMPLOYERS

In terms of apprenticeship preferences, surveyed employers expressed their interest in hosting various types of apprenticeships.

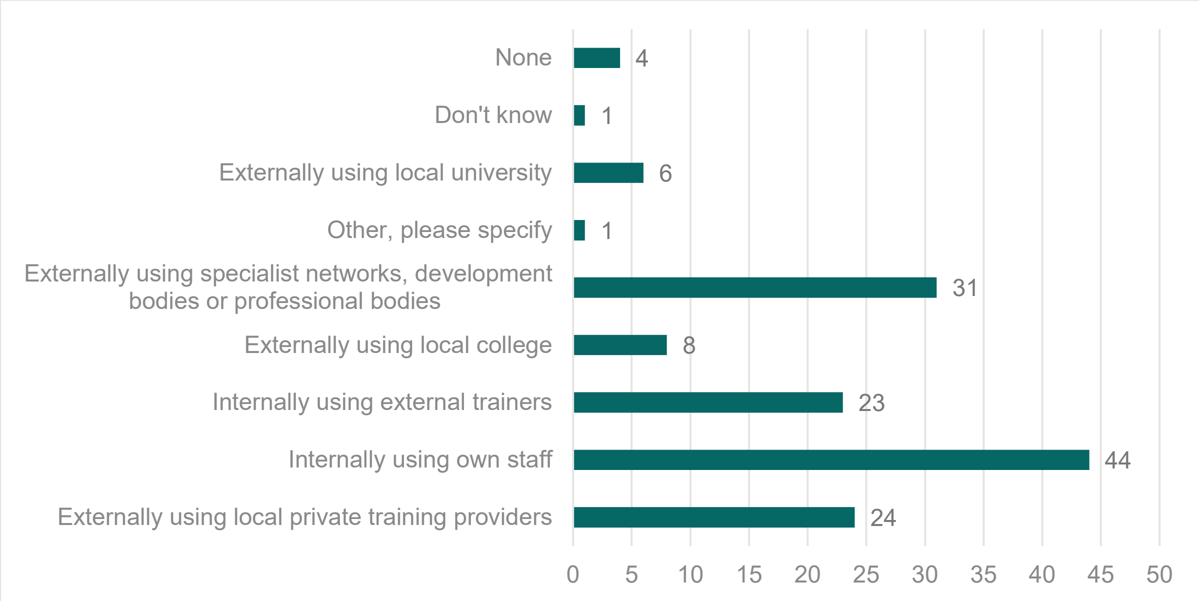
- 39% (22 employers) are interested in hosting foundation apprenticeships in the future.
- 52% (29 employers) express interest in modern apprenticeships.
- 50% (28 employers) are open to hosting graduate apprenticeships.
- 52% (29 employers) indicate interest in other work-based learning opportunities.

The employers' interest in a range of apprenticeship types, including foundation, modern, graduate, and other work-based learning opportunities, suggests a diverse set of preferences. This diversity indicates a focus on early skill development, possibly to shape the workforce for the long term. Modern and graduate apprenticeships demonstrate a commitment to nurturing skills at different levels. The interest in "other work-based learning opportunities" could suggest employers' openness to flexible and adaptable training formats or that current frameworks aren't suitable. This highlights a recognition among some employers of the value of apprenticeships and work-based learning in tailoring training to meet their specific needs.

Other apprenticeships were also mentioned, including:

- Traditional skills, heritage policy, equality work, customer service, administration, HR, and IT.
- Interest in hosting foundation apprenticeships in heritage construction as part of local school provision.
- Interest in apprenticeships supporting project management and community engagement roles.
- Conservation and conservation technician apprenticeships
- Interest in apprenticeships related to building surveying, architectural conservation, and stonemasonry.
- Interest in apprenticeships in horticulture, digital fields, and business management.

Figure 31 - Sources of Training



SOURCES OF TRAINING

Respondents access a mix of internal and external training resources. The majority of organisations (79%, 44) conduct training internally, utilizing their own staff as trainers. External training is facilitated by various means: 55% (31) use specialist networks, development bodies, or professional bodies, 43% (24) engage local private training providers, 41% (23) opt for internal training conducted by external trainers, 14% (8) utilize local colleges, and 11% (6) involve local universities. Some respondents (7%) do not deliver training, 2% (1) are unsure, and the remaining 2% (1) employ alternative methods, including: distance-learning/blended work-shadowing

TYPES OF TRAINING DELIVERED

Regarding training delivery, respondents reported employing various approaches. The most prevalent method was informal peer-to-peer training, identified by 70% (39) of respondents. Mentoring followed closely, with 54% (30) incorporating it into their training strategies. Furthermore, 48% mentioned utilizing professional development awards (PDA's) or other one-off Continuous Professional Development (CPD) accredited qualifications. Other approaches included formal peer-to-peer training (34%, 19), apprenticeships or vocational training (32%, 18), qualification development (20%, 11), and National Progression Awards (NPA's) or other one-off entry-level qualifications (7%). Some respondents indicated no training delivery (7%, 4), and 5% (3) mentioned other types of training, including:

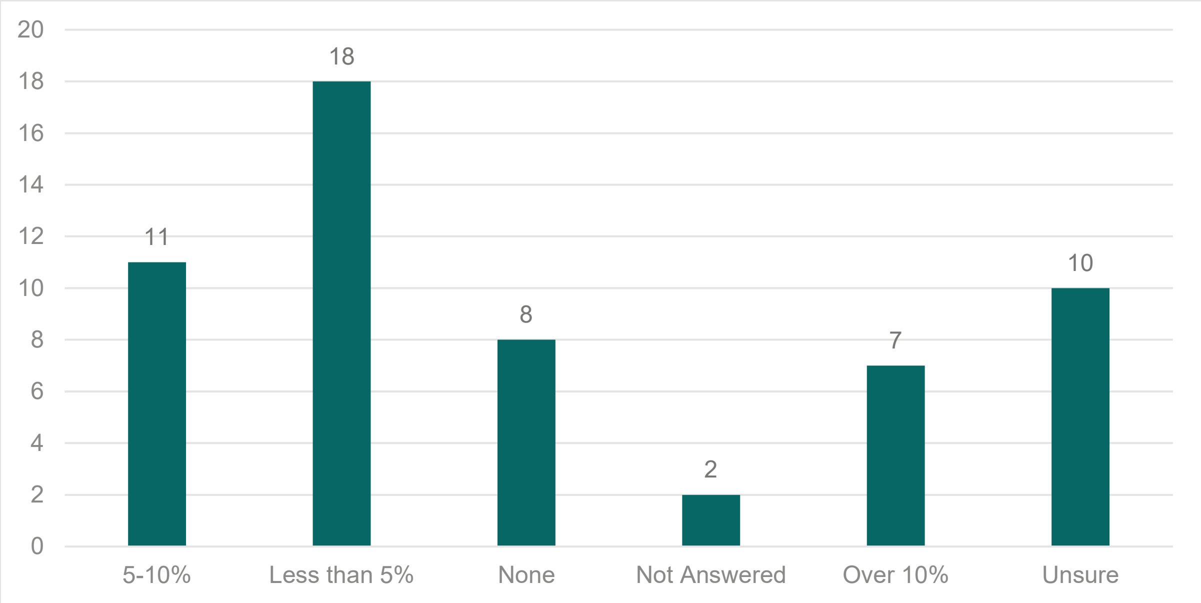
- Employability and work experience, including University internships.
- Central Skills log

PERCENTAGE OF BUDGET ALLOCATED TO WORKFORCE DEVELOPMENT AND/OR TRAINING

Among the respondents, 32% (18) indicated that the percentage of their budget allocated to workforce development and/or training was less than 5%. Another 20% (11) specified that it fell between 5 and 10%. Additionally, 18% (10) expressed uncertainty about the budget allocation in this range. Notably, 14% reported having no budget for workforce development or training, while 13% (7) allocated over 10%. A small percentage (4%, 2 employers) did not provide a response.

The findings reveal a diverse landscape in budget allocation for workforce development and training. While some employers allocate a substantial portion of their budget to training, others may face challenges in this regard. The analysis underscores the level of importance given to workforce development compared to other priorities

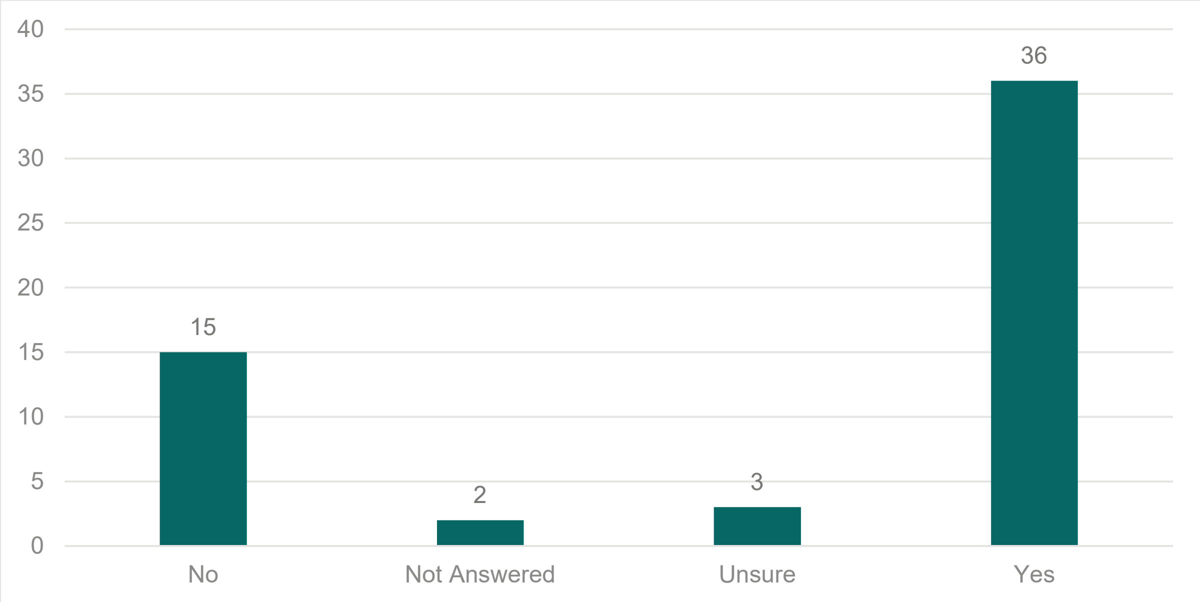
Figure 32 - Percentage of budget allocated to workforce development and/or training



BUDGET ALLOCATED FOR TRAINING PURPOSES
Among the respondents, 64% (36) indicated that they have a budget allocated for training purposes. In contrast, 27% (15) responded negatively, stating that they do not have a budget for training. The remaining percentage either expressed uncertainty or chose not to provide an answer.

The existence of training budgets among a significant portion of respondents underscores the perceived importance of ongoing employee development. This aligns with the evolving nature of industries where continuous learning and skill development are essential for adapting to changes in technology, regulations, and market demands.

Figure 33 - Budget allocated for training purposes

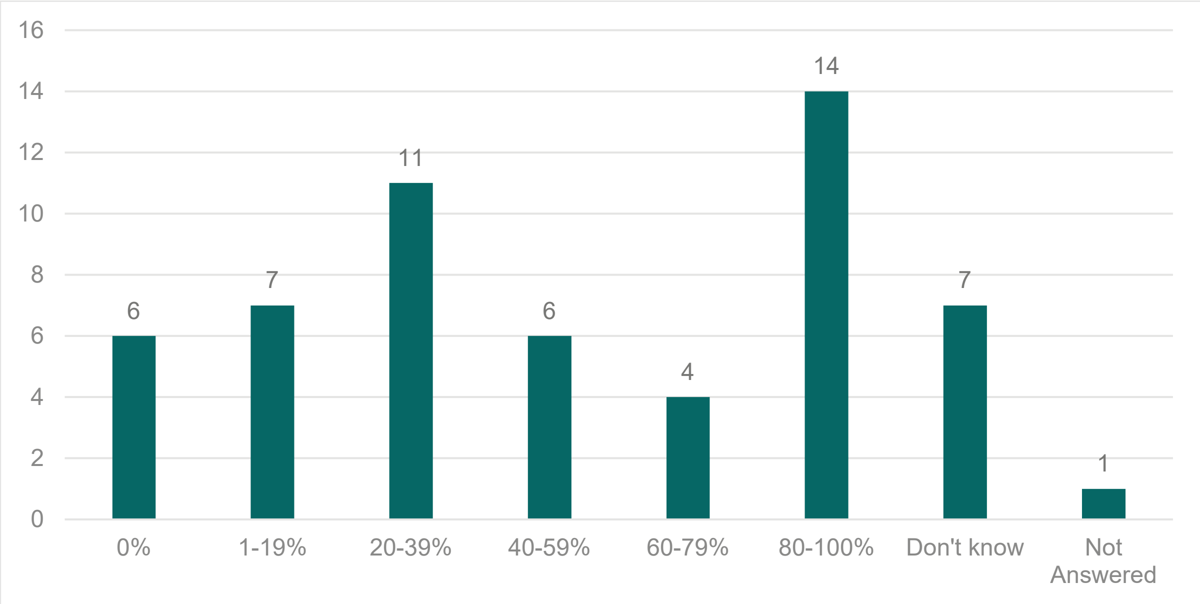


NUMBER OF EMPLOYEES WITH QUALIFICATIONS OR MEMBERSHIPS

In terms of qualifications, university degrees are the most prevalent, with 80% (45) of employers noting that their staff hold such qualifications, aligning with the 2019 data, Figure 23. Additionally, college qualifications are common, reported by 63% (35) of employers, indicating an increase from the 2019 figures.

On the other hand, apprenticeships are less widely represented, with a majority (30%, 17 employers) reporting that it constitutes 0% or less than 19% of their workforce, consistent with the 2019 findings. Work-based learning has seen a decline, with 42% of employers (24 employers) indicating that it covers 1% to 39% of their employees, contrasting with the 2019 data where 47% (19) reported it accounting for 80% of their workforce. It is unclear whether this is a shift in behaviour, or due to differences in respondents between the two surveys.
A noteworthy addition is the consideration of qualifications or memberships, revealing that 75% (42) of the workforce acquires skills through personal training. Notably, a smaller percentage of employers, 13% (7) in 2023 reported having employees with no formal qualifications compared to 2019, where this figure was 53% (10).

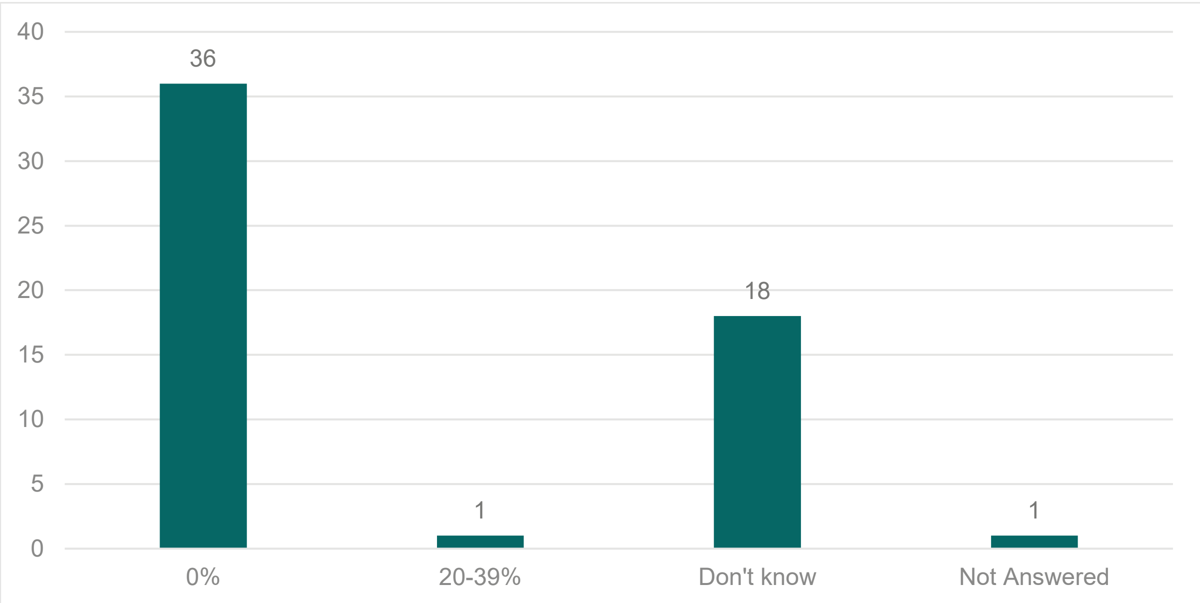
Figure 34 - Number of employees with qualifications or memberships



NUMBER OF EMPLOYEES WITH OTHER QUALIFICATIONS

It is also important to note that some employers were unable to answer the qualification-related questions for the entire organisation, possibly due to the size of their organisations and the many varied pathways into some roles.

Figure 35 - Number of employees with other qualifications



TO WHAT EXTENT ARE CURRENT RECRUITMENT CHALLENGES CURRENTLY IMPACTING ON YOUR BUSINESS/ORGANISATION?

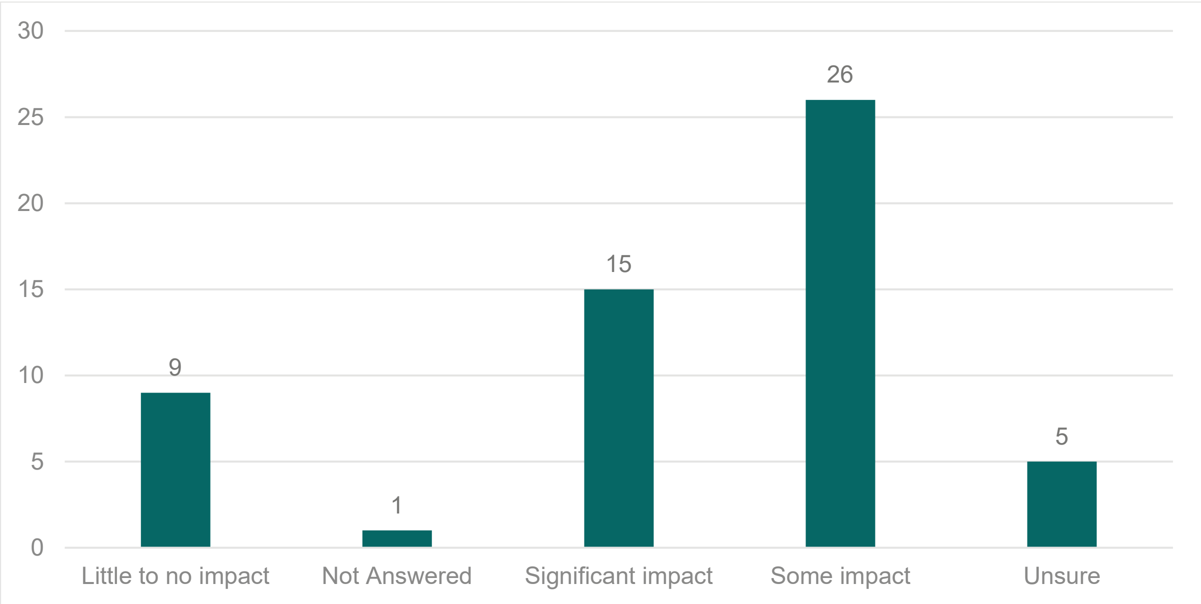
46% of employers (26) deem that the previous mentioned recruitment challenges have some impact on their business, 27% (15 employers) state those have a significant impact and 16% (9 employers) said it had little to no impact. The remaining 11% (6 employers) were either unsure or did not answer.

The findings underscore the strategic implications of recruitment difficulties, emphasizing the need for proactive measures to address skill gaps and volunteer recruitment challenges in the sector.

Current recruitment challenges include:

- Succession planning with an aging staff is recognized as a significant concern.
- Market dynamics, including a shrinking market, are highlighted as a concern affecting recruitment.
- One response underscores the need for awareness within heritage organisations that historic buildings require skilled maintenance, and board members should have heritage expertise.
- Challenges in recruitment are reported to lead to understaffing in busy periods

Figure 36 - To what extent are current recruitment challenges currently impacting on your business/organisation?



CHALLENGES IN RECRUITING PAID STAFF, VOLUNTEERS, BOARD MEMBERS

Challenges in Recruiting Paid Staff, volunteers, board members, include:

- Almost four-fifth of employers had experienced difficulties in recruiting paid staff.
- Two-thirds of employers had experienced difficulties in recruiting volunteers.
- Over two-fifth of employers had experienced difficulties in recruiting board members or trustees.
- Only one-thirds of employers had experienced difficulties in finding contractors or freelance workers.
- Over two-fifth of employers had experienced difficulties in recruiting contractors or freelance staff.

Figure 37 - Does your organisation face challenges recruiting paid staff?

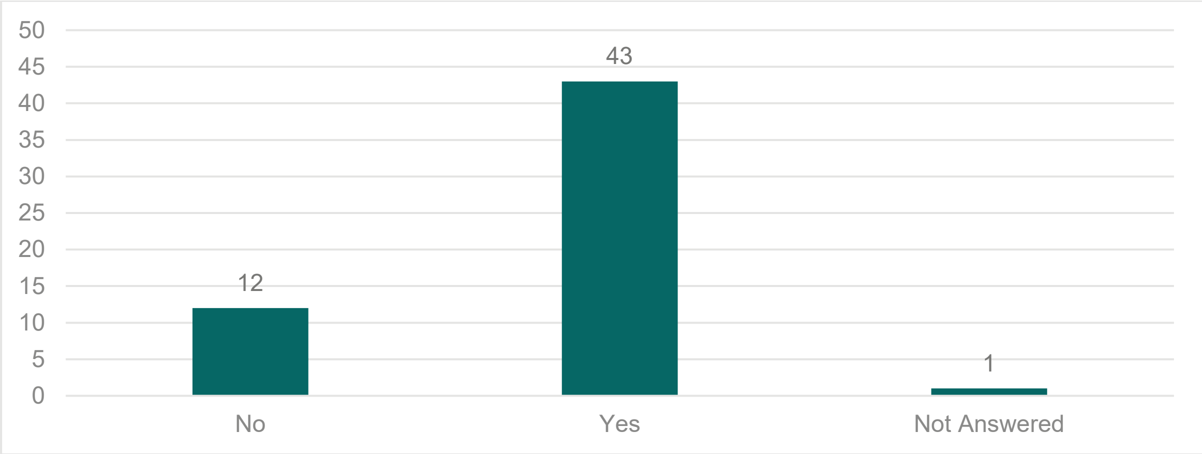


Figure 38 - Does your organisation face challenges recruiting volunteers?

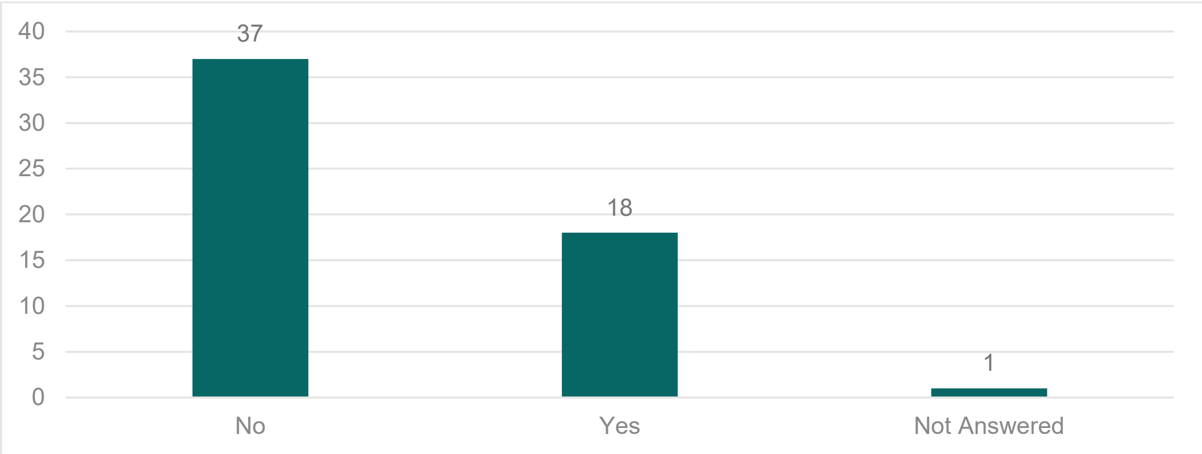


Figure 39 - Does your organisation face challenges recruiting board members/trustees?

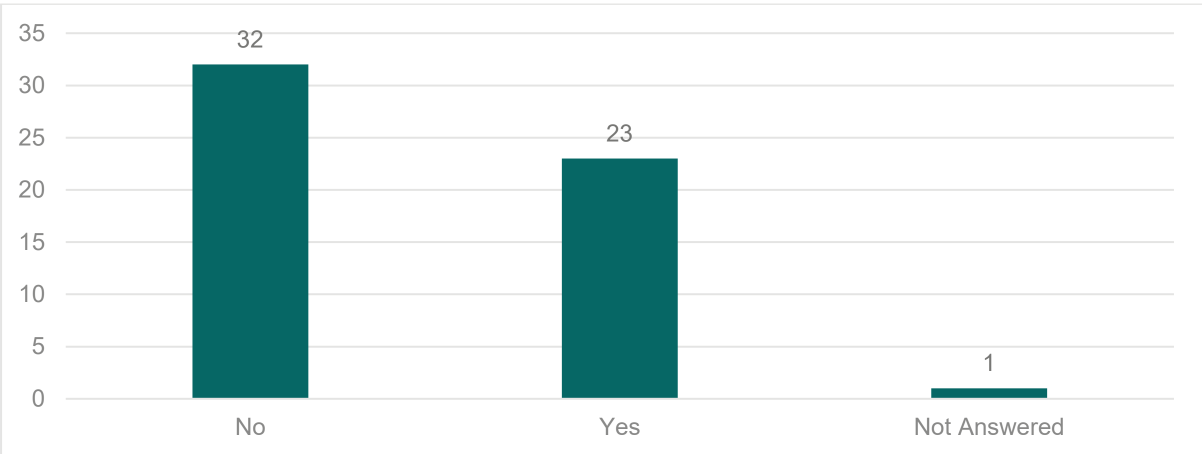
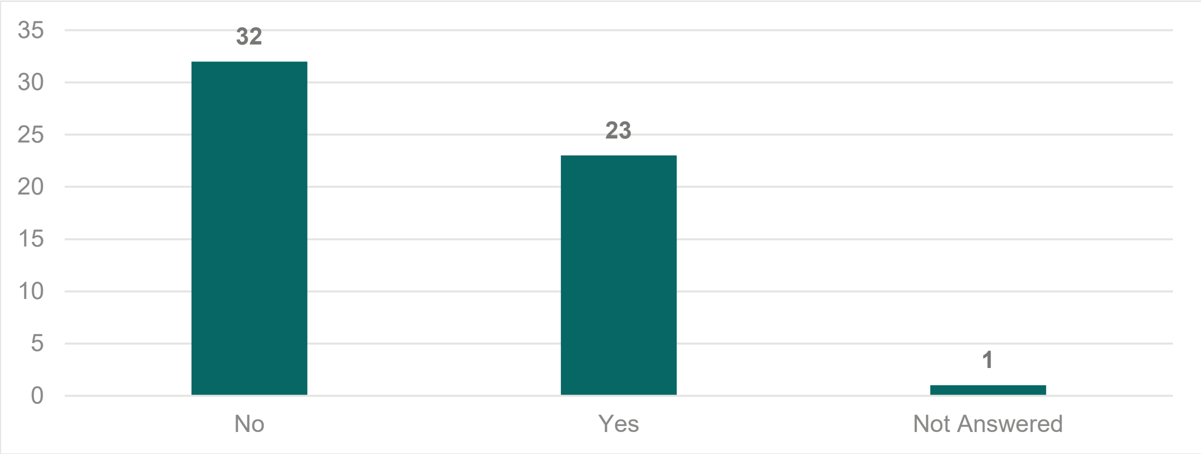


Figure 40 - Does your organisation face challenges finding contractors/freelance staff?



Sources

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- Scottish Household Survey 2022: Key Findings
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