



Dumfries and
Galloway College

One step ahead 

Case Study

Flexible Workforce
Development Fund

**NHS Dumfries and
Galloway**

The Flexible Workforce Development Fund is available to all Scottish employers, including small and medium enterprises (SMEs). The Fund supports businesses in Scotland to up-skill and re-skill their employees to support inclusive economic growth in Scotland. As an employer you can use it to address priority skills gaps and get training tailored to your needs.

Who can access it?

The Fund provides funding to UK Apprenticeship Levy-payers and SMEs in Scotland.

What can it be used for?

The FWDF is intended to help employers address priority skills gaps and training needs. If you're a UK Apprenticeship Levy-paying business or an SME in Scotland, you can use the FWDF to upskill or reskill your staff.

NHS Dumfries and Galloway

NHS Dumfries & Galloway serves a population of over 148,000 but within a large geographical area of about 2,400 square miles. The region of Dumfries & Galloway stretches from Langholm in the East to Drummorie in the West, and from Kirkconnel and Carsphairn in the North down to Sandyhills on the Solway Coast. The Health Board employs around 4000 staff excluding GPs and Dentists. The NHS has been working with Dumfries & Galloway College on a number of levels across the years ranging from offering placements to College students to accessing training for staff.

The Flexible Workforce Development Fund has allowed the health board to access training over and above the key statutory and clinical requirements to support staff development in a number of areas such as business and administration, IT, catering and healthcare. With staff having to work remotely negotiating the new challenges during the lockdown, due to the Covid-19 pandemic, there was an urgent need to train staff in how to use Microsoft Teams which was introduced by the health board following an IT system upgrade in early 2020. Dumfries & Galloway College were approached to pull together bespoke training for Microsoft Teams. A series of intermediate and advanced level training was offered to NHS staff. Over this initial series of online workshops over 160 participated.



NHS Dumfries and Galloway and Dumfries and Galloway college have worked in collaboration using The Flexible Workforce Development Fund to provide our staff with a number of development opportunities over the years. In 2020 the Flexible Workforce Development Fund enabled us to offer virtual MS TEAMS training to all our staff to support them to work remotely using the new platform. This training was organised by the college and it was well received by our staff



Adjoa Forson | Organisational Development and Learning Facilitator for NHS Dumfries & Galloway



The fund is a great example of partnership working in the region. It is great to see colleagues benefitting from the learning opportunities it provides.



Natalie Morel | Head of Service, Organisational Development & Learning OD at NHS Dumfries & Galloway



It is great to hear that participants felt the course was well organised and that it provided an excellent knowledge base, that they found it informative and managed to take away some tips which will help them.



Margaret Lock and Angela Connelly | Dumfries & Galloway lecturers, who developed and ran the Microsoft Teams training



One step ahead

Benefits of investing in your workforce

- You can increase their productivity to **grow your business**
- You can improve the quality of their work to better **satisfy your customers**
- You can empower them to reduce waste or faults, **reducing your customer complaints**
- You can improve morale and motivation to **better retain and engage your staff**
- It can help you **gain a competitive advantage** over your rivals



Your people are your business. Having capable and qualified staff can maximise effectiveness, achieve efficiencies, drive down costs and help increase your sales and profits.

Business funding support



Stay one
step ahead.



Dumfries and Galloway College

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