

A national workforce development strategy for Scotland’s museums

Action Plan

36 actions have been identified as supporting and delivering the priorities in a national workforce development strategy for Scotland’s museums.

Each provides an opportunity for SMC, Scotland's museums and galleries and key partner organisations to engage with the strategy.

These actions are an opportunity to guide future workforce development activity. Together we can all play a role in achieving a better Scottish museums sector.

We encourage everyone to join SMC and set themselves specific targets under each priority.

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| <div>01. Advocate the importance of workforce development.</div> <div>02. Share information and guidance on workforce development topics.</div> <div>03. Commit adequate resources to developing staff and volunteers.</div> <div>04. Increase use of quality standards, frameworks and tools.</div> <div>05. Encourage staff and volunteers to apply for and use individual learning accounts.</div> <div>06. Put in place appropriate policies for e.g. volunteers, training and employment.</div> <div>07. Encourage staff and volunteers to take ownership of their professional development.</div> <div>08. Use a wide range of learning activities to meet the needs of different learning styles.</div> | | <div>Establishing a learning culture</div> <div>Your ideas:</div> |
| <div>09. Identify leadership and management development needs and opportunities.</div> <div>10. Commit adequate resources to developing leadership skills in staff and volunteers.</div> <div>11. Share knowledge of leadership development and board development programmes and opportunities.</div> <div>12. Promote and support leadership development through networking and knowledge sharing.</div> <div>13. Encourage new leadership development initiatives.</div> <div>14. Make available and share information and guidance on board recruitment and selection.</div> <div>15. Encourage and support trustees and committee members to undertake training.</div> | | |
| <div>16. Support the development of relevant National Occupational Standards and qualification frameworks.</div> <div>17. Develop closer links with educational providers.</div> <div>18. Share examples of creative solutions to learning and skills development issues.</div> <div>19. Encourage specialist skills and knowledge sharing at all levels.</div> <div>20. Commit adequate resources to developing skills and capacity within organisations.</div> <div>21. Encourage uptake of networking and mentoring opportunities for all staff.</div> <div>22. Develop skills and capacity in ICT, learning and access and collections through use of the four national strategies.</div> | | |
| <div>23. Develop policies and procedures for the recruitment, development, management, retention and reward of volunteers.</div> <div>24. Engage with organisations offering training, guidance and support to volunteers and volunteer management.</div> <div>25. Encourage coaching and mentoring for volunteers.</div> <div>26. Share examples of good practice in volunteering and volunteer management.</div> <div>27. Encourage uptake of National Occupational Standards and development tools by volunteers and volunteer managers.</div> <div>28. Commit adequate resources to developing volunteers and their managers.</div> <div>29. Support and encourage uptake of learning and development opportunities by volunteers and volunteer managers.</div> | | |
| <div>30. Establish and share a profile of diversity within the sector.</div> <div>31. Identify diversity gaps and opportunities within the workforce.</div> <div>32. Encourage more training and development on diversity for all staff and volunteers.</div> <div>33. Share knowledge of diversity initiatives.</div> <div>34. Encourage the creation of more Positive Action Traineeships within the sector.</div> <div>35. Commit adequate resources to ensuring diversity happens.</div> <div>36. Support and encourage projects and activities within the area of diversity.</div> | | |
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