



A Workforce Development Strategy for the Falkland Islands: Results from the survey for students and young people

The Policy & Economic Development Department held a public consultation on the draft Workforce Development Strategy from 20 March to 14 May 2023. The Strategy is intended to set ambitions and direction to support medium term planning over the next five to ten years. It supports the aims in the Islands Plan 2022-26 to promote sustained economic development for the Islands; to continue to develop a lifelong education system; and to develop a workforce strategy to improve labour capacity in the Islands.

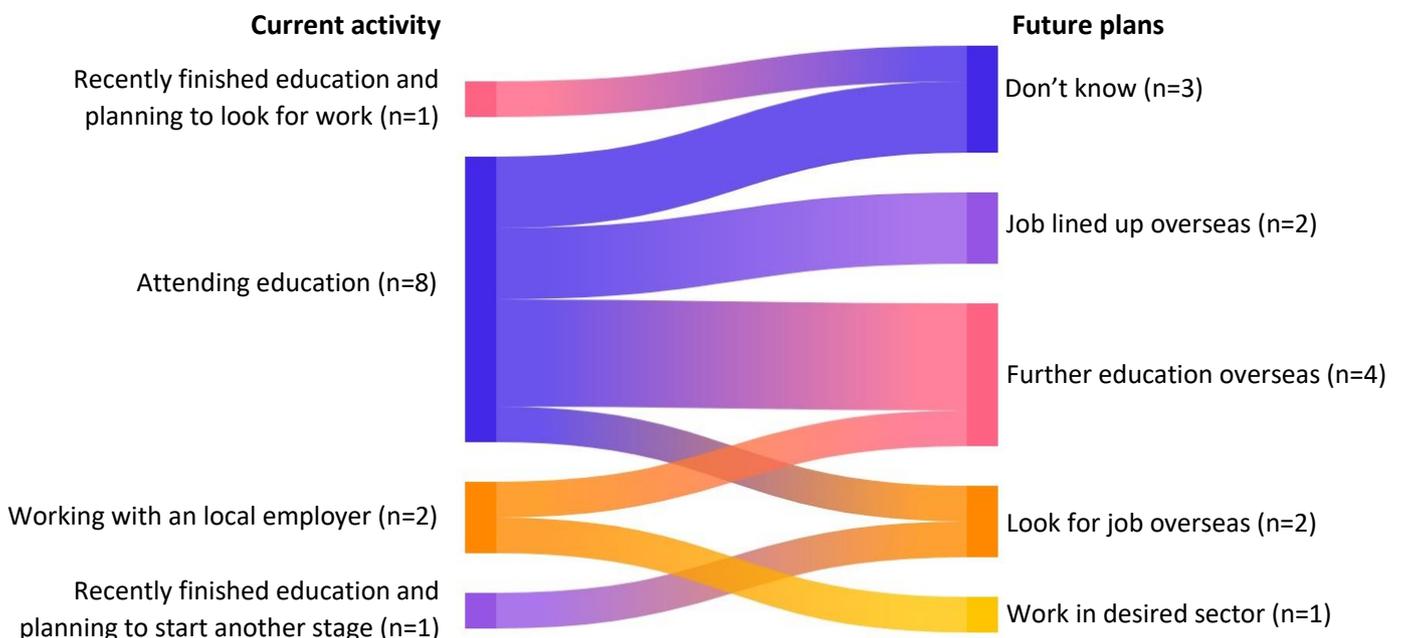
A complementary survey targeted at students and recent school-leavers also ran alongside engagement on the draft Strategy, and the responses received from twelve individuals are also summarised here. The survey aimed to find out young peoples' employment and career goals, how they feel about the employment opportunities available to them in the Islands; and any challenges they currently face or anticipate in the future.

Three of the twelve young people were based in Stanley, two of whom are in employment, with the third planning to look for work in the future, having recently finished higher education.

The nine young people in the UK were currently attending education (n=8) or had recently finished one stage and were planning to start another (n=1). All were FI Status holders; four were aged 16-18, five aged 19-22, and the remainder were aged 23 or over.

The graph below indicates respondents' current activity and what they intend to do in the future. None of the respondents indicated that they intended to return in the near future. Note that this does not include the two Stanley respondents already in employment.

Figure 1. Respondents' current activities and future plans





Appendix B: Comments received from respondents

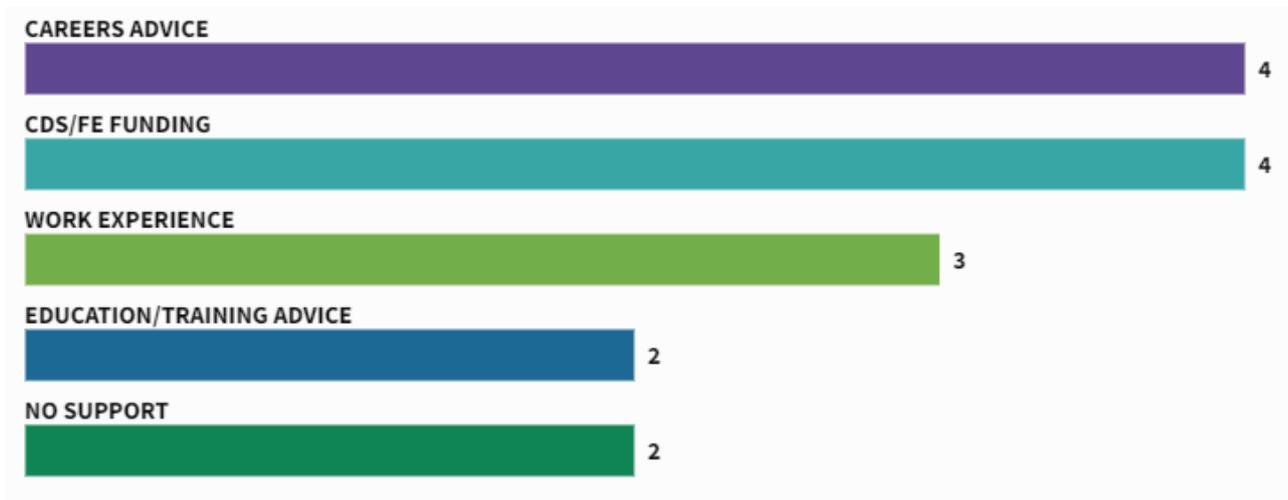
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When asked if they felt their career goals were achievable in the Falkland Islands, young people currently in education were largely unsure. Those who said ‘yes’ were in employment, or had recently finished education and were looking for work or intending on pursuing further education. Two respondents indicated they didn’t think their career goals were achievable in the Falklands; one currently working in the Islands and one in education in the UK and planning to find a job overseas.

Table 1. Whether respondents feel their career goals are achievable in the Falkland Islands

	Career goal to work in or as:	Number of respondents
Yes	Sport and leisure industry	1
	Primary school teaching	1
	Healthcare	1
	Conservation/environment/marine sectors	2
Unsure	Physical education teacher	1
	Academia or public policy	1
	Armed Forces and later farming	1
	Not specified	2
No	Registered Nurse	1
	Not specified	1

Figure 2. Support FIG has provided to respondents to support their goals or employment opportunities in the Islands



Eleven young people responded to the question on the types of support they have received from FIG. The majority of respondents (n=8) indicated they had received CDS or FE funding for their education/training, or that they received career advice from Falkland College, followed by undertaking work experience opportunities while they were students at FICS (n=3).

However, none of the respondents indicated they had received support from FIG to help them find employment in the Islands.



Appendix B: Comments received from respondents

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When asked what FIG could do, or do better, to support them achieve their goals, the majority of comments related to factors which encourage or enable graduates to return and take up employment in the Islands. Within this, the minimum experience required for job opportunities was cited as a key factor which limits the ability of recent graduates to return and take up employment, followed by a lack of communication between FIG, the private sector, and overseas students about the opportunities available in the Islands.

Other comments related to continued and improved investment and engagement in young people's career development, in addition to expanding the range of education and training opportunities provided by Falkland College.

Figure 3. What FIG can do, or do better, to support young people's goals and employment opportunities

ENCOURAGE GRADUATES TO RETURN:

Experience requirements disadvantage the newly qualified

FIG and employers should communicate with those in overseas education/training about available job opportunities

Equalise local and overseas employment terms

Help young people join the workforce, particularly in education and managerial roles

Length of overseas contracts prevents returning graduates taking up roles

INVEST IN YOUNG PEOPLE'S CAREER DEVELOPMENT:

Continue Further Education funding

Disconnect between career advice and job opportunities

More support when undertaking education/training

Provide better advice on career progression

Provide work experience/internships for students during summer breaks

EXPAND FALKLAND COLLEGE SERVICE PROVISION:

Broader range of education/training opportunities

Enable local completion of education/training

Young people currently living outside the Islands were asked to indicate the importance of a range of factors on their decision about returning to the Islands. Figure 4 overleaf shows the relative importance of each named factor, with job opportunities and the availability of housing identified as the factors with the greatest importance.

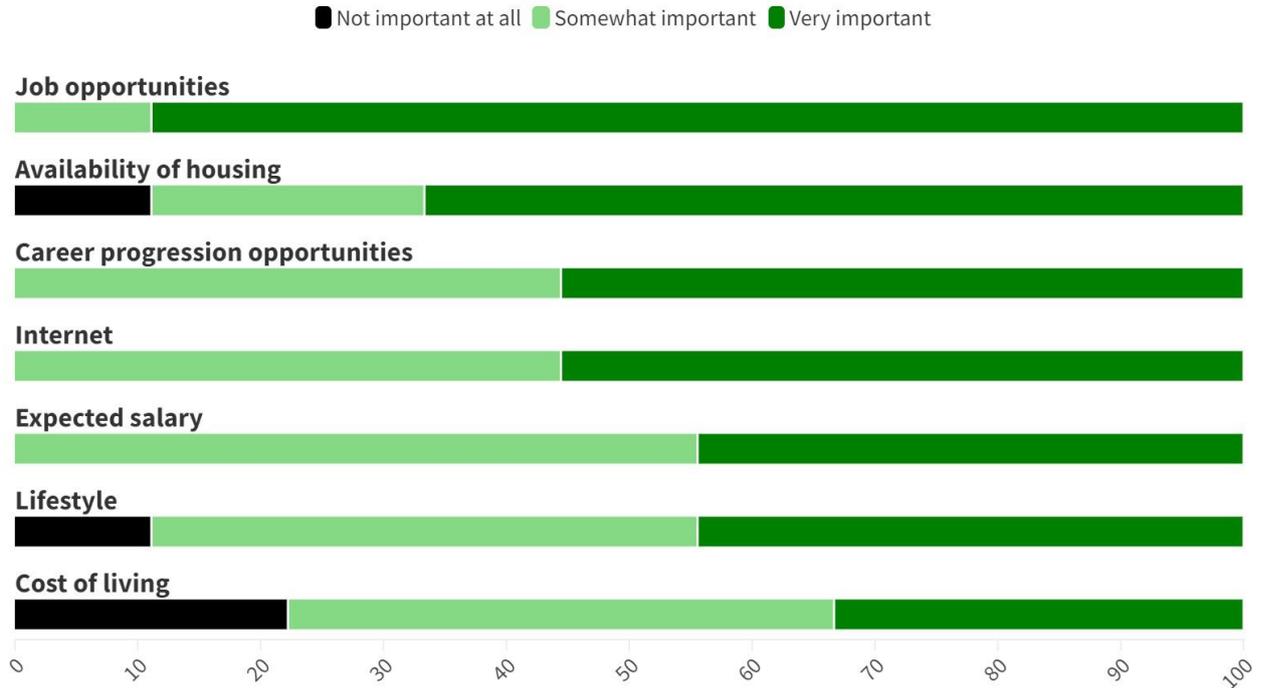
Improving the current UK air link, and providing additional air links, was highlighted by one respondent as a 'very important' additional factor.



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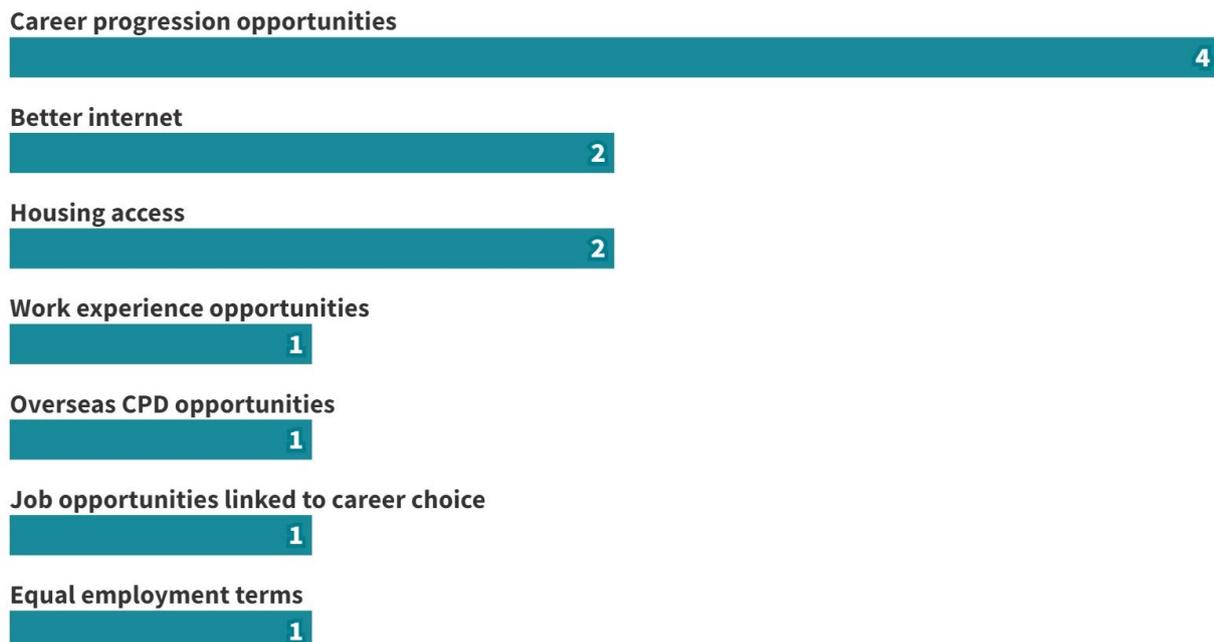
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Figure 4. The importance of different factors on young people's decision to return to the Islands



Respondents currently working or studying overseas were asked to identify the one thing that would make returning to work the Falkland Islands more appealing (Figure 5). Having opportunities for career progression emerged as the most frequently identified factor, followed by access to housing and better internet provision.

Figure 5. The one thing that would make returning to work in the Islands more appealing for respondents





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Figure 6. Respondent satisfaction with information received about:

Education/training opportunities available overseas



Education/training opportunities available in the Falkland Islands



Very/somewhat dissatisfied Neutral Somewhat/very satisfied

While respondents were generally satisfied with the information and advice they received on education and training opportunities in the Islands and overseas, they were more dissatisfied with the information provided on local opportunities.

Two respondents provided additional comments at the end of the survey, which reiterated some of the themes raised earlier; primarily linked to expanding the provision of Falkland College, and providing meaningful careers for young people to return to.