



INDUSTRY SECTOR

Education & Training

Overview

The Education and Training Sector is wide-ranging in terms of employment roles and locations. Jobs in this sector are often demanding but also fulfilling. Employment opportunities in the education sector vary from teaching within schools and Higher Education establishments to instructing within corporate organisations. Many individuals enjoy the stable work schedule, human interactions and the personal fulfilment from helping others to achieve their goals.

What's the job market like?

School Education – Teacher shortages and turnover rates have dominated the news over the past 2 years, however the picture is mixed. There is a surplus of teachers in some parts of the country - mainly the central belt and Fife - and in some subjects but an acute shortage in others including rural areas and STEM subjects. Many institutions offer bursaries for STEM subjects to entice prospective teachers into classroom roles.

Further Education (FE) or Higher Education (HE) - Competition can be fierce, and even if a candidate is highly talented with plenty of experience, finding a permanent job can be difficult. Lecturers might have to take on temporary contracts, reducing long-term job security and increasing the likelihood of frequent relocation.

Instructing /Training Officers – Organisations will always need training officers to train and upskill staff, however depending on the industry/job role, the demand for instructors will vary. Self-employment as a trainer or instructor is also an option once an individual has built up their experience, reputation and knowledge of the job market.

To access support or find out more please contact us.

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Types of Education and Training

The education & training sector can be divided into a variety of areas. Some common areas include:



School Education

Based within a state or private school, some common roles within this sub sector include: teacher, teaching assistant, additional support needs staff and educational psychologist. Individuals within this setting are responsible for leading children's learning through planning, teaching and assessment whilst promoting inclusion, diversity and equality. A demanding role with a high workload, many educators believe the job satisfaction and healthy holiday allowance outweighs the long hours.



Further Education (FE) or Higher Education (HE)

With similar roles and responsibilities to a school teacher, FE educators teach a range of subjects in vocational training (including apprenticeships) or academic teaching (mainly at Nat 4/5 and Higher). Although they work mainly with post-16 and/or adult learners, educators are

increasingly expected to work with students aged 14 to 19 who are studying vocational subjects. HE lecturers teach academic or vocational subjects to undergraduate and postgraduate students aged 18 and over. As an HE lecturer, you'll need expertise in your subject area in order to teach students. You'll also pursue your own research to contribute to the wider research activities of your department or institution.



Instructing / Training Officers

Education also takes place in non-school or academic settings. Opportunities exist with a range of small, medium and large public, private and third sector companies and organisations throughout Scotland. Instructional roles are required in any subject and sector, but service leavers are particularly suited to training roles within engineering, defence, security and health and safety.

Scottish Military Employers

Most public sector education/training jobs are advertised on MyJobScotland; particularly state school roles and FE/HE vacancies. If you're interested in teaching within a private setting, roles are advertised on SCIS. The list of employers below is not exhaustive, however they regularly advertise training/instructor roles suitable for service leavers and veterans.



Military Transferable Skills and Attributes

School Education – To teach within private / state schools in Scotland, you must either complete a four-year undergraduate degree (Bachelor of Education) or if you already have a degree, complete a one-year Professional Graduate Diploma in Education (PGDE). This is followed by one-year probation within a school setting.

Further Education (FE) or Higher Education (HE) - In Further Education, a degree is not essential but you must have relevant experience and for most disciplines, have a relevant qualification. You must also be able to produce evidence of teaching skills. The Level 3 Award in Education & Training is a good introductory, knowledge-based course, required by most FE providers. This is available through CTP. For Higher Education lecturing, a postgraduate degree is usually essential and a PhD is increasingly required, together with relevant experience for vocational/professional courses.

Instructing / Training Officers – Although a degree isn't always essential, vast experience and skillset within the specific field of work is a must. Prior experience of lecturing / training in a military capacity will further enhance your application.

Transferable military skills include:

- Communication skills
- Interpersonal skills
- Organisational and Planning skills
- The ability to multi-task
- Initiative and the ability to offer new ideas
- Analytical skills
- IT skills
- Timekeeping
- Managing workload
- Drive
- Resilience

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