



Queen Margaret University

QUEEN MARGARET
BUSINESS SCHOOL

Cairngorm Local Exchange for Education & Training

a discussion

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What are we doing today?

- Considering barriers to training in rural communities
- Outlining what a LETS programme might look like
 - Need
 - Currency
 - Parity
 - Funding
- Exploring the parameters of this as an idea
- Next steps



Barriers to training for rural businesses

- Population increases in rural areas are due to internal migration - moving out of cities
- Most households moving into rural areas are families with young children people and those aged 44 to 64
- People continue to leave rural areas at around age 20.
- Relatively small proportion of people aged 20 to about 35
- Overseas migration has increased for rural areas over the last four years
- Brexit is causing some uncertainty



this much you
know.....

- Scale of operations - the cost of providing courses for a small number of learners can be high even where demand exists
- Transport - cost of travel and the lack of a comprehensive public transport system can limit participation
- Widely dispersed rural centres can also attract high costs
- Low fee generation –limited potential for gathering income - many learners can only pay a token amount
- Lack of fee revenue may have an adverse effect on the range of courses offered.



Perceptions of supply

- industry relevance and inflexibility of many taught courses
- the lack of practical experience or 'work readiness' in those recently qualified
- absence of motivation and willingness to acquire new skills
- no formal recognition for the high degree of technical skills held by many in the industry
- awareness of training providers and qualifications available can be low



Research suggests.....

- rural communities have an ageing workforce and shortage of young recruits
- funding restrictions for workers over 24 years of age, particularly important for older people wishing to change careers
- difficulty in sourcing suitable placements for students
- distance to recognised training centres: - twenty mile “rule”
- Seasonality – high cost for relatively short return period
- Rural employees tend to be less productive than their urban counterparts



So lets group
these.....

- **Demographic mix**
- **Seasonality**
- **Access to training**
- **Costs of training**
- **Restrictions on funding**



So, how does
LETS solve all of
this?

- **Honestly, it doesn't, but....**
- **LETS could open up provision**
- **Make training and development more affordable**
- **Help improve retention**
- **Help improve productivity**
- **Make the industry more appealing**
- **Make training demand orientated rather than supply driven**



So lets agree
what a LET
System is.....

Local Exchange Trading
Systems (LETS) are local
community-based **mutual aid**
networks in which **people**
exchange all kinds of goods
and services with one
another, **without the need for**
money.





Show me the
money.....

- LETS operates by Mutual Credit
- A range of “currencies” are used :
 - Coffee beans / shells / tokens
 - Electronic - some event run on text “credits”
 - Printed “notes” - “Cairngorm Pound” anyone?
 - Hours
- currency is created as credits move from one account to another within a **closed system**
- new members may spend before they earn



What could a LETS
scheme cover?

- **Formal courses**
 - REHIS
 - SCPLH
 - Longer courses
- **Mentoring**
- **“Business incubation” peer2peer**
- **Informal training and development**
- **“Cairngorm Courses” - unique to the LETS partnership?**



But my time is
valuable...

- Value – what is time worth?
- Are all activities of equal value?
- Is a SCPLH course equal to a REHIS course?
- Does a day long customer care course have the same value as a half day on Manual Handling?
- Who determines the equivalencies?



Yes, yes,
but lets be
practical....

- No reason why a LETS scheme can't be used for all forms of **training & development**
- Need to pay certification costs – so its not all “free”
- Could consider becoming a “centre” in your own rights
- A centre co-ordinator would be helpful – but could do that role for LETS hours?
- Organise it all online?

www.cairngormLETS.online ??

www.CLETS.net ??

and everyone logs everything there.....



Its just
an idea...

In your table groups:

- In the pack in front of you there are a series of questions about this idea.
- We would ask that you complete the 5 questions we have about this idea but by all means discuss the idea!
- Myself and Stan will pop round the tables and answer any questions you might have



What's next?

- We will collate the responses in the pack and make some recommendations based upon what you have said.
- Who knows – maybe **www.cairngormLETS.online** will become a reality.....

Thank you for listening!