



"Supporting Rural Social Enterprise and Employability Opportunities"

Succession Planning in Social Enterprise

Rural Social Enterprise Hub
www.ruralsehub.net



Network Collaborate Learn





“Supporting Rural Social Enterprise and Employability Opportunities.”

We provide services, to assist organisations to build resilience and income which in turn delivers a range of environmental, social and economic benefits for communities.

Our services include:

- **Support for Employment, Training and Learning Opportunities**
- **Business Support**
- **Rural Social Enterprise Research, Development and Advocacy**





Succession Planning in Social Enterprise



Access and Progression Routes – Context Setting:

- **Skills shortages** – businesses struggling to recruit and retain staff post Brexit
- **Cost of living crisis** – additional financial burden a barrier to Further and Higher education for many families, or young people starting their working career with significant debt (meaning access to housing in rural areas even more of a challenge)
- **Depopulation and Demographic change continue to be a major issue for many rural and island communities on the West of Scotland.**
- **Aging Workforce and board members** - many community led and social enterprises have older senior staff and older board members, with succession planning a priority for many.
- **Post pandemic** – recognition of value of community and natural assets.

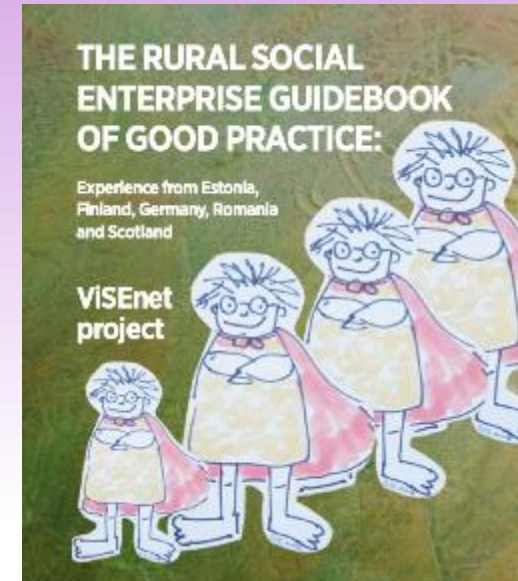
Additional Support for Training and Progression Routes

- SDS Skills for Growth (People Skills Action Plan)
- Modern Apprenticeship (Business Administration and Finance, Digital, etc.)
- Graduate Apprenticeship (Business Management and Accountancy)
- Info on Apprenticeship options - [Apprenticeships | For Employers](#)

ViSENet tools and resources

- 3-year Erasmus+ project with partners in Estonia, Romania, Finland & Germany.
- Creating tools and resources for Rural Social Enterprise.
- Involving young people and succession planning integral parts

[Succession Planning](#) | [Rural Social Enterprise Hub \(ruralsehub.net\)](#).



Succession Planning:

- Ensures that businesses, including social enterprises, can continue to operate effectively without the presence of people who are holding key positions, who may need to step down, move on or retire.

Effective succession planning is a pro active approach – identifying key roles with an understanding of the skills and knowledge they require, and being able to identify and support individuals to develop skills, experience and confidence to be able to step in and up to these roles.

Key Elements of Succession Planning

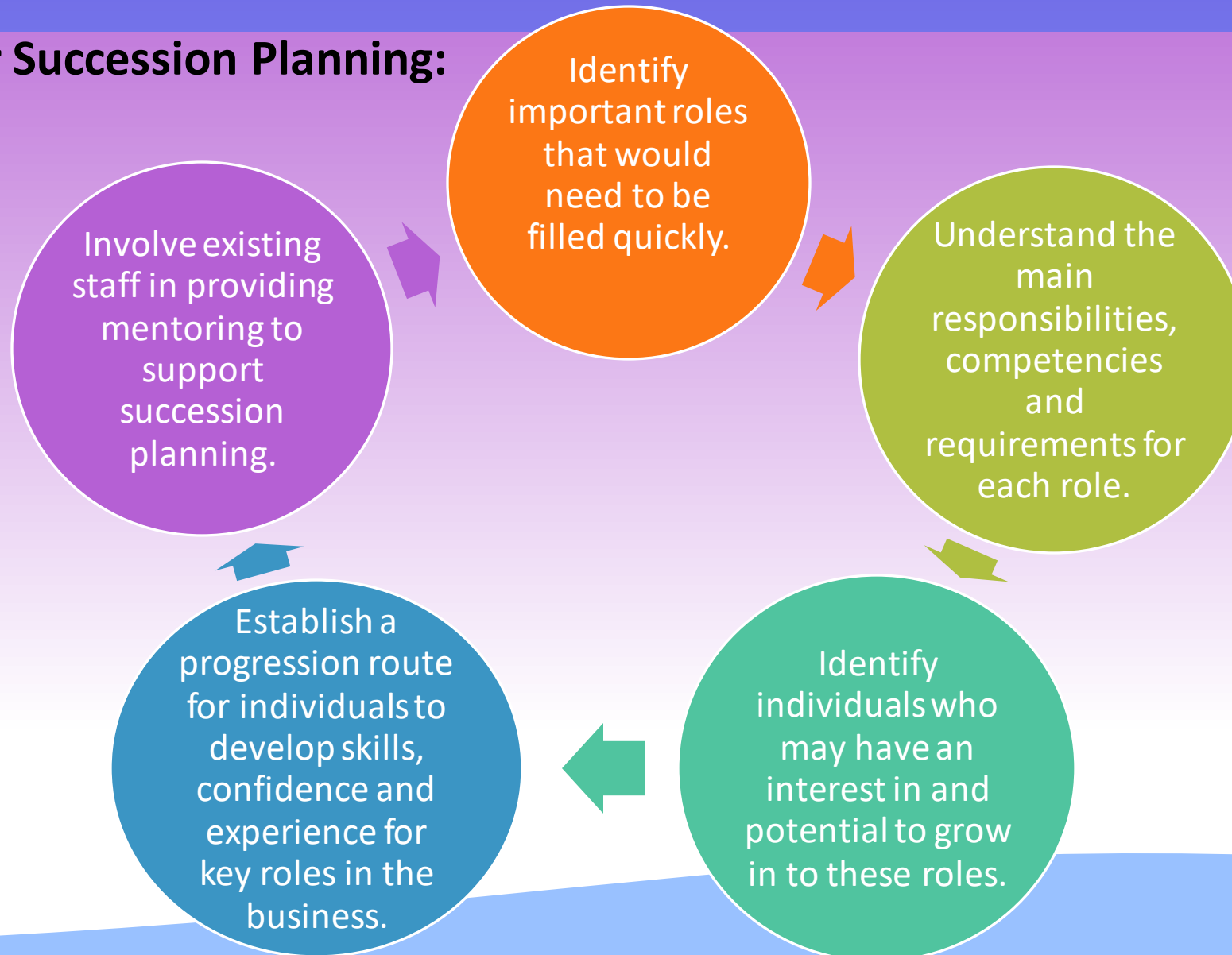


"Are you prepared should one of you melt?"

Succession Planning



Guidelines for Succession Planning:



Leadership and Team Effort

- Link strategic and workforce planning
- Identify gaps and risks
- Identify talent and potential
- Develop Succession Strategies
- Implement Succession Strategies
- Monitor and Evaluate



Benefits of Succession Planning:

- Forward planning to ensure business activity, ethos and approach is robust.
- Can help to encourage involvement, commitment and build confidence of younger or less experienced members of the team.
- Avoids panic / uncertainty if key roles are vacated and builds confidence that key roles have a suitable successor with knowledge and understanding required.
- Beneficial to everyone in the business and enables more experienced staff to pass on skills and wisdom, as well as bringing fresh ideas and perspectives. Involving existing roles in nurturing can ensure continuation of culture/values.

Thank You



Further information:

Ailsa Clark – aclark@inspiralba.org.uk

www.inspiralba.org.uk

**Succession Planning Learning Exchange Presentations:
[Succession Planning | Rural Social Enterprise Hub](#)
(ruralsehub.net)**

Within our own work we support and promote access and progression routes for young people, with some of these opportunities outlined here:

<https://ruralsehub.net/young-people-report/>