

# Report

Report to:	<b>Education Resources Committee</b>
Date of Meeting:	<b>14 November 2017</b>
Report by:	<b>Executive Director (Education Resources)</b>

Subject:	<b>Developing Our Young Workforce - Scotland's Youth Employment Strategy</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide a progress update on the implementation of the recommendations of the Commission for Developing Scotland's Young Workforce.

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the Education Resources' progress update on the implementation of Developing Scotland's Young Workforce (DYW) be noted.

## 3. Background

- 3.1. The Scottish Government has set out a seven year national programme to develop the young workforce, launching an implementation plan in December 2014, which details how Curriculum for Excellence, a regionalised college system, a significantly expanded Modern Apprenticeship programme and purposeful employer engagement, will be brought together to drive the creation of a world class education system.
- 3.2. As a National Improvement Framework priority, employability is high on the agenda of every educational establishment and Local Authority.

## 4. Updated Position

### 4.1. DYW School Delivery Framework

Significant work continues to be undertaken across a range of Resources and Services to progress aspects of DYW and in the area of employability.

- ♦ Strategic support for schools is provided by a Lead Officer for DYW within the Curriculum and Quality Improvement Service. The Lead Officer manages a team of Head Teachers to deliver the strategic implementation of the DYW Framework, building upon and continuing work undertaken in previous sessions.
- ♦ Impact Teams will continue to operate within the existing Education Scotland DYW timeline.

#### 4.2. **Vocational Pathways**

The importance of a partnership approach to develop opportunities for schools, colleges and employers to work together to plan, support and deliver opportunities that transform learning for young people is recognised. Activities that enhance our vocational provision include:-

- ◆ Schools and early learning and childcare settings for 3-5 year-olds are being supported to take account of Developing the Young Workforce in developing the curriculum
- ◆ Schools are being supported to use labour market intelligence and Regional Skills Assessments to support their Senior Phase curriculum design and in reviewing their timetabling to ensure that a wider range of pathways and opportunities are embedded in the Senior Phase offer for all young people
- ◆ Improved use of data about our learners helps to ensure that opportunities are available and accessible to all young people and that those learners from areas of high multiple deprivation and vulnerable groups are equitably supported into positive destinations

#### 5. **Vocational Pathways, Foundation Apprenticeships**

5.1. Foundation Apprenticeships provide new work based learning opportunities for learners. The Council currently supports the following Foundation Apprenticeship places:

- 20 Early Years (Care)
- 2 ICT Hardware
- 5 ICT Software
- 3 Creative & Digital
- 6 Mechanical Engineering
- 6 Health Care
- 3 Financial Services
- 1 Business Skills

5.2. Our 2018/2019 Foundation Apprenticeship offer will be significantly enhanced by a recent bid to Skills Development Scotland and further details will be provided to a future meeting of the Education Committee. In summary, the bid comprises 2 elements:

- ◆ South Lanarkshire as lead for the Engineering and Early Years' frameworks
  - a) Early years' framework will be subcontracted to further education college providers
  - b) Engineering framework will be subcontracted to both further education colleges and training providers.
- ◆ The development of a Foundation Apprenticeship management and delivery team to include provision from South Lanarkshire College, New College Lanarkshire, North Lanarkshire Council and The Glasgow Foundation Apprenticeship Consortium will also provide support.

It is anticipated that this will provide up to 250 Foundation Apprenticeship opportunities for young people from 2018.

## **6. Careers Education Standard (CES)**

- 6.1. The review of the Careers Education Standard (CES) ensures enhanced careers guidance is available to all our young people (3-18) with a focus on developing an understanding of the world of work from '*Early Level*' through to point of exit. Implementation includes activity within schools in respect of the management of careers plans by young people, work placements and employer partnerships.

### **6.2. Work Placements**

Work placements provide opportunities for our young people to build upon learning experiences in the classroom and enable young people to contextualise skills for work under the supervision and guidance of an industry mentor. It is recognised that work placements should move from a '*traditional*' work experience programme towards a more coherent and relevant work placement that inspires and motivates young people in a real life context. Schools have begun to model different approaches, with the Work Placement Impact Team continuing to support establishments in reviewing and developing these models.

### **6.3. Employer Partnerships**

Our school/employer partnership focus is on a manageable number of priorities which are embedded in school improvement plans and demonstrate improved outcomes for our learners. Schools are engaging with local partners in a variety of ways e.g. business breakfasts, careers events, work placements and school visits as well as contributing to curriculum development activity.

## **7. DYW Learner Conversations: Talking Tomorrows**

- 7.1. The voice of young people and understanding their experience is vital to the successful implementation of DYW. A resource, entitled 'Talking Tomorrows', has been developed by four South Lanarkshire schools and offers a cross-section of S3 learners the opportunity to engage in meaningful discussion about their skills development (as recommended in the 3-18 Career Education Standard) before they transition to their Senior Phase.
- 7.2. The Talking Tomorrows resourced is designed for use in Employability classes, Pupil Council and Personal and Social Development contexts as well as amongst teaching professionals. It was showcased at the Scottish Learning Festival 2017.

## **8. Professional Learning Activities**

- 8.1. Professional learning activities that enable teachers to work with a range of partners, including employers, college lectures and curriculum planners, enhance both partnership links and the capacity of schools to take forward this aspect of the National Improvement Framework (NIF).

## **9. Parent/Carer Voice**

- 9.1. Schools have been working to develop a shared understanding of DYW with their parents and carers in a variety of ways including websites, social media, careers events etc.

## **10. Employee Implications**

- 10.1. None

## **11. Financial Implications**

- 11.1. There are no financial implications arising from this report.

## **12. Other Implications**

12.1. There are no risk or sustainability issues associated with this report.

## **13. Equality Impact Assessment and Consultation Arrangements**

13.1. This report does not present a new strategy, policy or plan and is therefore not subject to equality impact assessment.

13.2. Consultation has been undertaken with all of our delivery partners who continue to develop and shape our DYW provision in South Lanarkshire.

**Tony McDaid**

**Executive Director (Education Resources)**

26 October 2017

### **Link(s) to Council Objectives**

Raise educational attainment and achievement

### **Previous References**

Education Resources Committee – 22 November 2016

### **List of Background Papers**

Developing the Young Workforce - Scotland's Youth Employment Strategy

<http://www.gov.scot/Resource/0045/00451746.pdf>

### **Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

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