
Developing Scotland's Young Workforce (DYW)

1.0 EXECUTIVE SUMMARY

- 1.1 The main purpose of this report is to give an overview of the proposed spend for the funding received by Argyll and Bute Council from the Scottish Government to deliver the Youth Employment Strategy 'Developing the Young Workforce'.
- 1.2 Scotland's young people are our future workforce: investing in them is key to their own success and to Scotland's economic prosperity. The Youth Employment Strategy aims to reduce youth employment by 40% from 2014 levels (18.8%¹) by 2021.
- 1.3 Argyll and Bute Council (ABC) – including Education, Economic Development, Human Resources and Social Work – along with key partner agencies - including Argyll College UHI (ACUHI), Skills Development Scotland (SDS) and third sector organisations - plus local employers have key roles to play in Developing Argyll and Bute's Young Workforce.

The unifying purpose of the DYW recommendations is to increase the rate of youth employment, with better qualified young people, who are better prepared to succeed in the modern labour market; and to encourage more employers to offer work experience opportunities and to recruit young people direct from education.

- 1.4 Specific funding has been given to key organisations and local authorities to help support the delivery of these recommendations. In March 2015 Argyll and Bute Council was awarded £137,234 (this was reported to Committee in June 2015) and a second tranche of funding announced in September of £122,455 for session 2015/16. Taking the total award to the local authority of £259,689.
- 1.5 Delivery of the recommendations requires Argyll and Bute Council to work closely with key partner agencies, including Skills Development Scotland (SDS). During this current session ABC have been supporting SDS to collate information for a new Scottish Government statistical record - the Participation Measure. The Participation Measure records all learning, training and employment that 16 to 19 year old young people are engaged with, including remaining in the senior phase of secondary education. The Participation Measure will provide more robust and detailed information on a young person's learner journey compared to the traditional School Leaver

¹ Source: Labour Force Survey Jan – Mar 2014, ONS (not seasonally adjusted)

Destination Report (SLDR) that examined only the initial school leavers destinations. The first recorded Participation Measure for Argyll and Bute contained 3,805 young people and showed that 3,497 were participating in learning, employment or training. This data ranked Argyll and Bute in 6th position across the 32 local authority areas.

- 1.6 It is recommended that the Community Services Committee:
- Note the Scottish Government Youth Employment Strategy and support the proposed approach to Developing Argyll and Bute's Young Workforce;
 - Endorse and support the continued utilisation of the Youth Employment Opportunities Fund to support our vulnerable young people to access and sustain positive destinations;
 - Continue to support work placements within Argyll and Bute Council and the ABC Modern Apprenticeship programme; and
 - Support the setting up of an Argyll and Bute Regional Group.

Developing Scotland's Young Workforce

2.0 INTRODUCTION

- 2.1 The Commission for Developing Scotland's Young Workforce (CDSYW), chaired by Sir Ian Wood, was set up in January 2013 and produced a report in June 2014 with 39 recommendations (Appendix 1) covering education and training, involvement of employers and advancing equalities. The CDSYW recommendations build on Scottish Government's reforms including implementation of Curriculum for Excellence, college regionalisation and the growth of Modern Apprenticeships.
- 2.2 On 15th December 2014 the Scottish Government published a 7 year Youth Employment Strategy – Developing the Young Workforce (DYW) based on taking forward the CDSYW recommendations which included a joint Scottish Government/Local Government Implementation Plan. The plan will be managed through a National Advisory Group established by Scottish Government who will provide guidance to a Programme Board and 5 Change Theme (CT) Groups consisting of:
- CT1: **Schools** (A school curriculum that is industry focused and influenced)
 - CT2: **School/College** (Clearer vocational pathways starting in the senior phase)
 - CT3: **College** (A system fully focused on employability responding to industry needs)
 - CT4: **Apprenticeships**
 - CT5: **Employers** (Invest in Youth)
- 2.3 The DYW Youth Employment Strategy contains 11 key performance indicators with the ultimate aim of reducing youth unemployment by 40% by 2021, including:
- Increasing uptake of work related learning/qualifications in the senior phase;
 - Careers Guidance introduced in the broad general education;
 - New standard for work experience;
 - New pre apprenticeship pilot to help those furthest from the labour market; and
 - All secondary schools to have active partnerships with employers by 2018/19.

- 2.4 Delivery of the recommendations requires Argyll and Bute Council to work closely with key partner agencies, including Skills Development Scotland (SDS). Each secondary school has attached SDS member(s) of staff to support the delivery of careers information, advice and guidance predominately to senior phase pupils, although early intervention is available for pupils at risk of moving into a negative destination post school. SDS staff deliver a range of inputs including individual one-to-one careers guidance interviews; small group work on specific employment related topics; and career education lessons covering subject choice transition times at the end of S3 and positive destination opportunities including further and higher education, training and employment.
- 2.5 The Scottish Government have been working with Skills Development Scotland and key partners involved in Opportunities for All to develop a Participation Measure that provides a more comprehensive and detailed understanding of the activities young people are taking part in between 16 and 19 years of age. Traditionally there has only been detailed information published concerning the destinations of school leavers – the School Leaver Destination Return (SLDR) – and this group only accounts for a quarter of the 16-19 year old population. The Participation Measure shows the proportion of 16-19 year olds participating in education, training or employment, including those who are in the senior phase of their secondary education.
- 2.6 This is the first year that these experimental statistics have been published and the national Scottish figure for 16-19 year olds participating in education, training or employment is 87.6%, as of the snapshot date of 7th April 2015. The Argyll and Bute snapshot contained 3,805 young people and showed that 3,497 were participating in learning, employment or training. This data ranked Argyll and Bute in 6th position across the 32 local authority areas.

3.0 RECOMMENDATIONS

It is recommended that the Community Services Committee:

- 3.1 Note the Scottish Government Youth Employment Strategy and support the proposed approach to Developing Argyll and Bute's Young Workforce.
- 3.2 Endorse and support the continued utilisation of the Youth Employment Opportunities Fund to support our vulnerable young people to access and sustain positive destinations.
- 3.3 Continue to support work placements within Argyll and Bute Council and the ABC Modern Apprenticeship programme.
- 3.4 Support the setting up of an Argyll and Bute Regional Group.

4.0 DETAIL

- 4.1 Developing the Young Workforce has clear links with Argyll and Bute Community Planning Partnership's Single Outcome Agreement:
- Outcome 1: The economy is diverse and thriving
 - Outcome 3: Education, skills and training maximises opportunities for all

Both of these outcomes have identified actions which will address a number of the key recommendations. These actions are reflected in a number of ABC plans including Community Services: Education and Community Services: Community Learning and Development – Youth Services; Integrated Children and Young People; Corporate Parenting Board Strategy; and Economic Development.

- 4.2 The key recommendations that Argyll and Bute Council are currently examining include:
- R1: Senior Phase pathways that allow young people to acquire industry relevant qualifications
 - ABC Community Services: Education and Argyll College UHI are developing Career Academies and Foundation Apprenticeship programmes in Engineering, Hospitality & Tourism and Social Care with support from local employers that will be developed ready for piloting during academic session 2016/17.
 - R2: Preparing all children and young people for employment through the development of skills for learning, life and work opportunities within Curriculum for Excellence
 - ABC Skills framework covering 40 agreed skills for learning, life and work has been shared with all education establishments, schools are currently developing a cluster approach as to how these skills will be delivered and recorded.

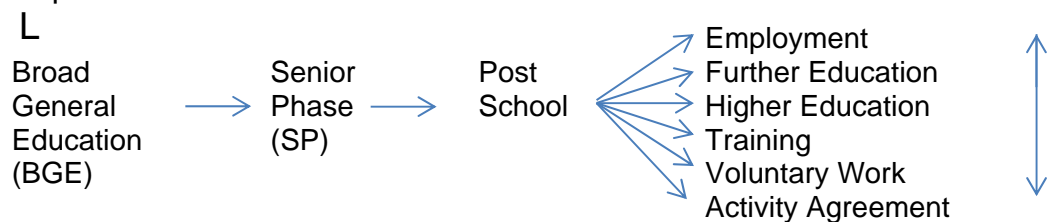
R2: Ensuring all young people are able to access appropriate careers information, advice and guidance

 - Developing appropriate partnership working with Skills Development Scotland (SDS).
 - R3: Development of a work experience standard
 - ABC (Education, Health and Safety and Human Resources) are working with Education Scotland and local employers to contribute to the development of the standard.
 - R12: A focus on STEM subjects
 - Building upon and sharing good practice particularly across primary schools.
 - R13: Support for young people at risk of disengaging from

education and entering a negative destination post school

- Use of Flexible Learning Plans for senior phase pupils identified through the Risk Matrix as being disengaged
- Sharing and building upon good practice such as the Exite programme at Dunoon Grammar School.
- R26-39: The equalities agenda to ensure that all children and young people can access appropriate vocational pathways no matter what their gender, ethnicity or disability
 - Developing summer internship programme for LAC young people
 - Developing supported transition learning pathways from Activity Agreement through Employability Fund Stages 2/3 and on to Modern Apprenticeship or further education.
 - Hosting a 'Supporting Transition Post School for ASN Young People' conference with practitioners and key partner agencies.

4.3 Key to delivering the headline target of reducing youth unemployment levels is ensuring children and young people make positive progress on their learning journey and are able to access appropriate pathways that meet their individual needs. The Broad General Education (BGE), Senior Phase (SP) and post school opportunities form the learners journey by providing relevant and appropriate courses, qualifications and experiences.



Learning pathways support DYW by:

- mapping courses/qualifications that help achieve personal objectives;
- delivering skills and knowledge;
- creating opportunities for new interests and changes of direction;
- improving employment prospects; and
- enriching learners' lives.

4.4 The Cabinet Secretary for Fair Work, Skills and Training allocated £6.5 million from the SG Developing Young Workforce Funding for 2014/15 to local government on the 17th December 2014. This funding was to be used to:

- develop vocational pathways into work for young people;
- strengthen links between schools and employers;
- review work experience to make it more relevant; and
- improve opportunities for training in STEM subjects – science, technology, engineering and maths.

The distribution to local government was released on 3rd March 2015 with

permission to carry forward to session 15/16 due to the lateness in intimating the level of award. Further funding for 2015/16 was announced in September 2015. The strategy and proposals for the use of the 2014/15 DYW funding allocation was approved by the Community Services Committee at its meeting of 4th June 2015.

- 4.5 The SG Developing Young Workforce budget contains a number of other funding streams that organisations such as SDS, local colleges and the third sector can access to support their delivery of the recommendations. For example key partner agencies across Argyll and Bute are currently developing our approach to setting up a private sector led Regional Group (this was previously referred to as an Invest in Young People Group). The Regional Group will link with key employers to ensure their views are captured and represented in developing local opportunities for young people; and to support the employers knowledge and understanding of young peoples' learner journeys as they make their transition post school and on into employment via training, further and higher education study.
- 4.6 Argyll and Bute Council have identified funding that supports vulnerable young people to access summer internship and work placement opportunities in a variety of departments. Further progression may be available through accessing modern apprenticeship opportunities that are currently being developed by ABC Human Resources and key departments. The deployment of this funding was also approved by the Community Services Committee at its meeting of 4th June 2015.
- 4.7 The total funding available to support delivery of the DYW recommendations during session 2015/16 is outlined in the table below:

Grant	£
SG DYW 2014/15	137,234
SG DYW 2015/16	122,455
TOTAL	259,689

- 4.8 To date £85,608.77 has been spent from the Scottish Government DYW funding. This spend can be broken down as follows:

ITEM	AMOUNT £
Business Breakfast for Foundation Apprenticeships	226.77
Work Experience Standard	72.25
SLDP4 Attendance at national DYW conference Oct 15	791.75
Contribution to Lead Officer:O4A Salary Costs	22,398.00
Contribution to PT Enterprise Salary Costs for parity	16,103.00
Secondary School DYW/Enterprise school funding	10,017.00

Enterprise budget – Skillsbook/Gateway	36,000.00
TOTAL	85,608.77

4.9 Proposed DYW spend based on current discussions in relation to implementing an Argyll and Bute response to the recommendations are outlined in the table below. This includes items approved by the Community Services Committee in June 2015.

AREA ²	ACTIVITY	FUNDING
BGE/SP/PO S/EQ SP/POS/EQ	Communication and engagement work undertaken to develop understanding of the world of work and the local labour market amongst parents, teachers, practitioners and young people. Collate learner journey pathway information – case studies/film clips.	£10,000
BGE	Interdisciplinary Learning programme that reflects the world of work, local labour market information and ABC Skills Framework developed and delivered in primary schools; ensure feeds into P7 profile	£2,000 cover and resources
BGE/SP	Develop Pre-Activity Agreement programme that can be delivered in schools for young people identified through ABC Risk Matrix as being disengaged from their learning and at risk of not making a positive transition from - primary to secondary - secondary to post school opportunities, draw on experiences of EXITE programme at DGS	£14,000 primary pilot £20,000 secondary
BGE	Audit how DYW programme is currently delivered and how it will be developed in secondary school curriculum plans for BGE; include how this feeds into P7/S3 profile.	£2,000 cover and travel
SP	Audit secondary school curriculum plans for SP and examine proposals for developing and implementing DYW recommendations across the SP.	£2,000 cover and travel
SP	Pilot My World of Work (MWOW) Ambassadors at Hermitage Academy – coaching and mentoring.	£500
SP	Participate in the Education Scotland led working group to develop the national standard for work experience in schools. Revisit ABC WBVL policy and procedure, update and share with secondary schools and key partners.	£1,000
SP/POS/EQ	Research and develop Career Academies and Foundation Apprenticeship course for Engineering, Hospitality & Tourism and Social Care.	£30,000
SP/POS/EQ	Work with Learning Technologies Modern Apprentices to develop a DA&BYW Facebook page. Offer training to MWOW Ambassadors in each school who would gather the information to populate the webpage.	£1,000
EQ/SP/POS	Supporting Transition Post School for ASN Young People Conference	£2,000
POS/EQ	Develop an employment and training programme that unemployed and Activity Agreement young people can access across ABC	£30,000
BGE/SP/PO S/EQ	Innovation Fund – schools and key partners encouraged to submit a bid for funding from the DYW Innovation Fund. Bid will be scored according to set criteria based on the DYW recommendations	£59,580.23
TOTAL		174,080.23

² BGE: Broad General Education; SP: Senior Phase; POS: Post School; EQ: Equalities

5.0 CONCLUSION

- 5.1 ABC Community Services is pleased that the Scottish Government has made a commitment to enhance significantly Scotland's success in ensuring that its young people have access to appropriate vocational courses and progression routes that ultimately lead to employment. The strategy allows the local authority to work with key partner agencies across education, training, employment and equalities to support and deliver the recommendations.
- 5.2 All of our key partner agencies are keen to develop sustainable placement and employability opportunities that allow our young people to remain in Argyll and Bute. By offering local opportunities Argyll and Bute Council is retaining the youth population and giving these young people the opportunity to contribute to our local economy and their local communities.

6.0 IMPLICATIONS

- 6.1 Policy: This report links directly to Outcomes 1 and 3 of the Argyll and Bute Single Outcome Agreement.
- 6.2 Financial: ABC has received specific funding from the Scottish Government DYW budget to deliver the recommendations - £259,000. The authority is investing £153,000 through the Youth Employment Opportunity Fund to support young people, particularly those who are deemed to be vulnerable to access positive outcomes through the senior phase and post school.
- 6.3 Legal: Corporate Parenting Responsibility for LAC young people.
- 6.4 HR: The proposals outlined in this paper would require ongoing help and support from the HR department with regard to recruitment; work placement policies; and advice on employment legislation, terms and conditions. Opportunities for All team would contribute ongoing support to the programmes and act as a liaison between the various programmes and the local authority.
- 6.5 Equalities: Key focus of Developing Young Workforce recommendations is ensuring that all young people are able to access a place in education, training or employment who want to; all partners should work together to actively address disadvantage.
- 6.6 Risk: Failure to support young people to be able to access appropriate learning pathways may impact on the life chances of young people across the local authority area and may result in outward migration of young people.

- 6.7 Customer Service: this report provides elected members with an overview of the Developing Young Workforce Strategy and the current ABC position.

Cleland Sneddon

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3rd November 2015

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APPENDICES

Appendix 1: ABC Developing Young Workforce Action Plan 2015/16

Appendix 1: ABC Developing Young Workforce Action Plan 2015/16

BROAD GENERAL EDUCATION (BGE): Early Years, Primary and Secondary 1-3				
Recommendation	ACTION	LEAD	TIMESCALE	FUNDING
R2: Preparing young people for employment	<ul style="list-style-type: none"> Interdisciplinary Learning programme that reflects the world of work, local labour market information and ABC Skills Framework developed and delivered in primary schools; ensure feeds into P7 profile. Reflect findings of EKOS Compelling Argyll and Bute study in the programme. 	Stephen and Maureen MacDonald Port Ellen PS staff with support from SDS	Develop programme Jan-Mar 16; pilot April 16	DYW Budget £2,000
R12: Focus on STEM – Science, Technology, Engineering and Maths	<ul style="list-style-type: none"> Audit how DYW programme is currently delivered and how it will be developed in secondary school curriculum plans for BGE; include how this feed into S3 profile. 	Stephen and secondary DYW staff, support from CET	Audit questions dev & agreed by SLDP4 Jan 15; Audit Feb/March 16	DYW budget £2,000
R15: School/ Business partnerships	<ul style="list-style-type: none"> Communication and engagement work undertaken to develop understanding of the world of work and the local labour market amongst parents, teachers, practitioners and young people. Prepare CPD presentation for each group and include learner journey pathway information – case studies and film clips. DYW page to be set up on SALI 	SDS, CET and DYW school lead - Rosie and Dale Somerville LO:O4A	By March 2015 By Nov 15	DYW Budget £5,000 N/A
	<ul style="list-style-type: none"> Embed the S3 'Finding and Applying for Work' resource developed by Education Scotland and SDS in schools. 	SDS along with Guidance and Pastoral Staff	By June 2016	SDS budget
	<ul style="list-style-type: none"> Support SDS's Relaunch of the My World of Work website – greater focus on career pathways. 	SDS and HT	By June 2016	SDS budget
	<ul style="list-style-type: none"> Develop primary/secondary cluster partnerships with local businesses to develop understanding of the world of work; key area for focus - support HubNorth projects across Argyll can bring to local school clusters. 	HT, ABEP, HIE BG and local employers; LO:O4A & HubNorth	By June 2016	Employer support and HubNorth funding
SENIOR PHASE (SP): S4 – S6				
Recommendation	ACTION	LEAD	TIMESCALE	FUNDING
R1: Vocational Pathways	<ul style="list-style-type: none"> Audit secondary school curriculum plans for SP and examine proposals for developing and implementing DYW recommendations across the SP. 	Rosie and DYW school lead	Audit questions dev & agreed by SLDP4 Jan 15; Audit	DYW budget £2,000

R2: Preparing young people for employment			Feb/March 16	
	<ul style="list-style-type: none"> An evaluation of what vocational qualifications are available in the senior phase; which school offer these and who delivers e.g. school/college, school/employer, school. 	LO:O4A and O4A School lead	November 15 with report completed Dec 15	N/A
R3: Work Experience Standard	<ul style="list-style-type: none"> A review of the strategic partnership between ABC, schools and ACUHI to ensure courses on offer reflect the needs of the local labour market and career areas of interest of senior phase pupils. 	LO:O4A and ACUHI	November 15 with report completed Dec 15	N/A
R12: Focus on STEM	<ul style="list-style-type: none"> An evaluation of what wider achievement qualifications are available in the senior phase; which school offer these and who delivers them; how these link with Insight and contribute to tariff scores. 	LO:O4A, HT and CLD YSM	Jan 16 with report completed Feb 16	N/A
R13: Support young people at risk of disengaging	<ul style="list-style-type: none"> Engagement with young people, teachers, parents and employers to actively promote the variety and range of learner pathways opportunities. Include feedback from Compelling A&B study. Produce case study material and short film clips showcasing our young peoples' learner journeys. 	Rosie provide input at O4A CPD event HT, SDS and LO:O4A	12 th November March 16	N/A £3,000
R14: Invest in Youth Group	<ul style="list-style-type: none"> Communication and engagement work undertaken to develop understanding of the world of work and the local labour market amongst parents, teachers, practitioners and young people. Prepare CPD presentation for each group and include learner journey pathway information – case studies and film clips. 	SDS, CET and DYW school lead - Rosie and Dale Somerville	By March 2015	DYW Budget £5,000
	<ul style="list-style-type: none"> Support SDS's Relaunch of the My World of Work website – greater focus on career pathways. Pilot MWOW Ambassadors at Hermitage Academy. 	SDS Rosie to lead pilot.	By March 2015	DYW Budget £500
	<ul style="list-style-type: none"> Participate in the Education Scotland led working group to develop the national standard for work experience in schools. Revisit ABC WBVL policy and procedure, update and share with secondary schools and key partners. 	LO: O4A and Isabel Cullen (HA)	By December 2015	DYW Budget £1,000
	<ul style="list-style-type: none"> Research and develop Career Academies and Foundation Apprenticeship course for Engineering, Hospitality & Tourism and Social Care. 	LO:O4A, ACUHI, SDS, HT and employers	Ready for launching August 2016	???

	<ul style="list-style-type: none"> Establish an Argyll and Bute DYW Regional Group in partnership with the Argyll and Bute Economic Forum and Argyll and Bute Employability Partnership groups. Launch event with local employers at Kilmory in January 2016. 	Jane MacLeod, MacLeod Construction, ABEP and LO:O4A	Launch January 2016	DYW Budget £1,000
POST SCHOOL (POS): Age 16+				
R7: MAs aligned with the skills required to support economic growth	<ul style="list-style-type: none"> Support targeted MA campaign promoted by SDS and participate in promoting MA week across schools and council departments. 	SDS, LO:O4A and ABC HR	Ongoing and May 2016	SDS budget
	<ul style="list-style-type: none"> Investigate pre-apprenticeship access pilot for those not in school and at risk. 	SDS and LO:O4A	Ongoing 2016	SDS and DYW budget
	<ul style="list-style-type: none"> SDS to support small and medium sized business to incentivise participation in MA programme. 	SDS and ABEP	Ongoing	SDS and SG budget
R20: Small business incentive for MA	<ul style="list-style-type: none"> Work with Learning Technologies Modern Apprentices in Dunoon and Helensburgh to develop a DA&BYW Facebook page to cover employment opportunities, information on training, further and higher education courses. Include links and information from SDS MWOW and Job Centre Plus etc. Offer training to MWOW Ambassadors in each school who could gather the information to populate the webpage. 	LO: O4A and ESO: Technologies	Begin Jan 2016	DYW budget £1,000 to cover coaching sessions
R5: develop and enhance vocational education pathways	<ul style="list-style-type: none"> Work with HubNorth to encourage main contractors and suppliers to train and employ local young people; and ensure ABC Community Benefit policy is applied to all appropriate procurement contracts. 	LO:O4A, Hub North and key ABC depts..	Ongoing as new build and refurb begin and continue across A&B	HubNorth funding
	<ul style="list-style-type: none"> College outcome agreements for UHI and West College Scotland regions for academic year 2015/16 developed with involvement from ABC – to include plans to develop senior phase vocational pathways in our local authority area. 	ACUHI , WCS and ABC – Executive Director	SG/Educ Scot propose to hold a meeting between Nov-Jan	None
	<ul style="list-style-type: none"> College curriculum planning established that is informed by the Skills Investment Plan and Regional Skills Assessment. Include feedback from Compelling A&B study. 	ACUHI, SDS, HIE, ABC Econ Dev, CPP	Ongoing	College Funds
EQUALITIES				

R13: Support young people at risk of disengaging	<ul style="list-style-type: none"> Once resources have been agreed with Education Scotland, embed equality education across Curriculum for Excellence. Lead Officer to inform Education Equalities and Inclusion team of developments and discuss how these should be rolled out across schools. 	LO:O4A, Education Manager and team: Equalities and Inclusion	No timescale given at present	Unknown
R26/27: Cross Cutting Equality Issues	<ul style="list-style-type: none"> Actively promote careers and option choice courses through equalities when delivering PSE provision; provide positive role models where possible – include this element in the learner journey case studies ABC is developing. 	HT, LO:O4A,ABC HR SDS and local employers	Ongoing	YEOF budget
R28/29/30: Gender	<ul style="list-style-type: none"> Support young people who are identified as being disengaged in their learning during the Senior Phase of education through development of Flexible Learning Plans in partnership with key agencies and local employers. 	HT, O4A team, CLD YS, ACUHI and local employers	Ongoing	YEOF budget
R31/32: Young people from BME groups	<ul style="list-style-type: none"> Revisit FLP documentation to ensure it takes cognisance of the relevant DYW recommendations 	LO:O4A and Stuart Clark	December 15	None
R33/34/35/36: Young Disabled people	<ul style="list-style-type: none"> Develop Pre-Activity Agreement programme that can be delivered in schools for young people identified through ABC Risk Matrix as being disengaged from their learning and at risk of not making a positive transition from <ul style="list-style-type: none"> - primary to secondary - secondary to post school opportunities, draw on experiences of EXITE programme at DGS 	LO:O4A, YS Manager and key partner agencies	Have programmes ready by end of March 2015	DYW budget
R37/38/39: Care Leavers	<ul style="list-style-type: none"> Host a conference for practitioners in Argyll and Bute that 'Supporting Transition Post School for ASN Young People' that would allow for partner agencies to network, share good practice, examine whether the mechanisms on paper are fit for purpose etc 	Stuart Clark, Education Equalities and Inclusion Team, Psychological Services	May 2016	DYW budget £2,000
	<ul style="list-style-type: none"> Support young people to access appropriate work experience placements taking cognisance of their disability Requires an audit of the current work experience opportunities currently undertaken by our young people who have disabilities. 	Stuart Clark and Education Equalities and Inclusion Team, ABC SW, H&S Officer	Have audit completed by end of February 2015	YEOF budget

	<ul style="list-style-type: none"> Support care leavers and other groups of young people who face significant barriers to employment through <ul style="list-style-type: none"> ABC summer internship programme Offer of work placement opportunities in ABC departments for young people on Stage 2 and Stage 3 of the Employability Pipeline. 	O4A team, SW C&F and AS, ABC depts. ABEP	Ongoing	YEOF budget
	<ul style="list-style-type: none"> Develop opportunities for these young people through the ABC MA programme. 	O4A team, ABC HR, ABC depts.	Ongoing	YEOF budget
	<ul style="list-style-type: none"> Develop an employment and training programme that unemployed and Activity Agreement young people can access across Argyll and Bute – focus on Helensburgh, Oban, Campbeltown and Lochgilphead areas for delivery (HELP Ltd currently provide provision in Cowal & Bute). 	O4A and Youth Services teams and key partner agencies	Have programme developed by June 2016 ready to launch Sept 2016	DYW budget £30,000
	<ul style="list-style-type: none"> Work with third sector agencies to support delivery of new jobs created by Community Jobs Scotland for underrepresented groups (care leavers, young offender and young people with disabilities). 	AVA, HELP Ltd etc	Ongoing	Access specific funding through National SG DYW budget

The ABC DYW Working Group consists of:

Anne Paterson: Education Manager

Aileen Goodall: Lead Officer: O4A/DYW

Stephen Harrison: Head Teacher – Islay High

Stuart Clarke: Depute Head Teacher – Dunoon Grammar

Roseanne MacKay: Depute Head Teacher – Hermitage Academy

Each secondary school has a designated lead for DYW who is a member of the school's senior leadership team.