
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 progress to date in implementing the Scottish Government's Youth Employment Strategy – Developing the Young Workforce and to provide a breakdown of how the funding received by Argyll and Bute Council has so far been spent.
- 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 unemployment 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 (this was reported to Committee in December 2015).
- 1.5 Delivery of the recommendations requires Argyll and Bute Council to work closely with key partner agencies, including Skills Development Scotland (SDS). Alongside the traditional School Leaver Destination Report that examines initial and sustained destinations of our senior phase school leavers, the Scottish Government has introduced a second measure to monitor and track 16 to 19 year olds participation in their learner journey through education, training or employment.

The Participation Measure for the period 1st April 2015 to 31st March 2016 for Scotland was published on 31st August. The Argyll and Bute Participation Measure showed 94.2% of our young people engaged in education, employment or training against the Scottish average of 90.4%. This data ranked Argyll and Bute in 5th position across the 32 local authority areas.

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

- 1.6 It is recommended that the Community Services Committee:
- Note the Scottish Government Youth Employment Strategy and support the authority's 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 Developing Young Workforce 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 - covering education, 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 The DYW Youth Employment Strategy contains 11 key performance indicators with the ultimate aim of reducing youth unemployment by 40% by 2021, through:
- 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. SDS has also recently launched a web based career education programme for upper primary schools. Information on this programme has been shared with all of our primary schools.
- 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) – this group accounts for only 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 The Participation Measure for the period 1st April 2015 to 31st March 2016 for Scotland was published on 31st August. The Argyll and Bute Participation Measure showed 94.2% of our young people engaged in education, employment or training against the Scottish average of 90.4%. The Argyll and Bute data shows a participation rate of 94.2% (3,429) from a cohort of 3,642 young people; 3.1% (113) not participating and 2.7% (100) unconfirmed.

This can be compared to the Scottish figures of 90.4% participating, 4.0% not participating and 5.6% unconfirmed. Argyll and Bute is one of 18 local authorities to report a higher rate than the national figure and we are currently in fifth position behind Western Isles, Shetland, East Renfrewshire and East Dunbartonshire.

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; and
- 3.4 Support the setting up of an Argyll and Bute Developing Young Workforce 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 total funding package we have been given by the Scottish Government to support the delivery of the DYW recommendations is outlined in the table below:

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

- 4.3 By 31st March 2016 £86,042.03 has been spent from the Scottish Government DYW funding. This spends can be broken down as follows:

ITEM	AMOUNT £
Business Breakfast for Foundation Apprenticeships	226.77
Work Experience Standard	103.95
SLDP4 Attendance at national DYW conference Oct 15	791.75
DYW Regional Group Employer Lunch, Kilmory	154.56
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	10,018.00
Enterprise budget – Skillsbook/Gateway	36,246.00
TOTAL	86,042.03

4.4 For 2016/17 the following spend has been agreed in order to allow continued implementation of the Argyll and Bute Council response to the DYW recommendations and KPI's:

AREA ²	ACTIVITY	FUNDING
BGE/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.	£10,000
SP/POS/EQ	Collate learner journey pathway information – case studies/film clips.	
BGE/SP/POS/ EQ	DYW Design a Logo Competition for use by ABC in partnership with key organisations and employers	£500
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 BGE/SP programmes already being used by individual schools	£5,000 primary pilot £5,000 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.	£3,000 cover and travel
SP	Audit secondary school curriculum plans for SP and examine proposals for developing and implementing DYW recommendations across the SP.	
SP/POS/EQ	Research and develop Career Academies and Foundation Apprenticeship course for Engineering, Hospitality & Tourism and Social Care – spent over session 16/17 and 17/18	£25,000
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	£5,000
BGE/SP/POS/ 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	£30,000
BGE/SPE	PT Enterprise parity to support delivery of DYW in secondary school	£24,000
BGE/SP/POS	Contribution to Lead Officer Salary for session 16/17 & 17/18	£51,200
TOTAL		161,700

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

There is currently £12,000 not allocated as there are ongoing discussions in relation to senior phase qualifications and support for vulnerable young people, particularly those in the bottom SIMD or with multiple barriers especially Additional Support Needs.

- 4.5 The unifying propose of the 39 DYW recommendations is to increase the rate of youth employment through better qualified young people, who are better prepared to succeed in the modern labour market. The recommendations are also aimed at encouraging more employers to offer work related opportunities and to increase the number of young people recruited into employment direct from education.

There are 11 Key Performance Indicators that the Scottish Government is using to monitor their Youth Employment Strategy. The indicators that ABC is working towards with partners are shown below and include benchmark and progression data where published:

KEY PERFORMANCE INDICATORS	Argyll and Bute Council		
	2014/15	2015/16	2016/17
Overarching Target - To reduce the level of youth unemployment (excluding those in full-time education) by 40 per cent by 2021. There were 280 unemployed 16-24 year olds on 1 st April 2014 – a 40% reduction would see this figure reduce to 168.	1/4/2014 – 280 16-24 yr olds unemployed		1/04/2016 – 145 16-24 year olds unemployed
KPI 3 - Increase the percentage of school leavers attaining vocational qualifications³ at SCQF level 5 and above by 2021. The number of Argyll and Bute school leavers who attained vocational qualifications at SCQF level 5 and above each session was:	10.6% of 2014 school leavers 6 th overall in LA table	15.7% of 2015 school leavers 4 th overall in LA table	Introduction of Foundation Apprenticeship in Engineering - DGS/ACUHI Aug 16
KPI 5 - The number of Modern Apprentices at level 3 and above to be increased. The target is for 20,000 out of a total of 30,000 MA starts per year to be at this level by 2021, i.e. two-thirds. Argyll and Bute figures shown in table	Total MAs in training at 31/03/14 444	Total MAs in training at 31/03/15 446	Total MAs in training at June 2016 470
KPI 11 - Increase positive destinations for looked after children by 4 percentage point per annum resulting in parity by 2021 Positive destinations for looked after children was:	4 initially, 5 at follow up. 71%		

- 4.6 In relation to the overall targeting of reducing youth unemployment by 40% by 2020/21, Argyll and Bute has already made significant progress. There were 280 unemployed young people when the KPIs were launched on 1st April 2014. Two years later that figure has reduced by 52% to 145 unemployed young people. While showing considerable success this figure is very fluid and we should not be complacent in our approach over the next 5 years.

³ *Vocational qualifications: for the purposes of base lining, we are interpreting this as National Certificates, Higher National Qualifications, Scottish Vocational Qualifications, National Progression Awards, and Skills for Work at SCQF Level 5 and above but recognise that this should evolve to fully reflect vocational qualifications valued by employers. We will consult further with stakeholders on this.

- 4.7 Over the course of the last 18 months we have also seen 23 Modern Apprenticeship opportunities being offered by Argyll and Bute Council – 2 of which have been accessed by vulnerable young people. We are keen to ensure that figure continues to grow and Education will continue to work closely with the recently appointed Talent Manager and Growing Our Own Officer to ensure that our young people, parents and teachers are aware of the various career progression journeys open to them post school and what Argyll and Bute can offer in relation to employment, training and further education.

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 Youth Employment Strategy allows the local authority to work with key partner agencies across education, training, employment and equalities to support and deliver the DYW 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 wants 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.

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