

DEVELOPING THE YOUNG WORKFORCE – 2022-2023

1.0 EXECUTIVE SUMMARY

1.1 The purpose of this report is to summarise for members work and progress across Argyll and Bute Council relating to Developing the Young Workforce (DYW).

1.2 The report covers all aspects of DYW work and activities across the local authority:

- Progress relating to the four Key Performance Indicators (KPIs) as required by the Scottish Government;
- Data relating to school-employer partnerships and work placements;
- The work of the DYW School Co-ordinators;
- DYW across the secondary curriculum;
- The financial position relating to Scottish Government DYW funding and how it is being directed in Argyll and Bute;
- Key DYW-aligned events, including the inaugural Argyll and Bute DYW/Employability Conference.
- Self-evaluation processes to drive further improvement in the areas of DYW and work-based vocational learning

1.3 In addition, case studies of DYW events, activities and programmes are appended for members' information.

1.4 It is recommended that the Community Services Committee:

1. Note the scope and variety of DYW initiatives and activities across Argyll and Bute;
2. Acknowledge the importance of the Scottish Government's continued policy commitment to DYW, and associated funding for regional DYW Groups.
3. Note the contribution of the DYW team and its work towards securing Argyll and Bute a position in the upper quartile of Scottish Local Authorities with regards to the Annual Participation Measure, in which we place 5th out of 32 local authorities in the period April 2021 to March 2022.

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2.0 INTRODUCTION

2.1 *Developing the Young Workforce - Scotland's Youth Employment Strategy* was published by the Scottish Government in December 2014, and set out the plans to implement the 39 recommendations as set out by the report *Education for All*.

[Home \(dyw.scot\)](http://dyw.scot)

[Developing the Young Workforce \(DYW\) | Policy drivers | Policy for Scottish education | Scottish education system | Education Scotland](#)

2.2 Nationally, DYW seeks to ensure young people develop the skills and knowledge they need to succeed in the world of work, through connecting young people and their schools with employers.

2.3 DYW across Scotland is co-ordinated by the work of 20 employer-led Regional DYW Groups, of which Argyll and Bute is one. Membership of the Argyll and Bute DYW Board includes a range of key employers in the area, Skills Development Scotland and Third Sector representatives.

2.4 In 2021, Scottish Government funding was made available to Regional DYW Groups to appoint DYW Co-ordinators to schools, to be led and line-managed by the existing DYW Regional Lead. Argyll and Bute Regional Group appointed four DYW School Co-ordinators, each with responsibility for two or three secondary schools.

2.5 DYW Co-ordinators have several principal areas of responsibility: to develop close, dynamic, mutually rewarding links between employers – particularly local employers – and schools in order to facilitate high-quality, individually-tailored work placements for young people; to support schools in developing the DYW/Employability curriculum through employer engagement resulting from such partnerships; and to support employers to engage with the Young Persons' Guarantee. [Home | Young Persons guarantee](#)

- 2.6 In 2022, the hosting responsibilities for the Argyll and Bute Regional DYW Group, and for the Regional DYW Group budget, were transferred from Argyll College to Argyll and Bute Council. This created greater focus and coherence in the governance and management of the Regional DYW Group and the work of the DYW Lead and DYW Co-ordinators, given that the majority of DYW work relates to and focuses on young people of secondary school age.
- 2.7 The Scottish Government has made a policy commitment to fund Regional DYW groups through to 2025 as part of the Future Skills Action Plan.
- 2.8 Scottish Government funding for DYW has been secured for the first half of financial year 2023-2024. It is the expectation that funding for the remainder of the financial year will be confirmed by the Scottish Government in the near future.
- 2.9 At present, the DYW team is at its full complement, with no vacancies. The team consists of The DYW Regional Lead, four DYW School Co-ordinators and an Administrative and Financial Assistant.

3.0 RECOMMENDATIONS

It is recommended that the Community Services Committee:

1. Note the scope, variety and impact of DYW initiatives and activities across Argyll and Bute;
2. Acknowledge the importance of the Scottish Government's continued policy commitment to DYW, and associated funding for Regional DYW Groups.
3. Note the contribution of the DYW team and its work towards securing Argyll and Bute a position in the upper quartile of Scottish Local Authorities with regards to the Annual Participation Measure, in which we place 5th out of 32 local authorities in the period April 2021 to March 2022.

4.0 DETAIL

Developing the Young Workforce Key Performance indicators

- 4.1 Developing the Young Workforce (DYW) report against a set of 4 Key Performance Indicators (KPIs), listed below, set by the Scottish Government. Data on all KPIs is reported monthly through the RUBI Customer Relationship Management (CRM) system, with the exception of the qualitative reports which are submitted quarterly.
- **KPI 1 – Employer Engagement and Local Partnerships**
DYW to increase employer engagement opportunities, and the number of employers actively engaged in supporting and preparing young people for the world of work.

- **KPI 2 – Support Employers with Young Person’s Guarantee Framework**

Support employers and partners with the completion of the Young Person’s Guarantee “5 Asks” Employers proforma.

- **KPI 3 – Apprenticeships and other Government Initiatives**

In collaboration with partners, increase the number of employers offering job and apprenticeship opportunities to young people.

- **KPI 4 – Equalities and Supporting young people who need it most.**

By working collaboratively with specialist partners, increase the work-based learning and employer engagement opportunities for those who would benefit most.

KPI 1 - Employer Engagement and Local Partnerships:

4.2 Since the introduction of School DYW Co-ordinators in August 2021, the School Co-ordinators have been focused on creating productive, mutually beneficial school-employer partnerships and encouraging employers to support and prepare young people for the world of work. As a result of this, 145 employers have engaged with over 900 young people across the authority through events such as careers fairs, work inspiration events, work experience placements and school visits.

All DYW engagements with young people 2022-2023		
No. of activities	Young People Delivered to	No. of Employers
179	919	145

KPI 2 – Supporting Employers with Young Person’s Guarantee Framework

4.3 The Young Person’s Guarantee (YPG) Framework is designed to encourage employers to commit to up to 5 “Asks” relating to supporting young people through various opportunities such as volunteering, work experience, offering apprenticeships/training and a commitment to Fair Work principles. DYW has been liaising with employers on these topics, throughout the year, with three employers signed up this year. DYW plans to increase this number next year by developing strategies for a more targeted approach to employers, encouraging them to sign up to the YPG where appropriate. We will also increase promotion of the YPG across Argyll and Bute through new partnerships with the local press as well as our Social Media Channels.

KPI 3 – Apprenticeships and other Government Initiatives

- 4.4 DYW works in partnership with UHI Argyll and Skills Development Scotland to provide information and support to employers on recruitment of young people into Foundation and Modern Apprenticeships.
- 4.5 DYW have referred four employers from the area to UHI Argyll, who were able to give advice and guidance on how to set up an apprenticeship within their businesses. This has resulted in an additional four apprenticeship opportunities for young people in Argyll & Bute this year.

KPI 4 – Equalities and Supporting young people who need it most.

- 4.6 DYW has been working closely with schools to identify and support young people with the greatest barriers to entering the world of work by participating in school 16+ meetings and liaising closely with school Pastoral Care staff and Skills Development Scotland. Through this, DYW have jointly-supported a total of 62 disengaged or otherwise vulnerable young people both to secure a positive destination and build the skills and confidence they need to succeed in the world of work.
- 4.7 By working in partnership with schools, the DYW team adopts a tailored approach that is best-suited to young people's needs. Through the work of the DYW School Co-ordinators, trust is built up with those pupils who are most at risk of not achieving a positive destination. With employer-led interventions, young people's aspirations are directed towards gaining employment, securing a place in further or higher education, or volunteering within the community post-school.
- 4.8 DYW have also taken the opportunity where appropriate to encourage young people to help organise events and projects within schools. For example, in October 2022, the DYW School Coordinator at Rothesay Academy worked with vulnerable and disengaged young people from the Princes Trust 'Achieve' class to successfully organise a Careers Fair, gaining them a Community Project Qualification worth 6 SCQF Credits.
- 4.9 Beyond the work of the School Co-ordinators, DYW has also been able to contribute to other projects that support young people into positive destinations. The Drive2Work scheme, implemented through partnership between DYW and Mid Argyll Youth Development Services (MAYDS), and supported by DYW funding, has engaged with 48 young people, supporting them to gain their provisional driving licence. This enhances their ability to source and travel to employment within the region.

Ensuring excellence in fulfilling young people's entitlement to high quality work placement to develop Skills for Life and Work

- 4.10 The aim of the work of the DYW Co-ordinators in developing close working partnerships between schools and employers is that young people have a greater

choice of high-quality work placements, and that, through support from schools and employers, young people become better equipped with the skills, knowledge and experience they will need to flourish in the world of work.

- 4.11 The effective planning, implementation and evaluation of work placements for young people, and the expectations relating to all parties – young people, parents/carers, employers and schools/local authorities – is set out in Education Scotland's *Work Placement Standard*.

[Work Placements Standard - September 2015 \(education.gov.scot\)](https://www.education.gov.scot/Work-Placements-Standard-September-2015)

- 4.12 In addition to the *Work Placements Standard*, schools are supported in their provision of work placements to young people by the Argyll and Bute Council Work-Based Vocational Learning Guidance for Argyll and Bute. This guidance was substantially revised and streamlined in 2022-2023 to ensure it is as accessible and relevant as possible for those in schools who organise and co-ordinate work placements for pupils. The revision was a result of consultation with staff and young people in schools, and observation of best practice in other local authorities. The revised guidance can be accessed via the following link:

[..\DYWWBVL_Guidance\WBVL_Guidance - Argyll and Bute Council - Updated Feb 23.doc](#)

- 4.13 Our secondary schools work with young people and their parents/carers to identify work placements which match young people's situations and aspirations. The partnerships with employers which have been developed by schools and DYW School Co-ordinators are central to achieving such bespoke work placements.
- 4.14 During the Covid-19 pandemic, work placements for young people necessarily stopped. In the last 18 months, DYW Co-ordinators have assisted schools in re-establishing work placements for young people, and the numbers of young people undertaking work placements is steadily increasing, although engagement with work-experience has not yet recovered to pre-pandemic levels.
- 4.15 A database of all work placements undertaken across Argyll and Bute's secondary schools has been established. This allows the tracking of both the number and types of work placements in which young people are engaging, and allows identification of which schools require further support in offering work placements for all pupils who would benefit from them.
- 4.16 A consistent system for the evaluation of work placements in schools has also been created. Schools evaluate the success and impact of the work placements they offer against the criteria set out by Education Scotland's Work Placement Standard (link above). This self-evaluation exercise feeds in to whole-school improvement planning across secondary schools.

Developing Skills for Life and Work in the curriculum

- 4.17 Skills for Life and Work are integral to learning activities across all areas of the school curriculum. Senior Leaders in schools are working with staff to ensure such skills are made explicit, articulated and developed in day-to-day learning experiences across 2-18 education.
- 4.18 School-employer partnerships also serve to enhance and broaden the employability curriculum in schools. As well as the work placements detailed above, employers engage with children and young people through a range of activities and events. Such events – detailed elsewhere in this report – include careers fairs, skills-development sessions and events with a focus on a particular area of employment or industry, often relating to the local employment landscape and local industry contexts. As a result, young people are able to identify career opportunities within Argyll and Bute and the risk of a population and skills drain from Argyll and Bute is reduced.

Bespoke curriculum approaches – Flexible Learning Plans

- 4.19 For a number of young people across Argyll and Bute's secondary schools, engagement with full-time education is a challenge, and the attendance in school of such pupils can fall to levels not conducive to the fulfilling of potential in attainment and achievement. A range and combination of factors in young people's lives contribute to such a situation developing, and levels of vulnerability have been exacerbated by the effects of the Covid-19 pandemic and its aftermath.
- 4.20 Our schools work with young people, their families and other agencies to find individualised solutions to such problems with engagement. A strategy which has been developed effectively by almost all secondary schools in Argyll and Bute is that of the Flexible Learning Plan.
- 4.21 A Flexible Learning Plan (FLP) creates a bespoke curricular experience for each young person experiencing problems with school engagement. Normally an FLP involves a young person spending part of each week on placement with a partner employer in a profession or trade which matches the young person's aspirations and interests. For the other part of the week, the young person is in school focusing on a specific and targeted group of qualifications and accreditations, including literacy and numeracy and subjects which, again, align with the young person's wider interests and aspirations.
- 4.22 In 2021-22 and 2022-23, there has been an increased focus on the carefully planned use and effective evaluation of FLPs across secondary schools in Argyll and Bute. A consistent approach to and template for evaluating the impact of FLPs in young people's lives has been introduced and adopted by all schools. This has resulted in a greater understanding of how young people can gain the most from an FLP, and what employers can offer that enhance the

experience. FLPs have led to full-time employment for a number of vulnerable young people otherwise at risk of not securing a positive destination, and have been successful in re-engaging other pupils with the school-based aspect of education, as well as developing confidence, resilience and skills for life and work in participants.

- 4.23 The number of young people engaging with FLPs across the local authority in school session 2022-23 is as follows:

Area	Number of FLPs	Total FLPs for Argyll and Bute
MAKI	26	37
OLI	4	
B&C	6	
H&L	1	

As can be seen, schools in some areas have utilised FLPs to a greater extent than those in other areas. This is a result of a number of factors, including the existing mechanisms for supporting young people who are finding engagement with school a challenge, the numbers of young people for whom engagement is an issue and the number and type of employers willing to support young people in this way. The development of FLPs as an effective potential intervention for identified young people continues across all secondary schools, and is being informed by rigorous evaluation of the impact of FLPs for young people.

Supporting Young People into sustained positive destinations post-school

- 4.24 DYW staff work closely with colleagues from Education, Skills Development Scotland (SDS) and other relevant agencies to support young people into the positive destinations of their choice on leaving school, and to support them in sustaining such positive destinations.
- 4.25 Such multi-agency meetings occur every four to six weeks in each school and are termed 16+ Meetings. An agreed and consistent format, agenda and recording system for 16+ Meetings is in place in all secondary schools.
- 4.26 16+ meetings operate around a risk matrix, in which the young people in school most at risk of not entering employment, training or further/higher education are identified. School, DYW and SDS staff define what support each young person requires, what actions require to be taken and what agencies need to be involved to ensure a positive destination.
- 4.27 The destinations of young people who have left school in the previous 12-18 months are also tracked through the 16+ meetings. Any young people for

whom a positive destination has not been sustained, and are therefore no longer classed as “participating” are identified and contacted in order that support can be offered to enter an ongoing positive destination.

- 4.28 The term “participating” relates to the SDS Annual Participation Measure, published each August. Any young person between 16 and 19 who is in education, training or employment is classed as participating.
- 4.29 A report is submitted to Community Services Committee each December, detailing the outcome of the Annual Participation Measure (link below). In 2022, participation in Argyll and Bute for 16-19 year-olds was 93.9%, placing Argyll and Bute 5th of the 32 local authorities in Scotland for participation.

<https://www.argyll-bute.gov.uk/moderngov/documents/s191497/ANNUAL%20PARTICIPATION%20MEASURE%202021-22.pdf>

Argyll and Bute DYW Conference

- 4.30 It is proposed that an annual Argyll and Bute DYW Conference be held, the purpose of which will be to promote and celebrate the range of agencies and partnerships participating in preparing young people for the world of work, and the scope of activities and initiatives involved in doing so.
- 4.31 The conference will involve delegates from Education and other council services, Community Learning and Development, Skills Development Scotland, employers, Third Sector partners and other agencies and organisations contributing to the DYW agenda.
- 4.32 The first such conference is planned for 19 May 2023 at the Queen’s Hall, Dunoon. Key elements of the conference will be two keynote speakers, including the Chair of DYW Scotland, interactive workshops for delegates and contributions from young people who have been supported in their vocational journeys.

DYW Funding and Budget

- 4.33 In 2022-23, the total funding allocated to DYW Argyll and Bute by the Scottish Government was £387,236. The previous DYW Regional Lead resigned in March 2022, and a successor was not appointed until August 2022. Additionally, the DYW Administrative Assistant resigned in May 2022, and a successor was not appointed until November 2022. For four months, a vacancy also existed for a DYW Co-ordinator. Such circumstances led to the accrual of a substantial underspend over the financial year of £104,872.

- 4.34 For the first six months of financial year 2023-24, the allocation to DYW Argyll and Bute from the Scottish Government is £193,617.98. No underspend is currently anticipated.

5.0 CONCLUSION

- 5.1 Developing the Young Workforce in Argyll and Bute is dedicated to supporting young people into employment and developing their skills to ensure they will be successful and flourish in the world of work. The work of DYW covers a range of key areas: school-employer partnerships; work placements; the employability curriculum in schools; employability events in individual schools and across schools; meeting the needs of vulnerable young people; supporting young people into – and tracking their progress in – positive destinations; progressing the Young Person’s Guarantee; and supporting employers to make the right offers for our young people.
- 5.2 The work of DYW in Argyll and Bute has evolved in last two years, following the appointment of the four DYW School Coordinators. Each school’s own work to establish partnerships with employers has been supplemented by the dedicated focus of the Co-ordinators. As a result, school-employer partnerships are more numerous and more dynamic than previously, with employers able to engage with and contribute to the curriculum, as well as providing work placements for young people.
- 5.3 The Scottish Government has a policy commitment to support DYW through funding until 2025. Planning for DYW staffing and activities is therefore progressing in this context.

6.0 IMPLICATIONS

- 6.1 Policy - This report links directly to Outcome 3 in the Argyll and Bute Single Outcome Agreement (Education Skills and Training Maximises Opportunities for All).
- 6.2 Financial – DYW is funded by means of a grant from the Scottish Government, the payment of which relies on fulfilment of the terms set out in the relevant Grant Offer Letter.
- 6.3 Legal – None
- 6.4 HR – None
- 6.5 Fairer Scotland Duty:
- 6.5.1 Equalities - protected characteristics – All work relating to Developing the Young Workforce seeks to address inequalities in employment, training and education.

6.5.2 Socio-economic Duty – the work of DYW actively seeks to develop skills for life and work in young people to create a fulfilled and appropriately skilled workforce to contribute to the society and economy of Argyll and Bute and the wider nation.

6.5.3 Islands – none

6.6 Climate Change - none

6.7 Risk - Failure to support young people into positive destinations will impact on the life chances of young people across the Local Authority area and may result in outward migration of young people. A reduction in the number of young people securing positive destinations post-school risks reputational damage to the local authority, and detracts from its appeal as a place to live and work.

6.8 Customer Service - none

Douglas Hendry - Executive Director with responsibility for Education

Councillor Yvonne McNeilly - Policy Lead for Education

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Appendix 1 – Case Studies

APPENDIX

Developing the Young Workforce – 2022-2023 – Appendix 1 – Case Studies

Name of Activity/Project: 'Achieve Your Ambition' – Rothesay Academy

Case Study

DYW School Co-ordinator Ailsa Cassidy had been approached by Skills Development Scotland who had previously hosted Careers Fairss in Rothesay Academy. They were unable to do so this year so Ailsa offered to organise the event. Ailsa's background in delivering Princes Trust Employability classes gave her the idea to involve S3 pupils in helping to organise the Careers Fair. The pupils concerned all face barriers to learning, some with ASN, some with difficulty in engaging with school and behavioural and low attendance issues.

Ailsa worked with the 'Achieve' class over a period of 6 weeks and started working with the young people in planning all elements of the event, in turn, gaining them a 'Community Project' unit (worth 6 SCQF credits). They planned the day by making invites to various organisations including the Army, Royal Navy, Police, Colleges, Calmac and NHS as well as more local businesses such as Bute Blacksmiths, Fyne Homes and Bute Fabrics amongst others. They issued 45 invites in total. 36 positive replies were received. The pupils then worked on arranging table plans with the Janitors, made sign-in sheets and evaluation forms. They also approached five organisations to give talks throughout the day on Modern Apprenticeships, College courses and other Routes and Pathways into working in their industry.

The pupils worked with Ailsa and school Senior Management throughout who were very impressed with all their hard work. This gave young people a different perspective and a sense of empowerment as their engagement with school had not always been similarly positive .

To enhance partnership working between the School and DYW further, Ailsa worked alongside the Home Economics teacher in arranging for her S3/4 class to cover the hospitality for the day. They provided refreshments and soup and sandwiches for the delegates on the day of the event. This was a huge success and the pupils have now gained an SQA Front of House Award.

On the day, the pupils came to school early, helped to set up the tables and chairs, and set up at the main entrance in preparation for the delegates coming into the school. They were mature and professional, welcoming visitors, asking them to sign in, offering to carry their equipment into the hall, serving tea and coffee and making sure they had everything they needed.

Throughout the day the pupils were on hand if needed, checking in with the employers and escorting presenters to the Conference Room, gathering the pupils who had signed up for discussions and generally being 'on call' for any assistance needed.

At the end of the day, they helped the delegates take their equipment back to their cars and tidied up the hall with the Janitors.

Objectives

The objective was to hold an informative 'Careers Fayre' for the whole school to inform all pupils on the various careers and college options available to them on leaving school. It was also an opportunity for the businesses to network not only with pupils and staff but each other.

Results

This was a positive and productive positive day with many organisations (30+) in attendance from a whole host of industries from both on and off Bute. The pupils are now more aware of options for their future - College, University, Apprenticeships, Traineeships and Volunteering. It was very informative and well received. Ailsa also secured some School/Employer Partnership Agreements and gave out information on Young Person's Guarantee to employers.

Benefits

DYW now has many contacts willing to come to more events and come into schools to talk to pupils on areas of Employability and Citizenship.

Seven pupils have gained a 'Community Project' Princes Trust unit and 12 pupils now hold a qualification for their Hospitality participation. The Achieve pupils now have a better relationship with SMT and were praised for their efforts on the day, gaining a Head Teacher praise postcard. Ailsa also phoned home to let their parents know how well they did and to personally thank them for their help on the day. This has given the pupils a real boost in their confidence, encouraging them to be more positive in their everyday behaviours within the school.

Testimonials

'I loved the day, I enjoyed helping the employers set up' – S3 Achieve pupil

'I learned a lot about getting a Modern Apprenticeship and will definitely keep up to date with the Calmac website for any opportunities when I leave school next year' – S6 pupil

'The pupils who helped on the day were a real credit to the school, they couldn't do enough!'
– Employer

'Lovely pupils, they were polite and interested in what I had to say to them about my business and asked some really thought-provoking questions' Employer

'A delightful day, thank you to the Achieve and Hospitality pupils, you made us feel very welcome' – partner organisation

Name of Activity/Project: Tarbert Careers Fayre 2023

A careers Fayre was organised by DYW School Coordinator at Tarbert Academy on Friday 24th March 2023, delivered to S3-S6 students from Tarbert Academy and S3 students from Lochgilphead High School who arrived by bus provided by DYW. The fayre was scheduled from 9.00am – 11.00am; doors opened at 08.30am for setting up.

Prior to the event students were issued a booklet containing information on all attending companies as well as possible career options. In addition, they were issued a questionnaire to encourage engagement with employers and a timetable of their timeslots.

Employers were issued the timetabled slots for different year groups prior to the event and on arriving were allocated tables with company names and a welcome letter with a reminder of the timetable and information about refreshments.

Students arrived completely prepared for event and both employers and students engaged with each other extremely well. Refreshments, including tea, coffee, water, hot rolls and biscuits were available to the 40 employers attending as and when they liked.

Objectives - To inform pupils about industry sectors and the many varied roles within them, as well as making them aware of local companies and the career opportunities they offer to young people. Along with local employers, the participation of Argyll College and Skills Development Scotland ensures that students are aware of qualifications and pathways into careers they may be interested in.

Results – A very successful and smoothly run event where students and employers alike engaged and took advantage of the opportunities offered, particularly as most employers were local.

Benefits – Students benefited by being exposed to so many local employers from different sectors and companies. The employers benefited as it was a great networking opportunity for all concerned. The school benefited as feedback from the evaluation form was excellent and as a result of the event we have many more new employers engaging in work experience and other school activities.

Testimonials

Regional Manager at Forestry & Land Scotland

‘Just a quick note to say thanks for having us along on Friday. A really positive, well organised event that hopefully helped the students/pupils, teachers and organisations present.’

Great location/space/connecting with other Orgs.....refreshments/food and discussion with teachers and pupils’

Modern Apprenticeship Support Officer at UHI Argyll

'This is a great opportunity for UHI Argyll to connect with local school pupils and let them know the opportunities available on their doorstep - they don't HAVE to move away or travel to the bigger cities/towns to study, from vocational to degree level.

Very well co-ordinated a lovely sized space for the amount of pupils per time slot, the timetable of pupil ages was really helpful for tailoring conversations, and the young people having questionnaires/forms was a great way to get them engaged. The hot rolls went down a treat, too!

R&D Manager at Renewable Parts

This careers fayre gives students an idea of career options available to them that don't require them to move away from the area - and career options if they want to come back to the area after studying. Engaging with young people who are still deciding what they would like to do after school gives us an opportunity to build a pipeline of future staff for our company.

I thought it was good that the students had a questionnaire to prompt them to come to talk to us - hopefully they learned something, even if it's not the future career for them!'

Drive 2 Work programme

The Drive2Work programme is an initiative to support young people in more remote areas of Argyll and Bute to learn to drive, and so increase the potential employment pathways open to them. The programme of free driving lessons offered to young people were jointly facilitated by DYW and Mid-Argyll Youth Development Service (MAYDS)

John is a young man who has had many challenging of issues in his life. He was not a confident learner at school and found the gaining of a portfolio of academic qualifications to be challenging. His level of subsequent disengagement meant he was at significant risk of not achieving a positive destination post-school.

John undertook driving lessons via the DYW Drive2Work scheme and passed his driving test. Since passing his test, John has become more involved in the community and has started to volunteer at the local youth group and the Mid-Argyll Round Table where he volunteers in the community at special events.

Furthermore, possession of his driving licence has allowed John to secure employment at a Fish Farm, where he does not need to rely on anyone else to provide transport into town now

or wait on the (very irregular) bus service. Passing his test has opened up a whole new world for John and he is very appreciative of all the help and support he received through the Drive2Work initiative.

John's driving instructor commented:

"John is over the moon, one of my best achievements. I never thought I would have had enough time to get him ready for his test. I wish you could have seen the emotions that he had when the examiner said he had passed. It was something special. He is his own man now and doesn't need to rely on anyone. Thanks again for your support. It's worked for John."