

Board Meeting

Date of Meeting	Tuesday 27 October 2015
Paper Title	Developing Scotland's Young Workforce
Agenda Item	12
Paper Number	BM2-L
Responsible Officer	Eric Brownlie, Glasgow Clyde College
Status	Disclosable
Action	For Information

1. Report purpose

1.1 This item is part of the planned programme of thematic briefings to be included in the agendas for each board meeting. The Board discussion will be supported by a presentation highlighting the key points of the paper.

2. Developing the Young Workforce

2.1 The Developing the Young Workforce (DYW) implementation programme is a seven year long programme to deliver the policy agenda of the Scottish Government in relation to increasing the employment prospects of the young workforce. Signalling the scale of its ambition in DYW: Scotland's Youth Employment Strategy, the Government has set a target to achieve a 40% reduction in youth unemployment by 2021, establishing Scotland as one of the top performing European youth labour markets. While this work will extend across a wide range of organisations and sectors, colleges, as Scotland's primary providers of vocational education, will have a central role in supporting delivery of the national programme.

2.2 DYW recommendations are clear for schools and colleges. The main aim is to ensure that all young people have the opportunity to engage in purposeful and directly work related learning while at school, building on the strong examples that already exist across the country. The challenge is to extend that offer to *all* young people, and to create a climate where young people, their parents, teachers and practitioners value – and demand – a range of routes into good jobs and careers, whether that is through our universities, colleges, apprenticeships or training provision.

2.3 A genuine, long-term partnership approach between schools, colleges, training providers, employers, parents and young people themselves is central to the success of this agenda. It is only through a partnership approach we will widen the range of options available to young people and support them to make the most appropriate choices for their futures. Our objective is a world-class system of vocational education, in which colleges work with schools and employers to deliver learning that is directly relevant to getting a job, as a mainstream option for all pupils in the senior phase of secondary school.

2.4 Key Performance Indicators that will measure progress include:

- **KPI 3** Increase the percentage of school leavers attaining vocational qualifications at SCQF level 5 and above by 2021;
- **KPI 4** Increase the percentage of young college students moving into employment or higher level study by 2021;
- **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 to be at this level by 2021, i.e. two-thirds;
- **KPI 6** Increase the percentage of employers recruiting young people directly from education to 35 per cent by 2018.

2.5 The Regional Outcome Agreement guidance sets specific targets for colleges in relation to delivering DYW. These themes include:

- Young people able to access more vocational options during the senior phase of secondary school, which deliver routes into good jobs and careers, developed through effective partnership between schools, colleges, local authorities and other partners;
- Improving opportunities and experiences for all learners, with a focus on reducing gender imbalance on course take-up;
- Provision aligned with economic needs and regional planning, with a focus on STEM where appropriate;
- Further developing college outcome agreements to underpin improvements and measure progress;
- Modern Apprenticeships focused on higher level skills and industry needs;
- More employers engaging with education and recruiting more young people;
- Advancing Equalities.

Useful Links

<http://www.educationscotland.gov.uk/learningandteaching/thecurriculum/dyw/index.asp>

<http://www.gov.scot/Topics/Education/developingtheyoungworkforce>

<http://www.collegesscotland.ac.uk/Developing-the-Young-Workforce/wood-commission.html>