

EAST RENFREWSHIRE COUNCIL

EDUCATION COMMITTEE

THURSDAY 27 AUGUST 2015

Report by Director of Education

DRAFT IMPLEMENTATION PLAN 2015-2020 ON DEVELOPING THE YOUNG  
WORKFORCE IN EAST RENFREWSHIRE

**PURPOSE OF THE REPORT**

1. The purpose of this report is to seek elected members' approval for the draft Implementation Plan 2015-2020 on Developing the Young Workforce in East Renfrewshire.

**RECOMMENDATION**

2. Education Committee is asked to:

- approve the draft Implementation Plan 2015-2020 on Developing the Young Workforce in East Renfrewshire; and
- instruct the Director of Education to implement the policy.

**BACKGROUND**

3. In June 2014, the Wood Commission for Developing Scotland's Young Workforce published its report, Education Working for All! (EWfA). The report made 39 recommendations to tackle youth unemployment in Scotland. It set out a vision of an ambitious, motivated, highly skilled and well qualified young workforce in Scotland, with the ultimate goal of reducing Scotland's youth unemployment to match the best in Europe.

4. In response to EWfA, the Scottish Government worked with local government and other partners to draw up and publish in December 2014 a national seven year implementation plan, Developing the Young Workforce – Scotland's Youth Employment Strategy (DYW). DYW aimed to address youth unemployment by ensuring a greater focus on employability within Scottish education for all young people. In DYW the Scottish Government accepted all of Wood's 39 recommendations and set a headline target of achieving, by 2021, a 40% reduction in the 2014 level of youth unemployment.

5. During school session 2014-15 the Quality Improvement Team reviewed vocational education in East Renfrewshire and made a number of recommendations to ensure further improvement in the vocational programme. In producing their report the review team took account of the national recommendations contained in DYW. This report was considered by elected members in April 2015.

6. Following the review, Education engaged with Environment, SDS, WorkER, the college sector and other partners to address the main recommendations of DYW and to devise an implementation plan which will meet the needs of the young workforce in East

Renfrewshire. The draft implementation plan *Developing the Young Workforce in East Renfrewshire - Implementation Plan 2015-2020* is attached as Appendix 1.

## REPORT

7. SOA 2 of East Renfrewshire's Single Outcome Agreement is that "*residents are fit and active and have the skills for learning, life and work*". The Outcome Delivery Plan 2015-2018 sets out a number of key activities to achieve Intermediate Outcome 3 ("*residents have the skills for employment through increased take up of education and training opportunities*") including:

- implement the Employability Strategy for East Renfrewshire 2015-2018 (also known as Opportunities for All Plus);
- implement the next phase of Family Firm using the evaluation undertaken during 2014/15;
- develop the Barrhead Foundry in order to improve education, employability and entrepreneurship;
- deliver Skills Development Scotland's Employability Fund and Modern Apprenticeship Programmes;
- deliver the CPP Employability Pipeline European Social Fund Programme to increase both engagement with individuals and the numbers entering employment, training and education;
- provide targeted support and training opportunities for young people, including implementing earlier interventions to reduce youth unemployment;
- promote Social Enterprise models and volunteering which is targeted at increasing employability;
- develop the Graduate Internship Programme to expand the offering to more local private and third sector organisations; and
- implement the recommendations of the Report on Vocational Education in East Renfrewshire Schools (March 2015) and Developing the Young Workforce.

8. Within this local and national context East Renfrewshire is taking forward DYW through a detailed five year implementation plan. This plan takes full account of national guidance and the Employability Strategy for East Renfrewshire 2015-2018 (also known as Opportunities for All Plus).

9. The draft implementation plan sets out the activity that will be undertaken, relevant timescales and the outcomes that will be achieved.

10. The Education Department will provide the strategic lead on the plan. The draft implementation plan includes a proposal to appoint a (seconded) Development Officer to oversee and coordinate all DYW activity.

11. The ERC DYW implementation plan will deliver Wood's recommendations and lead to the following key changes:

- more opportunities for young people to undertake learning which connects more directly to employment;
- a broader range of qualifications for young people in the senior phase delivered in partnership with colleges and other providers;
- more partnerships between schools and employers to inform curriculum design and delivery and provide work related learning;
- adoption of Foundation Modern Apprenticeships for young people in the senior phase; and
- greater understanding for young people and parents about the world of work, routes into work, career planning and employment opportunities.

## **CONSULTATION**

12. All partners have been engaged in the development of the draft Implementation Plan. They have shaped and approved the draft document in Appendix 1.

## **FINANCIAL AND EFFICIENCY IMPLICATIONS**

13. The Scottish Government made additional funding available at the end of the 2014-15 financial year. East Renfrewshire's share of the national funding is approximately £90,000. The Government has indicated that further funding will be made available in 2015-16, however, the extent of that funding is not yet known.

14. The funding will be used to support the appointment of a (seconded) Development Officer to oversee and coordinate all DYW activity.

## **CONCLUSIONS**

15. DYW sets clear expectations that all young people will develop skills for work, as well as life and learning. In addition, every young person should have access to high quality work-related opportunities, including the option of acquiring vocational qualifications in the senior phase.

16. East Renfrewshire's draft Implementation Plan addresses the recommendations contained in DYW and will meet the needs of the young workforce in East Renfrewshire.

17. For the objectives of the Implementation Plan to be achieved, the plan will require a long term and sustained commitment and effort across all parts of the Council, its partners and employers.

## **RECOMMENDATION**

18. Education Committee is asked to:

- approve the draft Implementation Plan 2015-2020 on Developing the Young Workforce in East Renfrewshire; and
- instruct the Director of Education to implement the policy.

Mhairi Shaw  
Director of Education  
August 2015

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Appendix

Appendix 1: Draft Developing the Young Workforce in East Renfrewshire Implementation Plan 2015-2020

Key Words

Vocational education; Employability Skills; Modern Apprenticeships;  
Employability Strategy for East Renfrewshire 2015-2018

Commission for Developing Scotland's Young Workforce (Wood, June 2014)

Developing the Young Workforce – Scotland's Youth Employment Strategy (Scottish Government, December 2014).

## DEVELOPING THE YOUNG WORKFORCE IN EAST RENFREWSHIRE

### Implementation Plan 2015-2020

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## 1. Introduction

In June 2014, the Wood Commission for Developing Scotland's Young Workforce published its report, Education Working for All! (EWfA). The report made 39 recommendations to tackle youth unemployment in Scotland (Appendix 1). It set out a vision of an ambitious, motivated, highly skilled and well qualified young workforce in Scotland, with the ultimate goal of reducing Scotland's youth unemployment to match the best in Europe.

In response to EWfA, the Scottish Government worked with local government and other partners to draw up and publish in December 2014 a national seven year implementation plan, Developing the Young Workforce – Scotland's Youth Employment Strategy (DYW). DYW aimed to address youth unemployment by ensuring a greater focus on employability within Scottish education for all young people. In DYW the Scottish Government accepted all of Wood's 39 recommendations and set a headline target of achieving **by 2021 a 40% reduction in the 2014 level of youth unemployment**. The implementation plan is presented in five sections, viz. schools, colleges, modern apprenticeships, employers and equality. For ease of reference, a brief summary of each section is set out below:

**Schools:** Within the (3-15 years) broad general education phase of Curriculum for Excellence there will be a more industry influenced focus on employability through career education, careers advice and teacher education. Starting in the senior phase, clearer and improved vocational pathways that lead to industry recognised qualifications will be introduced. These pathways will be achieved through regional and local partnerships with colleges and employers along with interventions to support re-engagement. In addition, measures will be introduced to measure attainment across academic and vocational routes.

**Colleges:** Colleges will be fully focused on employability and will respond to industry's skills needs at regional and national levels. They will do this by focusing on college outcome agreements, higher level skills, STEM (science, technology, engineering and mathematics) and employment services. Colleges will work with schools and employers to deliver learning for young people in the mainstream of the senior phase of school education that is directly relevant to getting a job.

**Modern Apprenticeships (MAs):** Apprenticeship opportunities for young people to achieve a flexible set of qualifications up to and including degree level while in work will be created. Projects to achieve this will include higher level MAs which are targeted on economic growth, STEM and access to apprenticeships and pre-apprenticeship training.

**Employers:** The DYW plan aims to get employers actively engaged in young people's education. Work will begin on the establishment of industry led Regional Invest In Young People Groups (RIYPGs), which will be an important resource for education. RIYPGs will provide a straightforward route for employers to become involved and for schools, colleges and other practitioners to access their support.

**Equality:** The DYW plan contains a coherent set of actions that will help more young people take their place in the labour market, find a role in their communities and ensure that they are valued. Specific measures are set out in the DYW plan to ensure that young people who are disabled, BAME, care leavers or vulnerable are included. The plan also sets out actions to address gender issues in the young workforce.

DYW also includes 11 Key Performance Indicators (KPIs), reflecting areas where a particular focus is needed (Appendix 2).

In summary, DYW provides a catalyst for refocusing attention on the development of skills for work, as well as life and learning, for all young people whatever their ambitions. Every young person will have access to high quality work-related opportunities, including the option of acquiring vocational qualifications in the senior phase of school education. This will require a step change in provision of work related learning in both the broad general education (3-15 years) and senior phase of school education. Central to all of this will be an increased understanding of the value of work-related education amongst practitioners, parents and young people themselves.

## **2. East Renfrewshire**

SOA 2 of East Renfrewshire's Single Outcome Agreement is that "residents are fit and active and have the skills for learning, life and work". In the Outcome Delivery Plan 2015-2018, to achieve Intermediate 03 ("residents have the skills for employment through increased take up of education and training opportunities"), the Council will:

- implement the Employability Strategy for East Renfrewshire 2015-2018 (also known as Opportunities for All Plus);
- implement the next phase of Family Firm using the evaluation undertaken during 2014/15;
- develop the Barrhead Foundry in order to improve education, employability and entrepreneurship;
- deliver Skills Development Scotland's Employability Fund and Modern Apprenticeship Programmes;
- deliver the CPP Employability Pipeline European Social Fund Programme to increase engagement with individuals and the numbers entering employment, training and education;
- provide targeted support and training opportunities for young people, including implementing earlier interventions to reduce youth unemployment;
- promote Social Enterprise models and volunteering which is targeted at increasing employability;
- develop the Graduate Internship Programme to expand the offering to more local private and third sector organisations; and
- implement the recommendations of the Report on Vocational Education in East Renfrewshire Schools (March 2015) and Developing the Young Workforce.

Within this local and national context East Renfrewshire is taking forward DYW through a five year implementation plan, *Developing the Young Workforce in East Renfrewshire – Implementation Plan 2015-2020*. The five year implementation plan takes full account of Developing Scotland's Young Workforce - Education Working for All (Wood Commission Report, June 2014), Developing the Young Workforce (DYW) – Scotland's Youth Employment Strategy (Scottish Government, December 2014) and the Employability Strategy for East Renfrewshire 2015-2018 (also known as Opportunities for All Plus).



*Developing the Young Workforce in East Renfrewshire – Implementation Plan 2015-2020* is set out on pages 5-8. The Education department will provide the strategic lead on the plan and will appoint a (seconded) Development Officer to oversee and coordinate all DYW activity. For its objectives to be achieved, the plan will require a long term and sustained commitment and effort across all parts of the Council, its partners and employers.

Over the five years of the plan, young people, their parents, teachers and practitioners, those working in colleges, training providers and employers will see the following headline changes in East Renfrewshire:

2015/16 (Year 1): More opportunities will be available for young people to undertake learning which connects more directly to employment, for example, through school/college partnerships. We shall evaluate early pathfinder activity and consider how successful programmes can be adopted in East Renfrewshire. We shall engage with learners, teachers and practitioners to change perceptions of the value of work related learning and qualifications. We shall raise the profile of DYW and Modern Apprenticeships among young people, parents and staff.

2016/17 (Year 2): In partnership with colleges and other providers, schools will deliver a broader range of qualifications for young people in the senior phase of education. Schools will have more partnerships with employers to inform curriculum design and delivery and provide work related learning experiences. Through partnership work with Skills Development Scotland (SDS), we shall engage in early adoption of Foundation and Advanced Modern Apprenticeships. With the support of careers professionals, teachers and other practitioners, young people and parents will be better informed about routes into work, careers planning and employment opportunities.

2017/18 (Year 3): School and college staff and other practitioners will be supported to have a greater understanding of the world of work and routes into employment to improve young people's learning. In partnership with colleges and other training providers, schools will offer a full range of vocational qualifications. Early adoption activity around Foundation and Advanced Modern Apprenticeships will be evaluated. All schools will have employers fully involved in informing curriculum planning and delivery and providing work related learning experiences for learners.

2018/19 and 2019/20 (Year 4 and Year 5): As the programme matures and the new provision becomes established, visible and valued, there will be a further expansion of Year 3 activity in all schools. There will be evidence of increased employer satisfaction, more young people completing vocational qualifications, more achieving qualifications at a higher level and more young people in all secondary schools progressing to college, training, university and employment.

Note

Each year of the plan is from April to March.

<b>2015/16 - YEAR 1</b>				
Activity	Department/Agency	Completion	EWfA! (Wood) Recommendation	Outcome
1. Review of Vocational Education report is shared with schools and partners.	Education	Apr 2015	1, 2, 3, 6	Increase in the number of vocational pathways and qualifications in the senior phase of schools.
2. DYW priorities are integrated into Education's strategic plan for Curriculum for Excellence and in school improvement plans.	Education	Jun 2015	1, 2, 3, 6	All teachers, pupils and parents have increased understanding of employability, work-related learning and vocational pathways.
3. DYW priorities are integrated into Employability Strategy for East Renfrewshire (2015-2018).	Local Employability Partnership (LEP)	Jun 2015	6	Commitment of LEP partners to achieve better outcomes for ERC's young workforce.
4. DYW priorities are integrated into Regional Outcome Agreements.	Colleges	Apr 2015	5, 6	Commitment of college partners to achieve better outcomes for ERC's young workforce.
5. A strategy is launched to raise the profile of DYW and Pathfinder Modern Apprenticeships with pupils, staff and parents.	SDS, WorkER and Education	Aug 2015	8, 10	Increased awareness among stakeholders of DYW and Pathfinder Modern Apprenticeships.
6. Training is provided for school staff on new vocational pathways, including NC and HNC courses, Modern Apprenticeships, gender issues, BME and other vulnerable groups.	SDS	Dec 2015	11, 26, 27, 28, 31	Young people benefit from guidance from school staff who are knowledgeable about developing vocational pathways and equalities issues.
7. Education Scotland integrates DYW in inspection advice to schools.	Education	Jun 2015	11	Teachers have a better understanding of learning for employability and the world of work.
8. STEM strategy is developed for ERC schools.	Education	Mar 2016	12	Increase in STEM-related leavers' destinations.
9. My World of Work website is re-launched.	SDS	Aug 2015	2, 30, 32	Young people have access to more focused career pathways.
10. A review is carried out of young people's experiences of the current arrangements for work experience in schools.	Education	Jan 2016	3	Young people's voices inform future arrangements for work placements.

11. A new standard for work experience (Work Placements Standard) in schools is published.	Education Scotland	Jun 2015	3	Staff and young people have a better understanding of learning for employability and the world of work.
12. A new standard for careers in schools (Careers Education Standard 3-18) is published and plans to offer CIAG (Careers Information and Advice Guidance) in the BGE are made.	Education Scotland SDS	Jun 2015 2015/16	2	Young people have a better understanding of career pathways.
13. Regional Invest In Young People Group(s) is/are established.	National Invest in Young People Group	2015/16	14	Employers are better engaged with Education to support schools and to recruit young people.
14. Multi agency assessments and planning to support recruitment of care leavers and young disabled people are put in place.	Economic Development, WorkER , CHCP and Education	Dec 2015	26, 27, 33, 37	Young people with a disability will leave school with comparable levels of qualifications as those with no additional support needs.
15. ERC Family Firm model is reviewed to explore opportunities to include a broader cohort.	Economic Development and WorkER	Dec 2015	26, 27, 33, 37	The CPP Employability Pipeline provides young disabled participants with the support they need to gain more advanced qualifications.
16. The active participation of Family Firm clients on the CPP Employability Pipeline is ensured.	Economic Development and WorkER	Dec 2015	26, 27, 33, 37	More Family Firm clients engaged in Stages 1-5 of the CPP Employability Pipeline.

<b>2016/17 - YEAR 2</b>				
Activity	Department/Agency	Completion	EWfA! (Wood) Recommendation	Outcome
1. Career Education Standard 3-18 is launched by Education Scotland to support young people in S3 to learn about finding, applying for and getting a job.	Education	Jun 2016	2, 3	Pupils are able to reflect on developing skills for learning, life and work and understand how these skills will assist in their careers.
2. Education for employability and careers are enhanced within the Broad General Education (3-15 years) in schools.	Education and SDS	Aug 2016	2	Pupils are skilled in using e-portfolios and in articulating their skills for work.
3. The new standard for work experience (Work Placements	Education	Jun 2016	3	Teachers have a better understanding of learning

Standard) is implemented in all schools.				for employability and the world of work.
4. Regional Outcome Agreements are informed by Skills Investment Plans (SIPs) and Regional Skills Assessments (RSAs).	Colleges	2016/17	4, 5, 6, 18	Senior phase pupils will have an expanded offer of vocational pathways into employment.
5. STEM courses are prioritised in curriculum planning.	Colleges	Aug 2016	12	Increase in STEM-related leavers' destinations.
6. Targets and performance data are introduced for school leavers attaining vocational qualifications.	Education	Jun 2016	1	Increase of senior phase pupils attaining work-related vocational qualifications.
7. In partnership with colleges, schools introduce HNC courses as part of the senior phase.	Education and Colleges	Aug 2016	1, 6	Senior phase pupils achieve qualifications that are relevant to vocational pathways.
8. ERC's Sustainable Procurement Policy (community benefits clauses) is applied so that young people benefit from employment opportunities related to local economic development, incl. City Deal.	Economic Development and WorkER	Apr 2016	22, 24	Young people progress to sustainable jobs.
9. Advanced Modern Apprenticeships, aligned with the skills required to support economic growth, are introduced to career advice to senior pupils.	Education, SDS and WorkER	Aug 2016	7, 8, 10	Senior phase pupils progress to improved destinations and career pathways.
10. Foundation Modern Apprenticeships, aligned with the skills required to support economic growth, are introduced in schools through early adoption activity.	Education, SDS and WorkER	Aug 2016	7, 8, 10	Senior phase pupils progress to improved destinations and career pathways.
11. Stretching improvement targets are set to increase the number of disabled and BAME young people on Modern Apprenticeships.	SDS	Apr 2016	32, 35	More young people from groups who experience inequality progress to positive employment.
12. Supported employment opportunities in the third sector are provided for care leavers and other groups of young people who face significant barriers to employment.	Economic Development, WorkER and Voluntary Action	Aug 2016	13, 26, 27, 33, 37	Increased employment opportunities in the third sector for young people who face significant barriers to employment.
13. New work experience model for young disabled people is developed.	Education	Aug 2016	33	Young disabled people experience high quality work placements while at school.
14. Improved approach to careers planning for young disabled people is implemented.	Education and SDS	Aug 2016	13, 26, 27, 33	Young disabled people benefit from tailored careers advice while at school.

<b>2017/18 - YEAR 3</b>				
Activity	Department/Agency	Completion	EWfA! (Wood) Recommendation	Outcome
1. Foundation and Advanced Modern Apprenticeships are expanded.	Education, SDS and WorkER	Aug 2017	8, 10	Senior phase pupils progress to improved destinations and career pathways.
2. School-industry partnerships are established in all schools and clusters.	Education, SDS, and Regional Invest in Young People Group(s)	Aug 2017	15	Employers are more effectively engaged with Education to recruit young people.
3. A supported work placement programme for young disabled people is introduced.	Education, WorkER and Employers	Aug 2017	13, 26, 27, 33, 36	All young disabled people experience high quality work placements while at school.
4. Mentoring support for young people in care is introduced as part of the Invest in Young People accolade.	Education, CHCP, Third Sector and Young Persons Services	Aug 2017	13, 19, 37	Young people in care experience a positive transition to education and/or employment.
5. Scottish College for Educational Leadership (SCEL) to develop a programme to provide emerging school staff leaders with a wide ranging understanding of industry and careers.	SCEL	Aug 2017	16	School leaders are knowledgeable about industry and careers.

<b>2018/19 and 2019/20 - YEAR 4 and Year 5</b>				
Activity	Department/Agency	Completion	EWfA! (Wood) Recommendation	Outcome
1. All schools have established active and productive partnerships with regional colleges.	Education and Colleges	Aug 2018	6	Senior phase pupils progress into well developed vocational education and career pathways.
2. Planning of Modern Apprenticeships is improved to align opportunities more closely with key areas of growth.	Education, SDS and WorkER	Aug 2018	8, 10	Senior phase pupils progress into Modern Apprenticeships which lead to employment.
3. Increase the percentage of employers recruiting young people directly from Education.	WorkER	Dec 2019	26, 27, 37	Increase to 35% the percentage of employers recruiting young people directly from Education.

## Education Working for All! – Recommendations

### **SCHOOLS**

1. Pathways should start in the senior phase which leads to the delivery of industry recognised vocational qualifications alongside academic qualifications. These pathways should be developed and delivered in partnership with colleges and, where necessary, other training providers. Their delivery should be explicitly measured and published alongside other school performance indicators.
2. A focus on preparing all young people for employment should form a core element of the implementation of Curriculum for Excellence with appropriate resource dedicated to achieve this. In particular local authorities, Skills Development Scotland and employer representative organisations should work together to develop a more comprehensive standard for careers guidance which would reflect the involvement of employers and their role and input.
3. A modern standard should be established for the acceptable content and quality of work experience and guidelines should be made available to employers. This should be developed by Education Scotland in partnership with employer bodies and Skills Development Scotland. This should involve input from young people. Work experience should feature in the senior phase benchmarking tool (Insight) and in Education Scotland school inspections.
12. A focus on Science, Technology, Engineering and Mathematics (STEM) should sit at the heart of the development of Scotland's young workforce.
13. Support for young people at risk of disengaging from education, and for those who have already done, so should focus on early intervention and wide ranging, sustained support. This should relate to labour market demand and should be focused on helping young people engage on the labour market relevant pathways that we have highlighted.

### **COLLEGES**

4. Colleges' key role in the development of Scotland's young workforce should be recognised and managed through Regional Outcome Agreements.
5. The new regional colleges should have a primary focus on employment outcomes and supporting local economic development. This should be underpinned by meaningful and wide ranging partnerships with industry and should be at the forefront of Regional Outcome Agreements and their measurement.
6. A commitment to supporting the development of Scotland's young workforce through the enhancement of vocational education pathways should feature prominently in the National Performance Framework, Community Plans and College Regional Outcome Agreements.

## **MODERN APPRENTICESHIPS**

7. Modern Apprenticeships should be aligned with the skills required to support economic growth.
8. Development of Modern Apprenticeship access processes and progression pathways should be prioritised.
9. An industry-led quality improvement regime should be introduced to oversee the development and promotion of Modern Apprenticeships.
10. If employers can be encouraged to offer significantly more good quality apprenticeships, the Scottish Government should consider a carefully managed expansion of the annual number of Modern Apprenticeship starts.

## **EMPLOYERS**

11. Employability must be a key focus within Education Scotland's work to support and quality assure the delivery of education. To support this, Education Scotland must work more closely with business organisations and their members to ensure that their work is underpinned by an understanding of industry's needs and expectations.
14. The Scottish Government should support the creation of regional industry-led Invest in Youth Groups across Scotland to provide leadership and a single point of contact and support to facilitate engagement between employers and education.
15. Businesses across Scotland should be encouraged and supported to enter into 3-5 year partnerships with secondary schools. Every secondary school in Scotland and its feeder primaries should be supported by at least one business in a long-term partnership.
16. Scotland's leading industry sector groups and companies should be encouraged to work with the Scottish College for Educational Leadership (SCEL) to develop a programme to provide emerging school staff leaders with a wide ranging understanding of industry and careers.
17. Employers and national industry sector groups should form partnerships with regional colleges to ensure course content is industry relevant and full advantage is taken of work based learning and employment opportunities.
18. In the development of future industry Skills Investment Plans and Regional Skills Assessments, and in the updating of existing plans, there should be a specific focus on youth employment and the development of vocational pathways starting in the senior phase.
19. A nationally defined Invest in Youth Accolade should be developed to recognise industry's engagement in the development and employment of Scotland's young workforce.
20. A small business Modern Apprenticeship recruitment incentive package should be developed to equip and support smaller and micro businesses to recruit and train more young people.

21. Voluntary levy schemes to recruit and train young people in skills shortage areas should be encouraged. Groups of employers should be supported to work in collaboration, with the Scottish Government providing co-funding.
22. Procurement and supply chain policies in both the public and private sectors should be applied to encourage more employers to support the development of Scotland's young workforce.
23. Public sector employers should be encouraged by the Scottish Government and local authorities to be exemplars in a national Invest In Youth Policy and this should be explicitly reflected in their published corporate plans.
24. Growth businesses and Inward Investment companies in receipt of public funding should be encouraged and supported to employ young people.
25. Financial recruitment incentives should be re-examined and carefully targeted to achieve the most benefit in providing sustainable employment for young people.

## **EQUALITY**

26. Scotland should embed equality education across Curriculum for Excellence.
27. Promotion and communication of career options should actively target equalities groups to promote diverse participation across gender, black & minority ethnic groups, young people with disabilities and care leavers. The promotion of Modern Apprenticeship opportunities should be to the fore of this activity.
28. Senior phase vocational pathways should be designed to encourage more gender balance across occupations.
29. The Scottish Funding Council and colleges should develop an action plan to address gender disparities within college education. This should be underpinned by realistic but stretching improvement targets. The Scottish Funding Council should report on this annually.
30. Skills Development Scotland (SDS) should develop an action plan to address gender disparities within Modern Apprenticeships. This should be underpinned by realistic but stretching improvement targets. SDS should report on this annually.
31. A targeted campaign to promote the full range of Modern Apprenticeships to young people and parents from the BME community should be developed and launched to present the benefits of work based learning as a respected career option and alternative to university.
32. Skills Development Scotland should set a realistic but stretching improvement target to increase the number of young people from black & minority ethnic groups starting Modern Apprenticeships. Progress against this should be reported on annually.
33. Career advice and work experience for young disabled people who are still at school should be prioritised and tailored to help them realise their potential and focus positively on what they can do to achieve their career aspirations.



34. Funding levels to colleges and Modern Apprenticeships training providers should be reviewed and adjusted to reflect the cost of providing additional support to young disabled people, and age restrictions should be relaxed for those whose transition may take longer.
35. Within Modern Apprenticeships, Skills Development Scotland should set a realistic but stretching improvement target to increase the number of young disabled people. Progress against this should be reported on annually.
36. Employers who want to employ a young disabled person should be encouraged and supported to do so.
37. Educational and employment transition planning for young people in care should start early with sustained support from public and third sector bodies and employers available throughout their journey toward and into employment as is deemed necessary.
38. Across vocational education and training, age restrictions should be relaxed for those care leavers whose transition takes longer.
39. In partnership with the third sector, the Scottish Government should consider developing a programme which offers supported employment opportunities lasting up to a year for care leavers.

DYW Key Performance Indicators

KP 1	Be one of the top five performing countries in the EU for youth unemployment by reducing the relative ratio of youth unemployment to 25-64 unemployment to the level of the fifth best country in the EU by 2021.
KP 2	Be one of the top five performing countries in the EU for youth unemployment by reducing the youth unemployment rate to match the fifth best country in the EU by 2021.
KP 3	Increase the percentage of school leavers attaining vocational qualifications at SCQF Level 5 and above by 2021.
KP 4	Increase the percentage of young college students moving into employment or higher level study by 2021.
KP 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 Modern Apprentice starts to be at this level by 2021, i.e. two-thirds.
KP 6	Increase the percentage of employers recruiting young people directly from education to 35 per cent by 2018.
KP 7	Reduce to 60 per cent the percentage of Modern Apprentice frameworks where the gender balance is 75:25 or worse by 2021.
KP 8	Increase by five percentage points the minority gender share in each of the 10 largest and most imbalanced superclasses by 2021.
KP 9	Increase the number of Modern Apprentice starts from minority ethnic communities to equal the population share by 2021.
KP 10	Increase the employment rate for young disabled people to the population average by 2021.
KP 11	Increase positive destinations for looked after children by four percentage points per annum resulting in parity by 2021.