

Developing Scotland's Young Workforce – Next Steps

Policy Update

This report provides an update on work to progress the Developing the Young Workforce (DYW) Programme and seeks the Board's agreement to progress key areas of work.

Summary and Recommendations

The seven year DYW Programme is now at its half way point in terms of taking forward the recommendations from Sir Iain Wood's Commission outlined in the 'Education for All' publication. The programme has made good progress, albeit there are still challenges for future years ahead.

This paper invites Members to:

- i. Comment on the summarised outputs from the COSLA DYW Event in paragraphs 9 to 12;
- ii. Comment on the recommendations for our work on DYW in paragraph 13; and
- iii. Agree COSLA's next steps in terms of future work activities on DYW in paragraph 14.

References

Previous reports on topic:

- COSLA Education, Children and Young People Executive Group – 17/03/17
- COSLA Education, Children and Young People Executive Group - 11/11/16
- COSLA Leaders - 26/08/16
- COSLA Education, Children and Young People Executive Group - 5/09/16
- COSLA Education, Children and Young People Executive Group - 4/03/16

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Developing Scotland's Young Workforce (DYW)

Policy Update

1. The Developing the Young Workforce (DYW) Programme is now at its mid-point in terms of the seven year programme. Local government has a central role in taking the programme forward in partnership with the Scottish Government and other partners. Progress to date has resulted in an increase in the provision of work relevant learning opportunities for young people. The DYW Programme has also assisted in reducing youth unemployment in Scotland along with wider macro economic factors.
2. On 21 June, COSLA hosted a large scale DYW Event that was attended by local authorities, Scottish Government, Education Scotland as well a wide range of representatives from the business community, Trade Unions and the third sector. This report outlines the discussion at the event and provides a summary of its outputs. In addition, it sets out some key policy areas to be taken forward for local government relating to DYW.

Current COSLA Position

3. Developing Scotland's Young Workforce (DYW) is a transformational programme that is now in its third year of implementation and has been politically supported by COSLA Leaders since its inception. Local government has a lead role in taking the programme forward through a wide range of services in partnership with the Scottish Government. As such, COSLA organised a national DYW Event on 21 June at COSLA offices.
4. The purpose of the event was to provide a strategic update on the progress of the DYW Programme as well as to share and promote best practice relating to DYW. The event also sought feedback to inform COSLA's position on DYW going forward, given the pivotal role of local authorities as well as the need to maintain momentum for the programme.
5. The DYW event involved a presentation from SOLACE as well as speakers from a diverse group of local authorities from across the country namely Fife, North Lanarkshire and Angus Councils. A number of examples of good practice relating to DYW implementation were shared at the event followed by discussions on how DYW is progressing, challenges to DYW and how these challenges can be addressed.
6. A summary of the COSLA's DYW Event is set out in the next section of this report based on the outputs from discussion groups. In addition, a copy of the full draft report is at: <http://www.cosla.gov.uk/developing-scotlands-young-workforce-dyw-draft-report>.
7. Further, a summary of a dozen examples of good practice from councils shared at the DYW Event in June were presented by COSLA at the recent DYW National Advisory Group on 30 August that was jointly chaired by the Deputy First Minister and Cllr McCabe in his capacity as COSLA Spokesperson for Children and Young People.
8. This DYW National Advisory Group was attended by Sir Ian Wood along with the Minister for Employability and Training and representatives from the Colleges Sector, EIS, Scottish

Government, SOLACE, STUC and the wider business community. This Group serves as a mechanism to promote the DYW Programme and the collective vision for it.

What is Changing?

Summary of the Outputs from COSLA's DYW Event

9. At the DYW Event, discussion groups were facilitated to discuss progress made in the DYW Programme, challenges to DYW and ways to address these challenges. In relation to progress made on DYW it was expressed from delegates that councils have been very proactive on DYW and achieved some concrete results for young people. In addition, it was reflected that there are a very wide range of examples of good practice from across local authorities.
10. Further, it was noted that the 'My World of Work' Network has proven to be very useful along with the launch of 'The Marketplace' that facilitates engagement between employers and schools. In addition, it was reflected that there is greater awareness of the labour market and the needs of employers within education. It was also expressed by delegates that the profile of DYW has been established, albeit there is a need for it to be further enhanced in relation to targeting key stakeholders such as parents.
11. Challenges to DYW were also identified from the event's discussion groups. These were broad in scope and included organisational barriers, national policy initiative overload, logistics, resources, disadvantaged groups, uncertainty over the governance of education, parental engagement/expectations, awareness, employers/business community engagement, trade union engagement, bureaucratic barriers to work placements and the Apprenticeship Levy.
12. Delegates were asked for ideas on how to address the challenges to DYW and a wide variety of suggestions were made to improve the DYW Programme at a national level. Some of the suggestions included the following:-
 - A need to maximise a transparent return of Apprenticeship Levy funding where it can contribute to key DYW objectives such as the equalities targets for gender, disability and those young people from a care experience background. This is because local authorities as major employers would be best placed to assist in supporting these objectives.
 - The Scottish Government's Education Governance Review should fully consider that changes to school governance could seriously disrupt and destabilise the DYW Programme, given DYW is a corporate agenda for councils involving a wide range of services besides education.
 - The Scottish Government need to review the DYW Regional Groups, given their lack of perceived profile and impact to date. In addition, it was suggested that there is a need for colleges and local authority schools to have more effective partnerships working arrangements in some parts of the country. It was also expressed that there is a need to reinvigorate the involvement of Trade Unions in DYW.

Proposed COSLA Position

13. COSLA has reviewed the outputs from the DYW Event and outlined recommendations below to take forward activities:-
 - The Scottish Government require to review and reframe how the Apprenticeship Levy is managed across Scotland to ensure that it addresses DYW equalities priorities e.g.

disabled young people, care experience young people, gender etc. The allocation of the Apprenticeship Levy monies should also be transparent, fair and accountable.

- The Education Governance Review must clearly sets out the implications for the continuity of the DYW Programme and the whole system approach led by local authorities as multi-service providers, given its major risk of disruption to the DYW Programme.
- The awareness of the DYW Programme requires to be enhanced through a campaign particularly targeting parents, young people and businesses. This could ideally coincide with the 'Year of Young People' in 2018.
- The DYW Regional Groups require to be reviewed, given their lack of profile and impact. In addition, it is imperative that these DYW Regional Groups engage effectively with local government.
- There requires to be enhanced engagement with Trade Unions, given they are well placed to support the DYW Programme.
- There requires to be more effective co-production between partners locally for DYW to resolve issues e.g. timetabling and curriculum development between Colleges and local authority schools. As well, as other agencies such as Skills Development Scotland.
- Support is provided to the local authority representatives on the 'My World of Work' Network who are undertaking a review to identify ways to address barriers to work placements for young people.

Next Steps

14. In relation to the recommendations identified from our DYW Event, members of the CYP Board are asked to agree that we take forward actions to address them as our next steps. These actions will encompass lobbying the Scottish Government on the Apprenticeship Levy, Education Governance Review and in relation to the DYW Regional Groups. In addition, working at a national level with the Trade Unions and the colleges sector as well as other partners to strengthen local government's DYW role.

Summary and Recommendations

15. The report outlines the progress that has been made in the DYW Programme as well as the challenges that were reflected at COSLA's DYW Event on 21 June.

16. Members are invited to:

- i. Comment on the summarised outputs from the DYW Event in paragraphs 9 to 12;
- ii. Comment on COSLA's recommendations for DYW set out in paragraph 13; and
- iii. Agree COSLA's next steps in paragraph 14.

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