
Report To:	Education & Communities Committee	Date:	3 November 2015
Report By:	Angela Edwards	Report No:	EDUCOM/89/15/RL
Contact Officer:	Robert Lamb	Contact No:	01475 715548
Subject:	Developing Inverclyde's Young Workforce		

1.0 PURPOSE

- 1.1 The purpose of the report is to update the Committee on the implementation of DSYW – Scotland's Youth Employment Strategy.

2.0 SUMMARY

- 2.1 The Commission for Developing Scotland's Young Workforce, chaired by Sir Ian Wood, was established in January 2013 and published its final report, Education, Working for All, in June 2014.
- 2.2 In December 2014 and as a response to the key findings of the Wood Commission, the Scottish Government published its "Scotland's Youth Employment Strategy".
- 2.3 The Youth Employment Strategy includes recommendations for change around the following themes:
- 1) Schools – School curriculum that is industry focused
 - 2) School/College – Vocational pathways to industry recognised qualifications
 - 3) College – College system focused on employability and industry led
 - 4) Apprenticeships – Additional apprenticeship opportunities for young people
 - 5) Employers – Establish regional employer hubs to support learning and training
- 2.4 Work to roll out initiatives across all 5 themes have commenced, with ongoing discussions involving the Scottish Government, COSLA, Local Authorities, Jobcentre Plus, West College Scotland, Skills Development Scotland and other relevant agencies
- 2.5 Additional resources from the Scottish Government have been allocated for the implementation of the Youth Employment Strategy as notified to the Council on 4 March 2015. Inverclyde Council have been allocated an initial £86,000.00 and a further £77,522 in September 2015, giving a current budget total of £163,522. However it should be noted that whilst no confirmation has been received, there is no definite offer to local authorities to suggest that further funds will be provided despite the strategy running over 7 years. Discussions with COSLA suggested that there may be a further 1 year's money, so 3 years' funding for a 7 year programme.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Committee:

- a. Note the content of the report and that it will be kept updated on future implementation.
- b. Note that a steering group has been established with all key stakeholders represented.
- c. Note that a local delivery plan following school consultations is underway.
- d. Note that discussions are underway to maximise the budget allocation.
- e. Support the implementation of Developing Inverclyde's Young Workforce Plan.

Angela Edwards
Head of Inclusive Education, Culture and Corporate Policy

4.0 BACKGROUND

- 4.1 The Commission for Developing Scotland's Young Workforce was set up in January 2013 to consider:-
- How a quality vocational education and training system can be developed to enhance economic growth and skills development.
 - How to improve connectivity between education and the world of work.
 - How to develop an enhanced partnership between employers and education.
- 4.2 The Labour Force Survey of 2014 has identified that Youth Unemployment rates across Scotland are running at 18% - higher than the average of the working age population.
- 4.3 More than 50% of young people across Scotland do not go to University and of these very few leave school with vocational skills and qualifications that match the needs of employers.
- 4.4 The Employer Perspectives Survey (2012) identified that employers do not target the employment of young people with only 29% of employers recruiting young people from school and around 13% recruiting apprentices.
- 4.5 Against this backdrop, the recommendations of the Wood Commission were positively received and the Scottish Government in June 2014 published Scotland's Youth Employment Strategy.
- 4.6 The Strategy takes the form of a 7 year work programme to develop the young workforce with a headline aim of reducing youth unemployment by 40% by 2021.
- 4.7 The Youth Employment Strategy includes recommendations for change around the following themes:
- 1) Schools – School curriculum that is industry focused
 - 2) School/College – Vocational pathways to industry recognised qualifications
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 - 5) Employers – Establish regional employer hubs to support learning and training

As full partners in this activity, Local Authorities are essential to the implementation of the programme and additional resources will be provided. A weighted formula for distribution has been agreed between the Scottish Government and COSLA based around the eligible population and figures on Youth Unemployment.

The implementation of the strategy provides opportunities for Organisations and Departments to develop an improved offer for young people. Equally, the strategy recognises that Local Authorities, through existing funding, are delivering a range of support to the clients. In Inverclyde, this would include Opportunities For All, Activity Agreements, Future Jobs, Wage Incentives, Graduate Opportunities and general employability support.

5.0 CURRENT POSITION

- 5.1 Baseline Benchmark underway with schools to establish the current senior phase curriculum offer and the number of and impact of current business partnerships. These discussions are also looking at where we want to be in order to meet/exceed national recommendations over the next 2 years.
- 5.2 Steering Group (Inverclyde) established engaging all relevant stakeholders. The initial group agreed to engage young people for their views. (See Appendix 1 - Group Membership List)
- 5.3 Regional Invest in Youth Group (West) being established to support LA's in West region. Following the first West Region Event senior staff from each of the West Region LA's (Inverclyde, Renfrewshire, East Renfrewshire and West Dunbartonshire) have agreed to meet to discuss areas such as College Partnerships, Regional Timetables, Maximising Resources and Minimising Costs.

- 5.4 Consultation taking place on how to best maximise grant funding.
- 5.5 A 2/3 year Implementation Plan is currently under development following consultation with schools and key stakeholders. The plan will focus on 3 key themes –

1. Developing the Senior Phase Curriculum
2. Communication
3. Employer Engagement and Business Partnerships.

The plan will be submitted to a future committee for approval alongside a spend proposal.

- 5.6 A lack of confirmation from the Scottish Government with regard to future years' funding is adding additional challenge to completing both local plan and spend proposals as there has been no further funding confirmation beyond this year whilst a clear expectation to deliver on a 7 year programme to 2021. COSLA discussions suggest that there may be a further 1 year's funding.

6.0 IMPLICATIONS

6.1 Legal Implications

Appropriate legal advice will be obtained before entering any agreements.

6.2 Financial Implications

Appropriate financial advice will be obtained before entering any agreements.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
Schools	Other Ex	2015/16 2016/17 2017/18	86 77 77		Funding TBC

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments
N/A					

6.3 Human Resources

There are no HR implications in this activity.

6.4 Equalities

Programme delivery will target equality and diversity issues.

Has an Equality Impact Assessment been carried out?

Yes See attached appendix

No This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

6.5 Repopulation

Whilst DIYW has no direct link to repopulation it is thought that if more employment / training opportunities are made available for young people here in Inverclyde or within reasonable travel they will be more likely to reside in the area.

7.0 CONSULTATIONS

7.1 Consultation is already underway with all key stakeholders.

8.0 BACKGROUND PAPERS

- The Commission for Developing Scotland's Young Workforce (Jan 13)
- Education Working for All (June 14)
- Developing the Young Workforce – Scotland's Youth Employment Strategy (Dec 14)
- Building the Curriculum 4 (BtC4)
- Developing the Young Workforce – Career Education Standard 3-18 (Sept 15)
- Developing the Young Workforce – Work Placements Standard (Sept 15)
- Developing the Young Workforce – School/Employer Partnerships (Sept 15)

Appendix 1

Steering Group Membership

Ruth Binks	Head of Education	Education Services
Robert Lamb	DIYW Lead	Education Services
Dougie Smith	Development Officer	Education Services
Shaun Lundy	Team Leader	Economic Development
Helen McCormick	CEO	Chamber of Commerce
Steven Watson	President	Chamber of Commerce
Martin Anderson	Depute Head Teacher	Inverclyde Academy
Fiona McKenzie	Head of Learning & Communities	West College Scotland
Nicola Dillon	Executive	Investors in Young People
Bill Clements	Manager	CVS Inverclyde
Eileen McClafferty	Manager	Jobcentre Plus
Hugh Scott	Team Leader (Youth)	Community Learning Dev
Mary Carson	Senior Manager	Skills Development Scotland