

DEVELOPING THE YOUNG WORKFORCE

This policy is part of the national Scottish strategy. It works with training providers, schools, colleges, universities and business, strengthening vocational skills attainment levels and encouraging more apprenticeships

		<i>DESCRIPTION</i>
Primary orientation	sector	Education, Skills, Employment
Problems		<p>Addressing the need for an appropriately skilled population in context of economic challenge and responding to recession and to tackle rising youth unemployment</p> <p>The West region within the GCR has particular challenges that include population decline, lower proportions of those aged 16-29 and Youth unemployment rates across the region are also on average higher than Scotland.</p>
Solution proposals		<p>This development of the DtYW policy at Regional level has focused heavily on the national policy's emphasis that business and industry to work more closely with education, and for this to be facilitated through the establishment of employer-led Regional Invest in Youth Groups.</p> <p>At the core of this strategy, then, is a partnership group with a membership that includes a range of employers, education/ training providers and associations working with local authority personnel. It works with: Local Employability Partnerships & CPP thematic groups; Sector Forums; Chambers of Commerce; Local Employer Engagement Groups; Employers; Primary; Secondary, Higher and Further Education providers;</p> <p>The group have been engaging with stakeholders; understanding the needs of employers, schools, college and young people.</p> <p>A series of launch events had been conducted by June 2016; a website, established with a growing social media base; eNewsletter and procured marketing assets for use when the group is working across the locality to establish <i>Partnership Agreements</i> with employers of a range of sizes and sectors.</p>

	<p>The Partnership Agreements will facilitate employers to:</p> <ul style="list-style-type: none"> • Engage directly with schools and colleges to develop education training and placement activity; • Encourage more employers to recruit and train more young people; • Allow employers to influence the education system, including careers advice and the design and delivery of quality education and training; • Develop leadership regarding the LLL skills agenda. <p>The Consortium’s regional groups address the local SOAs and are cognisant of the equity and poverty agenda. They collaborate with:</p> <p>Skills Development Scotland; Scottish Enterprise; Department of Work and Pensions; Third Sector; West Regional IIYP Group; Health and Social Care Partnerships.</p> <p>In working across the partnership’s local authorities, strategies will be developed that reflect the respective local LLL/ skills and employment priorities and objectives.</p> <p>An illustratory example of the Group’ actions is local employers working with other professionals in West Dunbartonshire Council to engage with all 5 secondary schools in the area, their range of activity includes:</p> <ul style="list-style-type: none"> • Offering employability placements; • Working with teachers on curricular related projects; • Delivering workshops at Industry events; • Delivering workshops on interview techniques; • Offering MA advice / input to schools as appropriate; • Assisting with simulated interviews; • Offering workplace visits / tours; • Acting as a mentor; • Young Enterprise Business Adviser; • Supporting careers events in school.
Objectives	Working with a very diverse range of stakeholder groups Inc. training providers, schools, colleges, universities and business to strengthening

	vocational skills, promote attainment levels, encouraging active employer engagement in skills and employment policy and action.
Target group	Young people 16-24
Underlying success criteria	Local variation in targets but generally: Increased and sustained employment, higher attainment and skills levels, more employer engagement with education and training. Moving away from transactional relationships which have characterised employer education training relationships to date.
Time horizon	In place since March 2015 in this part of the GCR. The overall project will run until 2021
Governance regime	The West Region Invest in Young People Steering Group has overarching leadership governance and control of all activity. This has representation from industry, education, LA, Job Centre Plus, public sector, private and third sector services etc. and there is local sub-group leadership.
Funding source	National / Local government. (Regional programme was tendered for)
Other	The Programme covers Renfrewshire, East Renfrewshire, Inverclyde and West Dunbartonshire and articulates with Glasgow City efforts.