

**DEVELOPING THE YOUNG WORKFORCE - SCOTLAND'S YOUTH EMPLOYMENT STRATEGY (2014) [[POLICY DOCUMENT](#)]**

This major policy sets out how the Scottish Government will implement the recommendations from the Commission for Developing Scotland's Young Workforce. It is a seven-year programme that aims to better prepare children and young people from 3–18 for the world of work. It tackles rising youth unemployment and the need for an appropriately skilled population in context of economic challenge. As with other Scottish policies there is an emphasis on: promoting partnership working at local level with a particular focus on the role of colleges, employers and the third sector; promoting diversity in the workplace and addressing wider inequality issues in society. The policy aims to strengthen the route from schools into employment or colleges, which are seen as a key facilitator to accessing labour market opportunities.

Again, Modern Apprenticeships are proposed as key drivers but also higher level apprenticeships, particularly in STEM subjects, are seen as encouraging alternative models and improved pathways for progression to degree-level qualifications in a work-based setting. There are very specific Key Performance Indicators for each aspect of the Programme for each of the 7 years.

NAME OF POLICY DOC	DEVELOPING THE YOUNG WORKFORCE - SCOTLAND'S YOUTH EMPLOYMENT STRATEGY
<b>Date</b>	2014
<b>Level (e.g. National, regional etc.)</b>	National with Regional / local enactment
<b>Source (e.g. Govt, academic etc.)</b>	Scottish Government
<b>Focus/ field objectives</b>	Details how the Scottish Government will implement the recommendations from the Commission for Developing Scotland's Young Workforce (DtYW) DtYW is a seven-year programme that aims to better prepare children and young people from 3–18 for the world of work.
<b>Core problems</b>	Addressing the need for an appropriately skilled population in context of economic challenge and responding to recession and to tackle rising youth unemployment. Emphasis on the DtYW being delivered in a way that challenges culture to promote diversity in the workplace and contribute to addressing wider

	inequality issues in society.
<b>Means</b>	Provide a focus on improving work experience, careers information, advice and guidance and providing greater access to vocational learning
<b>Solution proposals</b>	<p>Strengthening the route from schools into employment, or further education which is closely linked to employment;</p> <p>Promoting and shaping the offer Engaging with young people, parents, teachers and practitioners, partners and employers;</p> <p>Use of the Modern Apprenticeships (MAs) programme as a key mechanism</p> <p>Supporting teachers and practitioners to develop children's and young people's learning about the world of work;</p> <p>Providing earlier relevant focused career advice when young people need it, leading to better outcomes;</p> <p>Embedding meaningful employer involvement;</p> <p>Consolidating partnership working with colleges and other training providers.</p>
<b>Key actors/ organisations</b>	There are a vast number of stakeholders involved in the delivery of the Programme but focus is on early intervention, and wide ranging partnership working by national and local government, government agencies (Education Scotland, Skills Development Scotland, the Scottish Funding Council), the education community, training providers, employers and the third sector.
<b>Target groups</b>	Children and young people from 3–18. Explicit focus on including young people, parents, carers, teachers and practitioners and employers in shaping provision, especially the MA.
<b>Success criteria</b>	<p>Very specific Key Performance indicators for each aspect of the Programme for each of the 7 years. The desired outcome of the DYW programme is to increase opportunities and quality of provision for young people which will in-turn drive economic growth.</p> <p>Growth in the take up of the MA programme, including, challenging gender and cultural stereotypes and removing</p>

	<p>barriers for those who require additional support. Also, increased focus on higher level apprenticeships, particularly in STEM subjects, will encourage alternative models and improved pathways for progression to degree-level qualifications in a work-based setting.</p> <p>Eventually to reduce youth unemployment by 40% by 2021 and</p> <p>Increased employer satisfaction, more young people completing vocational qualifications, more achieving qualifications at a higher level, more young people in all secondary schools in Scotland progressing to college, training, university and employment.</p>
<b>Evaluation perspectives</b>	Includes milestones for the next seven years across all sectors, challenging schools, colleges and employers to embrace the recommendations and implement the measures required to effect lasting change.
<b>Mutual compatibility and integration (with other policies/areas)</b>	Integration with employability and social equity policies
<b>Other comments</b>	While the policy overlaps with just the 18-year-old year group for the Young AdultIt project, it is integral to the whole LLL/ Skills policy landscape in Scotland and articulation with wider polices.
<b>Bibliographic reference</b>	Scottish Government (2014) Developing the Young Workforce - Scotland's Youth Employment Strategy. ISBN: 9781785440335