



**DYW**

Developing the  
Young Workforce

Industry-led Groups

BRIDGING THE GAP BETWEEN EDUCATION AND EMPLOYERS

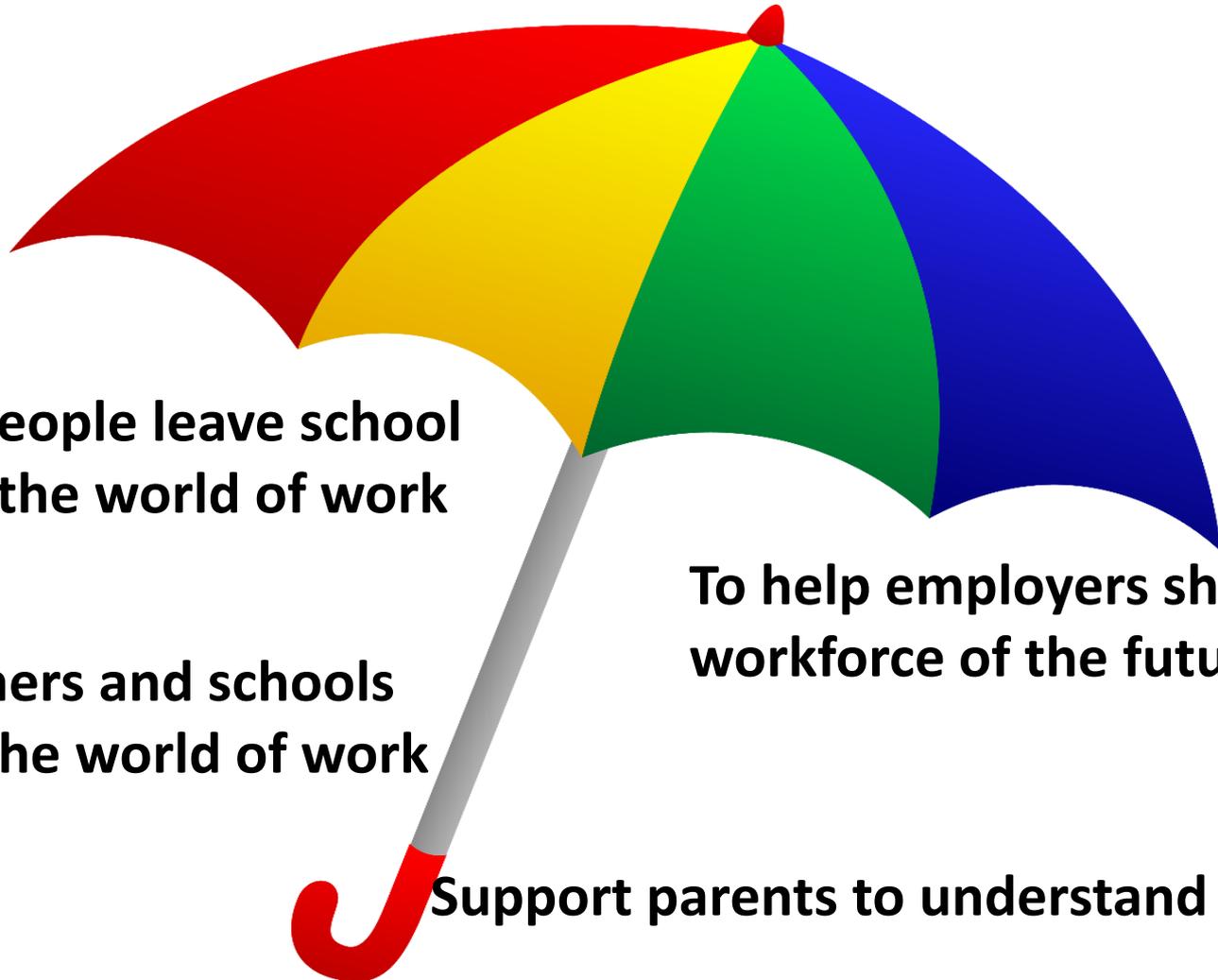
# Developing the Young Workforce – Connecting Employers and Education

*Steven Turnbull, Employer Engagement Lead, Scottish Government*

# Origins of Developing the Young Workforce

- Frustration from employers of a lack of work-ready young people.
- Wood Commission established in 2014 by the then Education Secretary.
- 39 recommendations across 5 Change Themes.
- Remit to focus on how we develop a modern, responsive and valued system.
- The need for equity – moving from a sole focus on tertiary education.

## The umbrella brand.



**Help young people leave school prepared for the world of work**

**To help teachers and schools understand the world of work**

**To help employers shape the workforce of the future**

**Support parents to understand the offers**

# No young person left behind

- Supporting DYW influences a young person's life chances.
- It gives them the skills and experience to flourish in work.
- It helps to ensure they have a positive destination to move on to.
- The more engagement a young person has the more chance they have of a well-paid job.
- Young people are one of the solutions to economic growth, addressing future skills gaps and to succeeding an ageing workforce

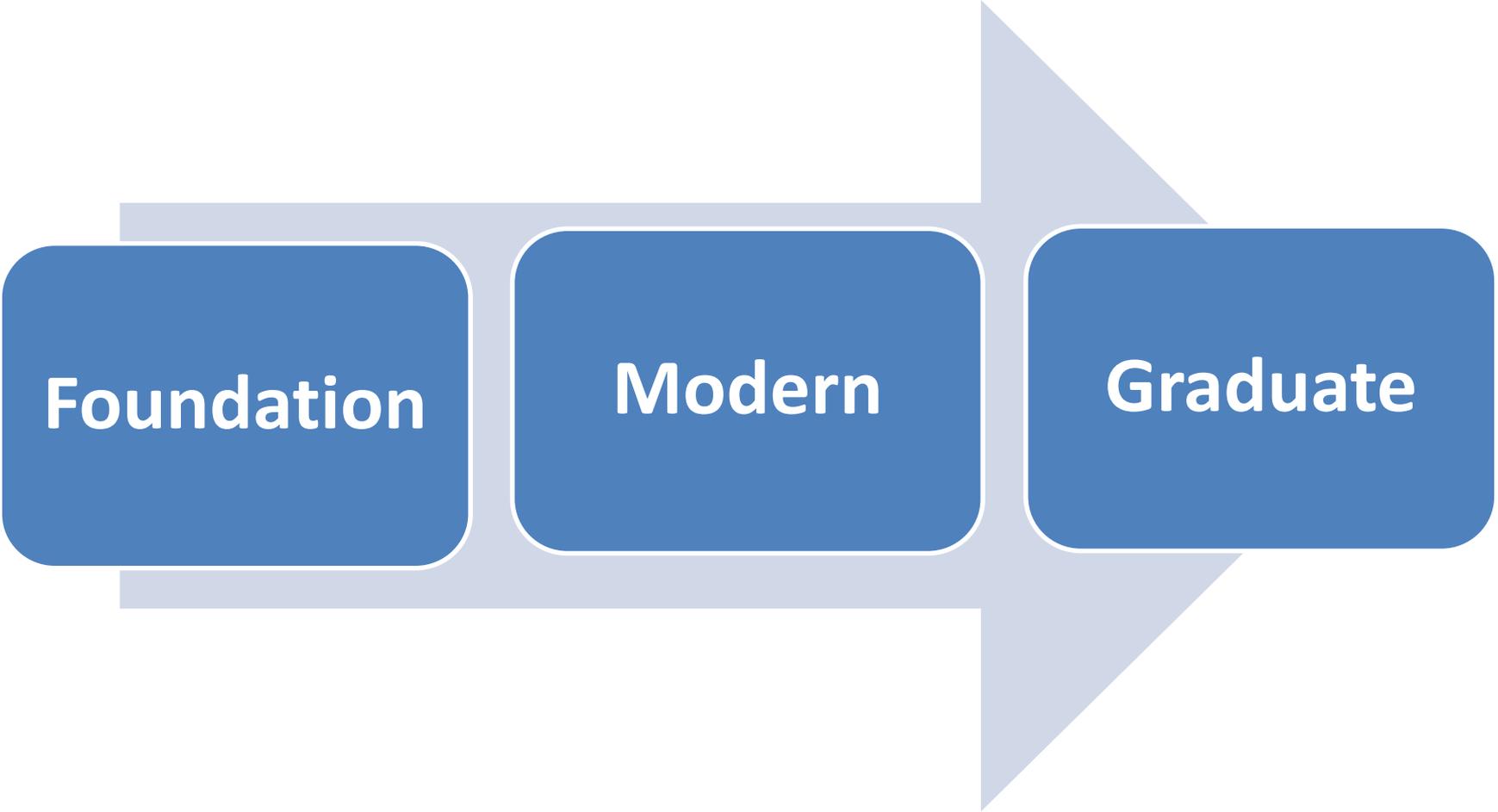
# Schools (Change Themes 1 and 2)

- Expanding the curriculum offer available and increasing the routes from school into employment, or further education.
- Engaging with young people, parents, teachers and practitioners, partners and employers to shape the offer.
- Supporting teachers and practitioners to develop their own learning about the world of work.
- Providing earlier relevant labour market-focused careers advice, leading to better outcomes.
- Embedding meaningful employer engagement.
- Consolidating partnership working with colleges and other training providers.

## Colleges (Change Theme 3)

- Supporting young people to access more vocational options during the senior phase of secondary school.
- Developing effective partnerships between schools, colleges, local authorities and other partners
- Improving opportunities for all learners, with a focus on reducing gender imbalance on course take-up
- Provision aligned with economic needs and regional planning, with a focus on STEM where appropriate
- Supporting college leaders and staff to develop skills.
- Further developing college outcome agreements to underpin improvements and measure progress.

# Apprenticeships(Change Theme 4)



**Foundation**

**Modern**

**Graduate**

# Regional Groups (Change Theme 5)

- Support more young people into employment;
- Produce a broader range of employment opportunities for young people in school;
- Enable permanent behavioural change among the employer and education communities; and
- Create a sustainable industry-led infrastructure.

## **We face challenges...**

- Societal perceptions.
- Understanding of what young people need and want.
- Embracing the pace of change that can be responded to.
- Recognising the context of how, when and why employers engage.
- Meeting the needs of the ever-changing labour market, economic context and geographies.

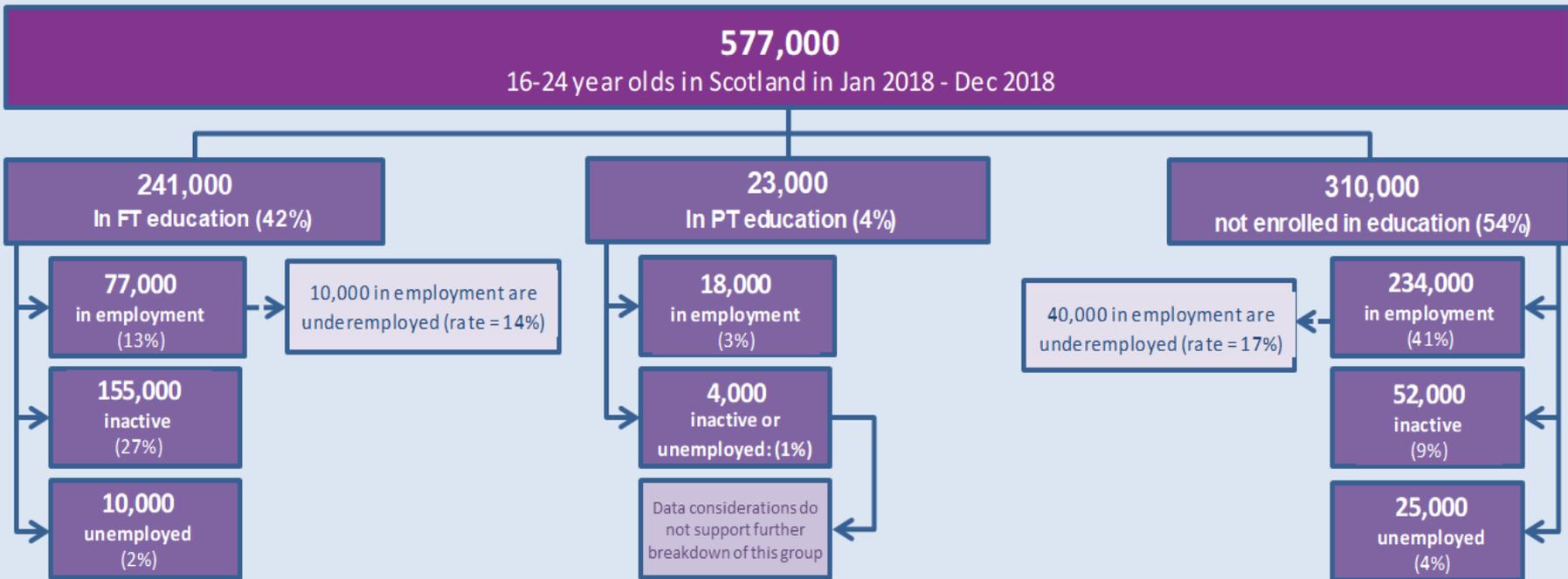


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**We are making progress...**

# Breakdown of the 16-24 year old population in Scotland



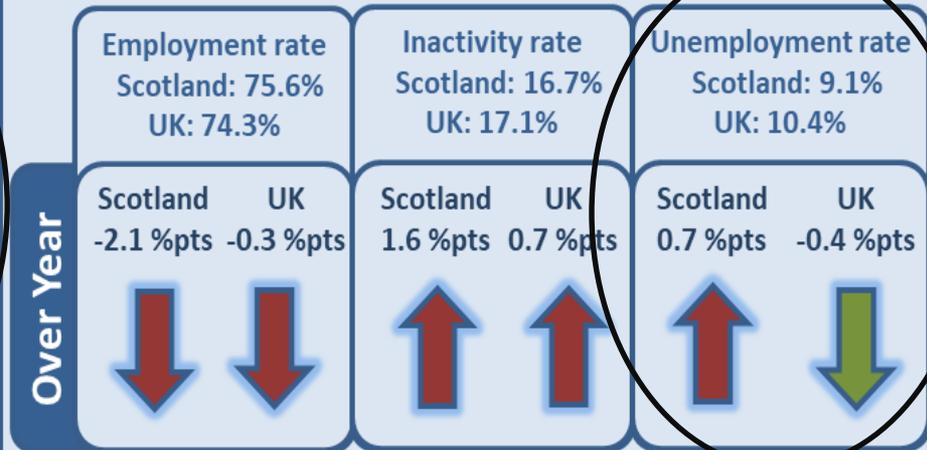
Source: Annual Population Survey (APS), Jan-Dec18, ONS. Note: All proportions based on total 16-24 cohort

## Scotland outperforms UK on youth employment, unemployment and inactivity rates (includes those in full-time education)



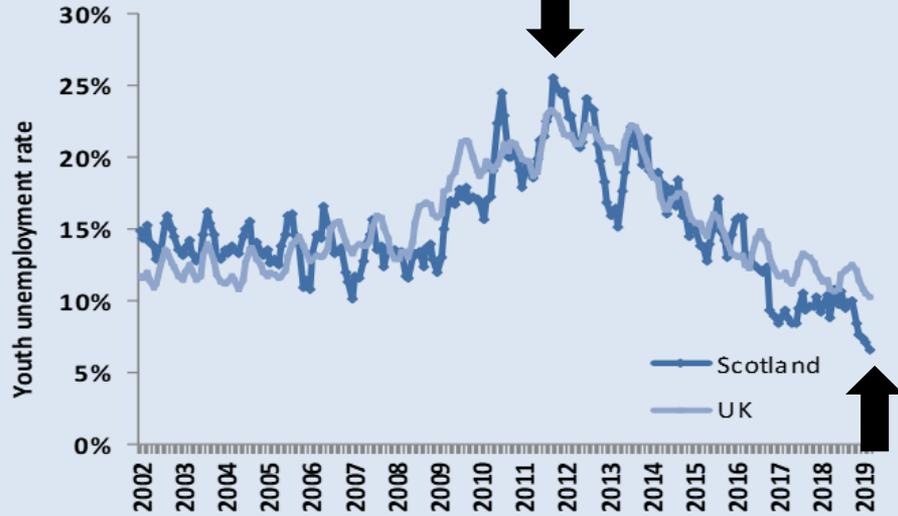
Source: Labour Force Survey, Jan-Mar 2019, not seasonally adjusted, ONS

## Scotland outperforms UK on youth employment, unemployment and inactivity rates (for 16-24 year olds not in full-time education)



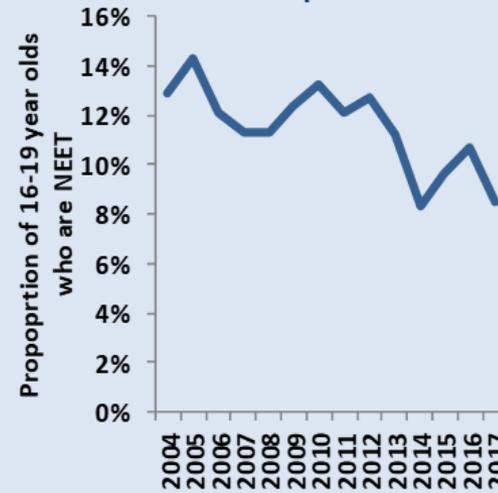
Source: Annual Population Survey, Jan-Dec18, ONS

At 6.6% in Jan-Mar 2019, the youth unemployment rate is lower than the UK and lowest on record



Source: Labour Force Survey, Jan-Mar 2019, ONS

15,000 less young people are not in education or training compared with 2010 levels

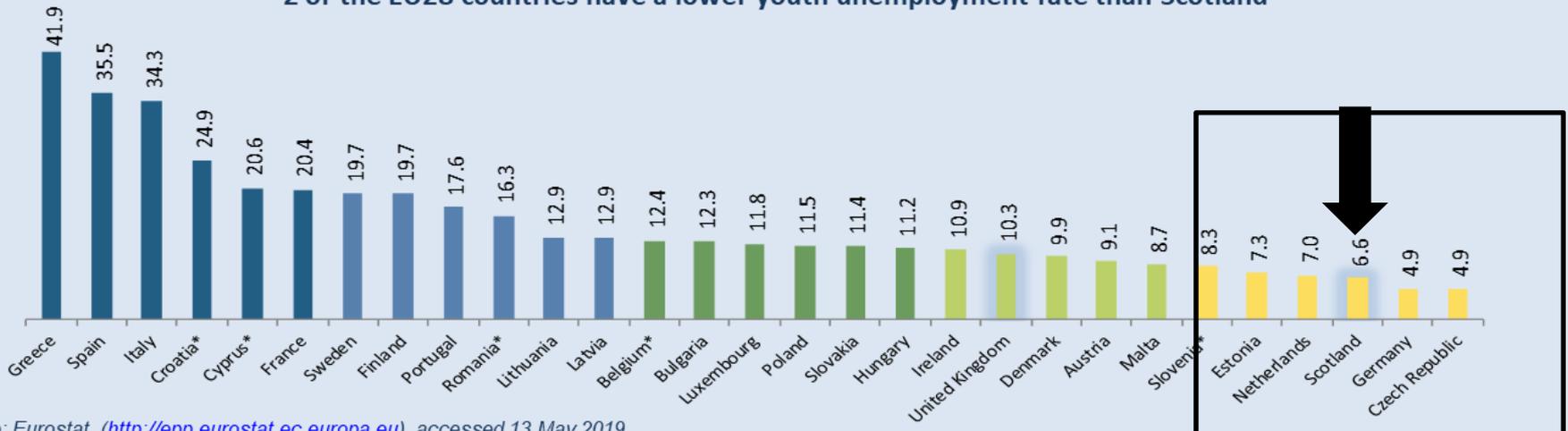


**20,000** 16-19 year olds were NEET in 2017, down 6,000 over the year.

**8.5%** of 16-19 year olds were NEET in 2017, down 2.2 percentage points over the year

Source: Annual Population Survey, Jan-Dec 2017, ONS

2 of the EU28 countries have a lower youth unemployment rate than Scotland



Source: Eurostat (<http://epp.eurostat.ec.europa.eu>), accessed 13 May 2019

Estimates for Scotland and UK from Labour Force Survey (LFS), Jan-Mar 2019 and covers those aged 16-24. Rankings for Scotland and the UK are based on unrounded data.

\* Indicates data rolled over from most recent data available

# What does success look like?

- More young people in **employment**.
- More **employers recruiting** young people.
- A **broader range of opportunities** for young people to better prepare them for work.
- Permanent **behavioural change** among the employer and education communities.
- A **sustainable industry-led network** that improves collaboration between employers and education.

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