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**REPORT TO: CHILDREN AND YOUNG PEOPLE'S SERVICES COMMITTEE  
30 OCTOBER 2019**

**SUBJECT: PROGRESS REPORT ON DEVELOPING THE YOUNG  
WORKFORCE PARTNERSHIP**

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND  
ORGANISATIONAL DEVELOPMENT)**

**1. REASON FOR REPORT**

- 1.1 The purpose of this report is to invite the Committee to scrutinise and note the progress made across Moray in relation to Developing the Young Workforce (DYW) in response to Scotlands Youth Employment Strategy.
- 1.2 This report is submitted to Committee in terms of Section III (D) (1) of the Council's Scheme of Administration relating to all the functions of the Council as Education Authority.

**2. RECOMMENDATION**

- 2.1 It is recommended that the Committee scrutinises and notes the content of this report.**

**3. BACKGROUND**

- 3.1 When The Commission for developing Scotland's young workforce was set up in January 2013 under the chairmanship of Sir Ian Wood its purpose was to consider:
- How a high quality intermediate vocational education and training system, which complements our world-class higher education system, can be developed to enhance sustainable economic growth with a skilled workforce.
  - How to achieve better connectivity and cooperation between education and the world of work to ensure young people at all levels of education understand the expectations of employers, and that employers are properly engaged.
  - How to achieve a culture of real partnership between employers and education, where employers view themselves as co-investors and co-designers rather than simply customers.
- 3.2 In response to the report, the Scottish Government laid out how this would be achieved over a 7 year period in the Scotland Youth Employment Strategy.

This report will give a update on progress to the end of year 5 of the 7 year programme.

- 3.3 A report to this Committee on 24 September 2014 (para 6 of the minute refers) introduced the Wood Commission, now referred to as Developing the Young Workforce (DYW) The Report outlined the Moray position broadly in relation to the recommendations but awaited guidance on moving the agenda forward.
- 3.4 A report to this Committee on 7 October 2015 (para 15 of the minute refers) outlined the service level agreement with Moray Chamber of Commerce around the formation of a Regional Investors in Youth Group.
- 3.5 A report outlining the funding that the Council had received in connection with DYW and how the funding would be spent was presented to this Committee on 2 March 2016 (para 16 of the minute refers).
- 3.6 A progress report on Moray's progress with Career Ready one of the Council's key programmes in Developing the Young workforce was presented to this Committee on 13 December 2017 (para 13 of the minute refers) The report outlined the role out to all 8 secondaries the career ready programme.
- 3.7 A report to this Committee on 3 April 2019 (para 17 of the minute refers) outlined the Introduction of Sector Days as part of Moray Skills Pathway. The report also outlined the significant progress that had been made in the introduction of 7 sector days alignment with Growth and Volume Sectors.
- 3.8 The publication of the 15-24 learner review on the 10 May 2018 has intensified the approach to DYW and the importance of the approach we have taken through the Moray Skills Pathway to embed practice in the curriculum through learning and teaching so all children and young people benefit.
- 3.9 The Developing the Young Workforce Progress Report 2018/19 (**APPENDIX 1**) has been produced by the DYW partnership group.
  - (i) The DYW Partnership group oversee the governance of the Moray Skills Pathway and report to the Employability and Skills group.
  - (ii) Since the launch of the Moray Economic Strategy 2019 – 2029 plan, the proposal is to align the 8 key growth and volume sectors to support this. They would become Learning and Childcare, Health and Life Sciences, Engineering and Manufacturing, Construction, Food and Drink/Tourism, Creative and Digital, Business and Defence and Land Based.
  - (iii) The DYW Partnership action plan has 5 themes, Pathways, Quality Assurance, Early Intervention and Prevention, Promoting Equity and Culture & Practice.
  - (iv) Moray is currently working towards the 2020-2021 next steps in the Youth Employment Strategy, which puts us ahead of expectations from

Scottish Government , however we are not complacent and continues to work to exceed expectations to support our children, young people and economy.

- (v) The Review of DYW Partnership Action, during the RAG rating mainly sit at Amber. As with all the work in this area it is ongoing and we are always working toward excellence and equity for all children and young people in Moray.

- 3.10 The Moray picture has moved at a pace and we are currently working towards the 2020 – 2021 next steps in the Youth Employment Strategy. We intend to develop structures to allow full access for all equalities groups. We continue to promote a full range of positive destinations amongst all stakeholders.
- 3.11 Within each sector group we continue to make clear pathways supporting linking the curriculum to the world of work, ensuring progression of experiences from early level to senior phase and a broad understanding of each sector leading to a better understanding of future career paths.
- 3.12 The follow up attainment paper in February will look further at school leaver destinations.
- 3.13 The chairperson of DYW Moray future commits to supporting the work of the Moray Skills Pathway and DYW Partnership (**APPENDIX 2**). The Council will continue to work in partnership with the DYW Moray Board and Employers to ensure that this approach results in value added to both Education and Employers and that young people are better prepared and are aware of the employment opportunities available to them.

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**

The Policy was informed by the priorities within the Corporate Plan and the LOIP and in particular to Ambitious and Confident Children and Young People and A Growing and Diverse Economy.

**(b) Policy and Legal**

There are no policy and legal implications arising directly from this report.

**(c) Financial implications**

There are no financial implications arising directly from this report.

**(d) Risk Implications**

There are no risk implications arising directly from this report.

**(e) Staffing Implications**

There are no staffing implications arising directly from this report.

**(f) Property**

None.

**(g) Equalities/Socio Economic Impact**

DYW has the potential to encourage young people to think beyond traditional gender roles in career choices and to try this out in practice. This can contribute to Moray Council's Public Sector Equality Duties of having due regard to the need to

- Promote equality of opportunity on the grounds of gender
- Foster good relations by challenging traditional gender roles in the career development of young people.

**(h) Consultations**

Senior Officers in Education and Social Care, MSP Leads, Jim Royan, DYW Chair, DYW Partnership Group, Jim Grant, Head of Development Services, Paul Connor, Principal Accountant, Equal Opportunities Officer, Human Resources Manager, and Tracey Sutherland, Committee Services Officer have been consulted and are in agreement with the contents of this report as regards their respective responsibilities.

**5. CONCLUSION**

**5.1 That Committee scrutinises and notes the contents of this report.**

Author of Report: Maxine Garson, Education Support Officer - Skills

Background papers:

[Developing the Young Workforce: Scotlands youth employment strategy.](#)