

DYW

FIFE

Developing the
Young Workforce

AN INTRODUCTION: THE WHY, WHAT AND HOW



WHAT IS DEVELOPING YOUNG WORKFORCE?



- A chance for businesses to get involved in shaping the skills of young people
- An unique opportunity to influence the curriculum of schools, Colleges and Training Providers
- The chance to make a difference to young people's lives
- To provide an inspiration
- To develop the skills needed by the future workforce of your business / industry
- To prevent a skills gap emerging in your business



NATIONAL CONTEXT



- An initiative introduced by Scottish Government to respond to the recommendations made by the Wood Commission
- With the key major objectives:
 - To support more young people to enter Employment
 - To create opportunities for both Modern Apprenticeships and Foundation Apprenticeships
 - To provide a broader range of available opportunities for our young people
- Private Sector led regional Boards have been established throughout Scotland to encourage, enhance and inspire greater engagement



GOALS



- To inspire REAL, sustainable, systemic change
- To change the culture of the way we work and shape the way forward

Rob Woodward, the Chair of the National DYW Group explained that:

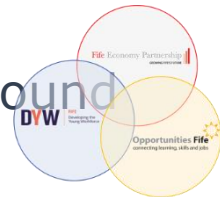
"The aim of Developing Young Workforce is to deliver a permanent, fundamental change of culture through developing sustainable industry led pathways for young people into employment. It is not designed to replace, replicate or re-brand existing activity; but communicate frequently and add value to existing, available



WHY SHOULD BUSINESSES HELP?

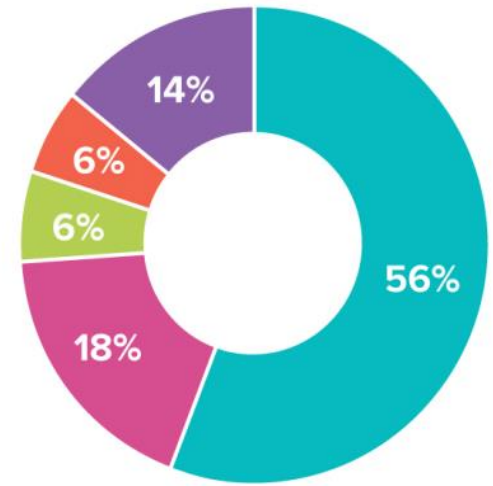
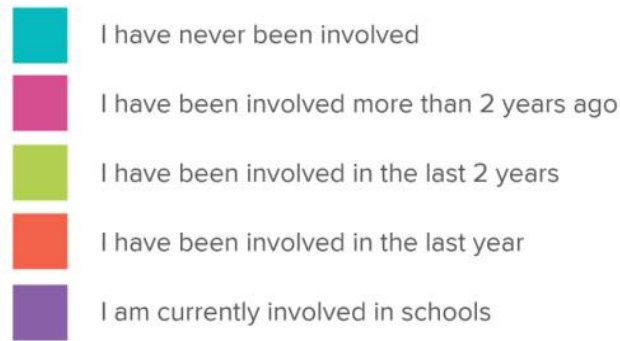
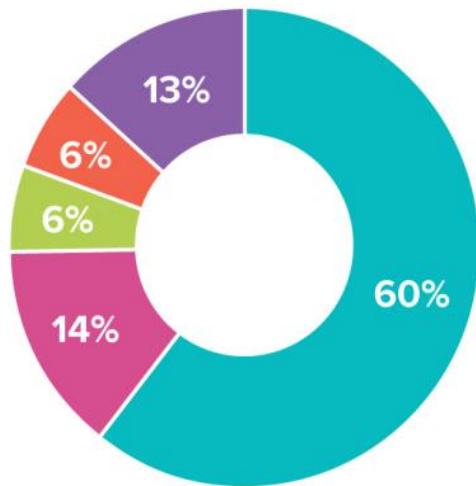


- To find new talent for their workforce
- To address the issue of an aging workforce and a potential skills gap emerging
- To facilitate the upskilling of existing staff, but engaging in mentoring young people
- To address some Corporate Social Responsibility.
- Some may want to help someone from a disadvantaged background
- Or a young person in danger of disengaging from education
- Maybe it would be an elite learner who has all the tools to fit into



EVIDENCE SHOWS:

Most SME's (less than 50 employees) have never engaged with Schools

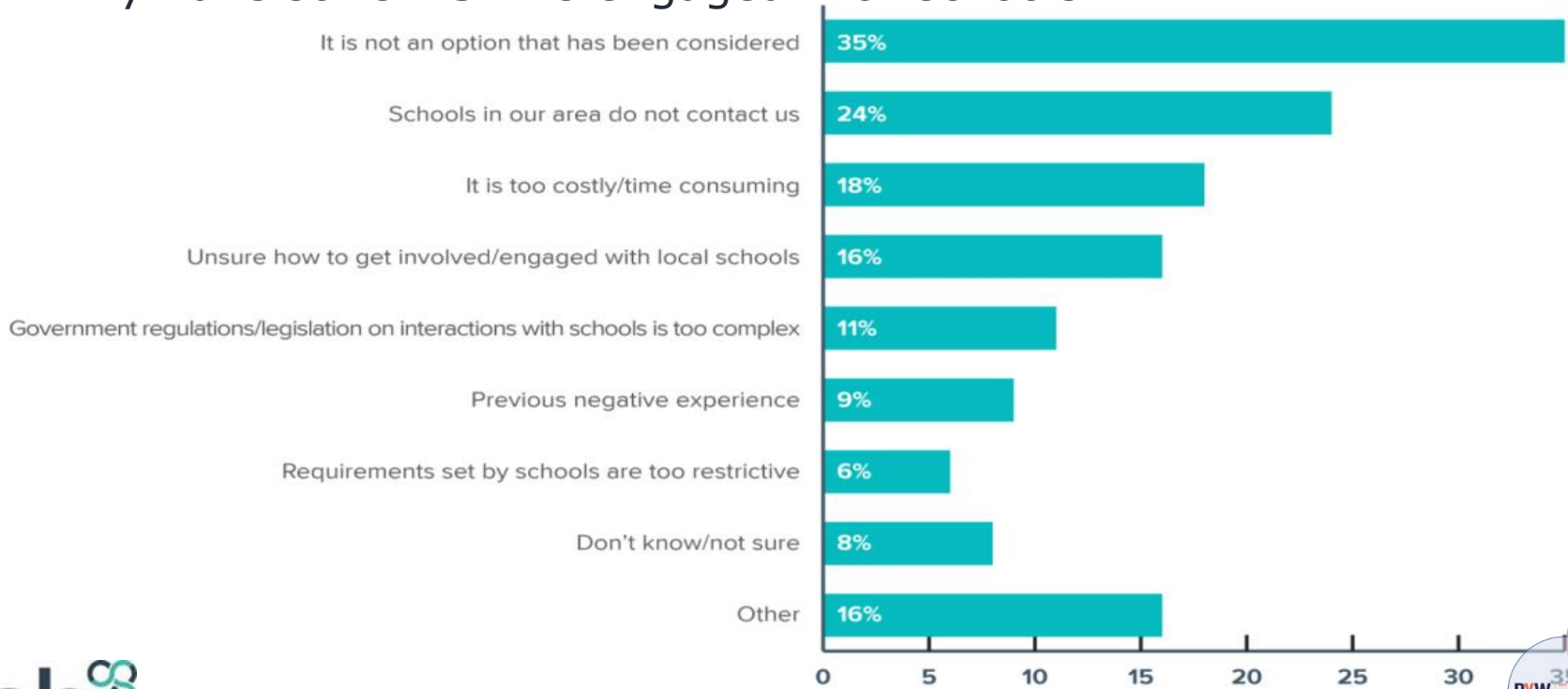


As this is a key objective of DYW we need to reach out to these businesses in Fife

Source: Federation of Small Businesses – “School Ties” Report (June 2015)

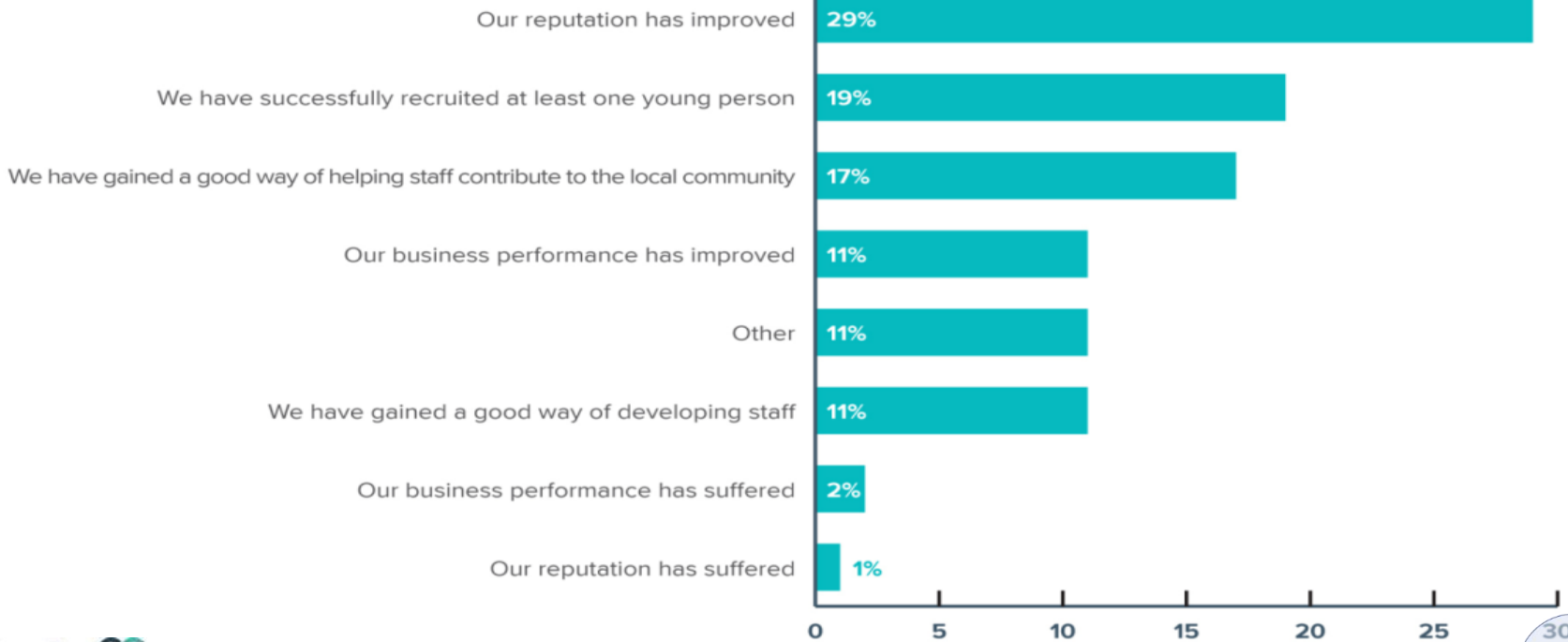
EVIDENCE SHOWS:

Why have so few SME's engaged with schools?



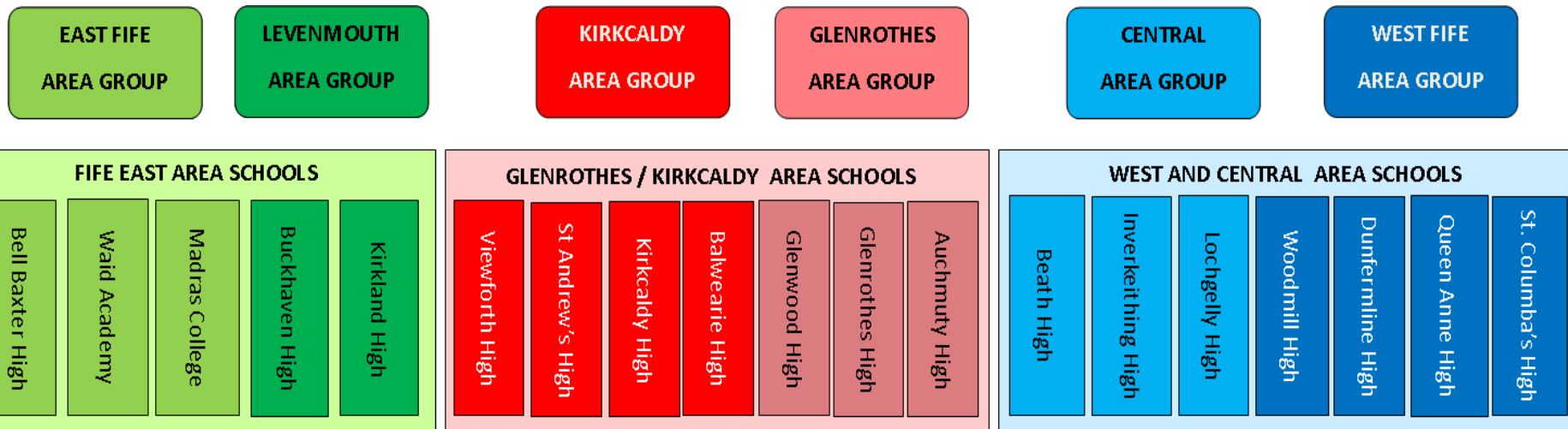
EVIDENCE SHOWS:

The benefits or costs identified by those SME's who have engaged:



ALIGNMENT

- Establishment of 6 Area Groups – aligned to each of the High School

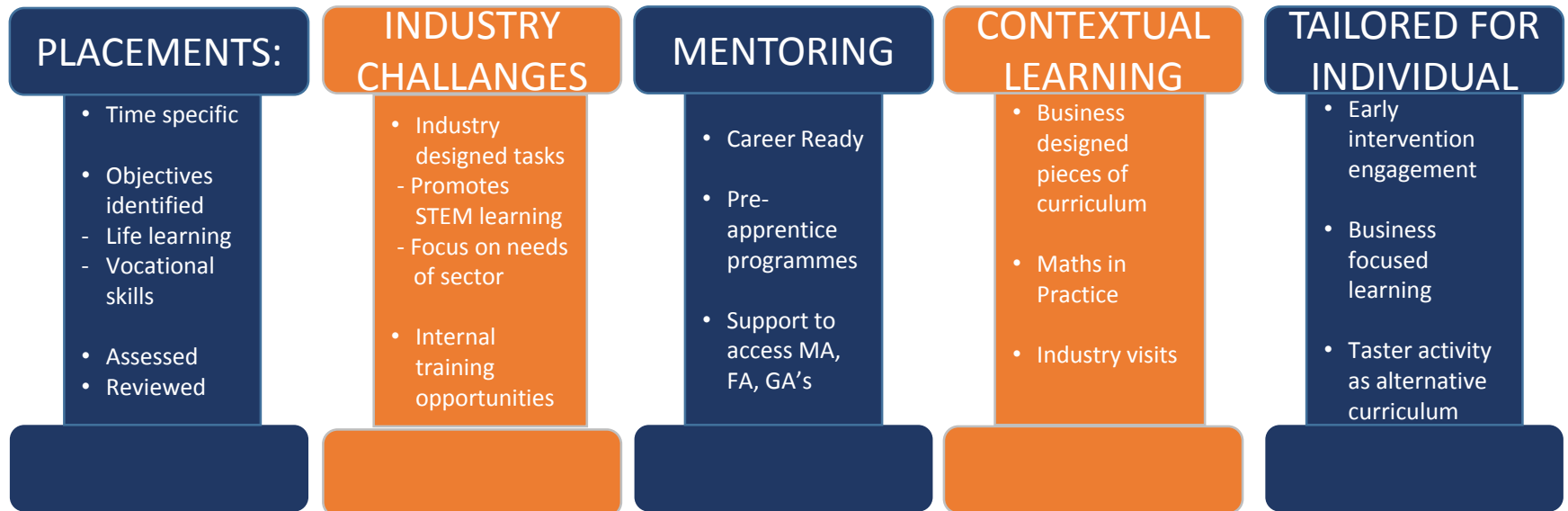


- Maintenance of existing relationships is key – but our goal is to ensure all schools have access to a panel of local, interested businesses



	Activity	Target Group				Likely Time Commitment
		School	College	Post-Education	Business to Business	
Universal	Guest Speaking, Workplace Visits, Industry Awareness	x	x	x	x	1 hour for speaking in school / half day for visits
	Attending Career Events, Focus Groups	x	x	x	x	Half day attending events / 1 - 2 hours for focus groups
	Marketing, Promotion to Supply Chain Businesses	x	x	x	x	Occasional correspondence to businesses in supply chain to promote activity
	Culture of Enterprise, Economic Development Business Growth	x				1 day per week for 4-6 weeks; once or twice per year
	Job Vacancies	x	x	x		1- 2 hours developing person specifications with DYW staff
	Modern Apprenticeship Opportunities			x		1- 2 hours tailoring job / person specifications with DYW staff
Focused / Additional	Work Placements: Schools/ Vocational Training / Employability Training	x	x	x		Flexible: 1 week - 1 day per week over several months, requires prior H&S check and named supervisor/buddy
	Industry-specific Mentoring / Advice	x	x	x		Flexible: several days over period of months, supporting development and engagement with education
	Curriculum in Practice (how school subjects are used in real situations)	x	x			Flexible: working with school teacher/curriculum manager to develop a short focused learning programme - such as "maths in construction"
	Industry Champion , Energise Fife Activity	x	x	x	x	4 - 8, 1 hour speaking commitments per year; engagement in curriculum planning events
	Primary Engineer	x				Flexible: 1 day per week for several months supporting in school activity and curriculum planning
	STEM (Science, Technology, Engineering & Maths) Activity	x				Flexible: working with school teacher/curriculum manager to develop a short focused learning programme - such as "maths in construction"
Targeted / Intensive	Intensive Mentoring: In Danger of Disengaging / Health & Disability Issues / Disadvantaged Background	x				Flexible: several days over full year, supporting development and engagement with education, may include additional placement and support
	Individual Placement Support (IPS)			x		Flexible: several days week - over several months, requires prior H&S check and named supervisor/buddy. Support will be given to Businesses by specialised staff to assist with supporting the client
	Supported Employment			x		Flexible: several days week - over several months, requires prior H&S check and named supervisor/buddy. Support will be given to Businesses by specialised staff to assist with supporting the position
	Supported Opportunity for someone with Caring Responsibilities	x	x			Flexible: several days week - over several months, requires prior H&S check and named supervisor/buddy. Support will be given to Businesses by specialised staff to assist with supporting the client to work around their other responsibilities

PILLARS OF MEANINGFUL WORK EXPERIENCE:



DYW

FIFE

Developing the
Young Workforce

**YOUR BUSINESS IS THEIR FUTURE:
THEIR FUTURE, IS YOUR BUSINESS**

