

Developing Young Workforce Update

Fife Employability Forum
25th May 2016

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Business and Employability

Overview of Developing Young Workforce

- DYW is a response to the recommendations made by the Wood Commission.

The aims are:

- 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

Developing Young Workforce is to deliver a permanent, fundamental change of culture through developing sustainable industry led pathways for young people into employment.

- DYW is not designed to replace, replicate or re-brand existing activity; but communicate frequently and add value to existing, available activities. It is not an 'initiative'.
- Fundamental to the ethos of Developing Young Workforce is a clear vision to reach out to small- and medium-sized enterprises, including micro-businesses, to support and encourage growth.

Where we are now



Key Priorities

- Recruit a Developing Young Workforce Team
- Organise a series of Business Breakfast Events to promote DYW to the Business Community. Events will take place in each of the six school cluster areas to promote local engagement
- Establish 6 DYW Area Groups of businesses interested in supporting DYW activity with schools in each geographic area. Businesses can be members of multiple groups/geographies
- Develop a wider “offer” of employability activity that can be promoted to businesses by anyone engaging businesses on behalf of DYW or other employability providers
- Outline KPIs for DYW Team to engage businesses, promote DYW and carry out activities that support young people in school (working with Fife College and SDS)

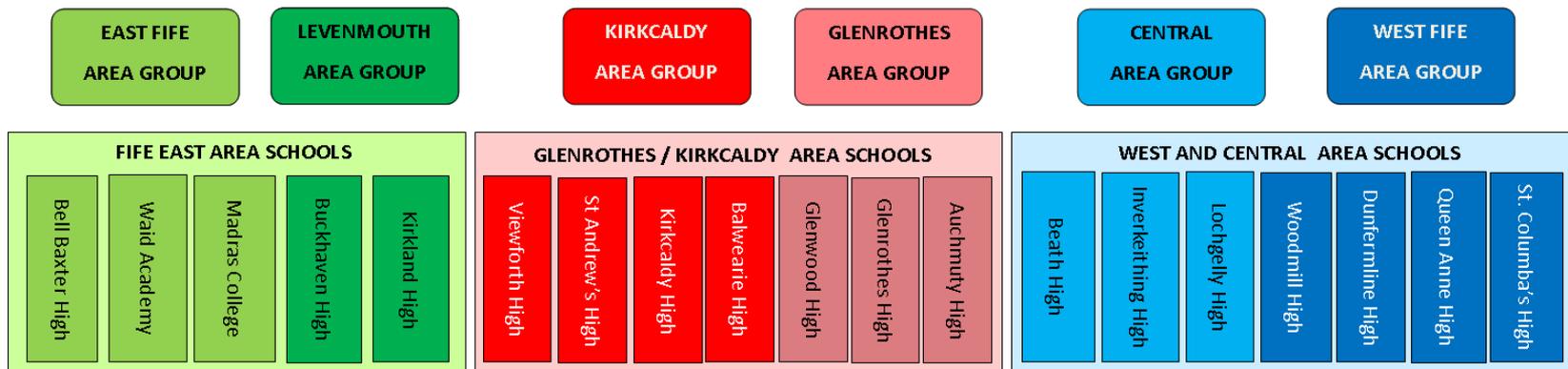
Activity to Date

DYW commenced pilot activities in partnership with OFP, to test the job/opportunity matching software as part of the new Opportunities Fife website.

The pilot consists of:

- 150 school pupils in S4, S5, S6 from Buckhaven and Kirkton High Schools, who will require some type of Work Placement or engagement with business to support their education
- 75 (18-24 year olds) College Students from Fife College who will require some engagement with business/placement as part of their course work, or who will require job opportunities at the end of their programme
- 75 (25 + unemployed adults) from Fife Council's Keyworker & Job Brokerage service who have multiple barriers to employment and who will require a work experience placement/training opportunity to help them gain the skills to access employment.
- Training took place in April 2016 in Kirkton High School and at Midfield Skills Development Centre for School staff, Graduate Aides, College Staff and Employability Staff.

The Cluster Concept



The Area Boards

AREA	Levenmouth	North East	Kirkcaldy	Central	South West	Glenrothes	Kirkcaldy
VENUE	Buckhaven - New School Campus	Fife College	Fife College	Beath High	Dunfermline High	Auchmuty High	Fife College
EVENT:	24/05/2016	31/05/2016	07/06/2016	14/06/2016	20/06/2016	28/06/2016	05/07/2016
CHAIR	TBC	Jane McGee (Fairmont)	TBC	TBC	TBC	TBC	TBC
INVITATIONS BY:	06/05/2016	13/05/2016	27/05/2016	27/05/2016	03/06/2016	10/06/2016	17/06/2016
CONFIRMATION:	17/05/2016	24/05/2016	07/06/2016	07/06/2016	14/06/2016	21/06/2016	21/06/2016

These events will introduce DYW and introduce the *Employability Offer* of activities that businesses will be asked to sign up to.

Employability Offer

Economy, Planning & Employability Services

	Activity	Target Group			
		School	College	Post-Education	Business to Business
Universal	Guest Speaking	x	x	x	x
	Workplace Visits	x	x	x	
	Industry Awareness Sessions	x	x	x	x
	Attending Career Events				x
	Industry Focus Groups				x
	Marketing & Communications				x
	Supply Chain Support	x	x	x	x
	Human Resources Support				x
	Economic Development and Business Growth				x
	Culture of Enterprise	x			x
	STEAM (Science, Technology, Engineering, Arts & Maths) Engagement	x			
	Job Vacancies			x	
	Modern Apprenticeship Opportunities			x	
Focused / Additional	School-leaver Internship			x	
	Work Placement: supports school learning	x			
	Work Placement: supports vocational training		x	x	
	Work Placement: supports employability training			x	
	Industry-specific Mentoring/Advice	x	x	x	
	Curriculum in Practice (how school subjects are used in real situations)	x			
	Industry Champion	x	x	x	x
	Area Group Membership				x
	Primary Engineer	x			
STEM (Science, Technology, Engineering & Maths) Activity	x				
Targeted / Intensive	Intensive Mentoring Support (young person in danger of disengaging)	x			
	Intensive Mentoring Support (person with health or disability issues)	x	x	x	
	Intensive Mentoring Support (person with offending background)	x	x	x	
	Individual Placement Support (IPS)			x	
	Supported Employment			x	
	Supported Opportunity for Young Carers	x	x		
	Supported / Flexible Employment Opportunity for Carer			x	

BUSINESS EMPLOYABILITY SUPPORT SERVICE:

BUSINESS ENGAGEMENT DELIVERY GROUP:

- Fife Employability Pathway Providers
- Fife College
- Fife Council Employability Team
- Fife Council Economic Development Team
- DYW Co-ordinator
- Skills Development Scotland
- Department of Work And Pensions
- Business Gateway

VIRTUAL BUSINESS EMPLOYABILITY SUPPORT TEAM:

- Developing Young Workforce Team
- Business Gateway Employability Adviser
- Employability Pathway Provider
- Fife College
- Fife Council Employer Engagement Team
- Skills Development Scotland
- Department of Work And Pensions

TRACTIVITY

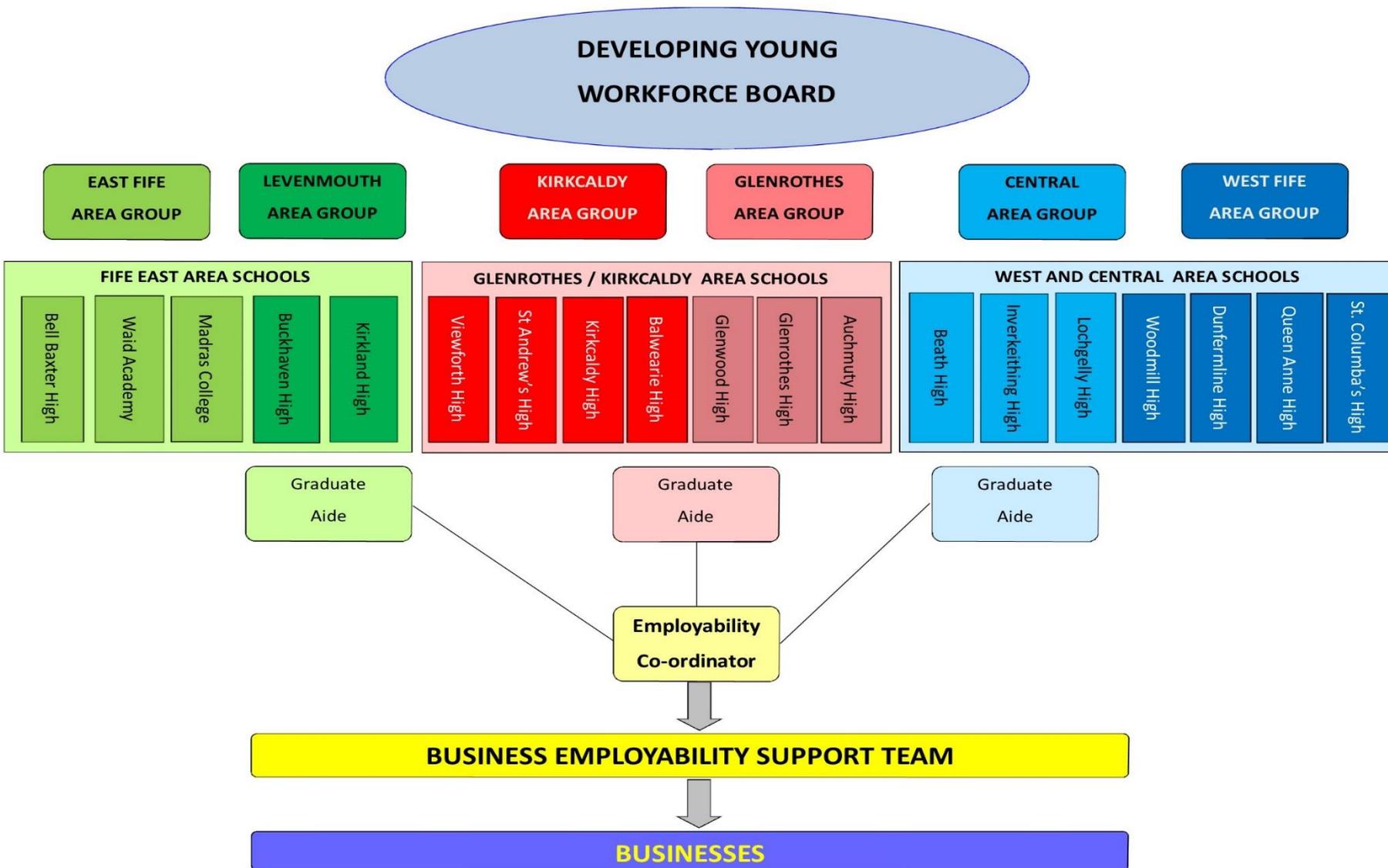
IT system tracking all engagement with business by the Business Support Team.
Logging information of each businesses interest in employability activity

OPPORTUNITIES FIFE PARTNERSHIP WEBSITE:

Hosting all: Job Vacancies / MA Opportunities / Foundation Apprenticeships / Work Placement Opportunities / and providing online client Job Matching support

To:
PATHWAY
PROVIDERS

Employability
Co-ordinator:



OPPORTUNITIES FIFE PARTNERSHIP
-
OFP Executive Group

**ADULT
DELIVERY GROUP**

**HEALTH & DISABILITIES
DELIVERY GROUP**

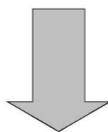
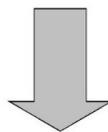
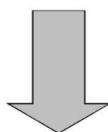
**YOUTH
DELIVERY GROUP**

**'FOURTH'
DELIVERY GROUP**

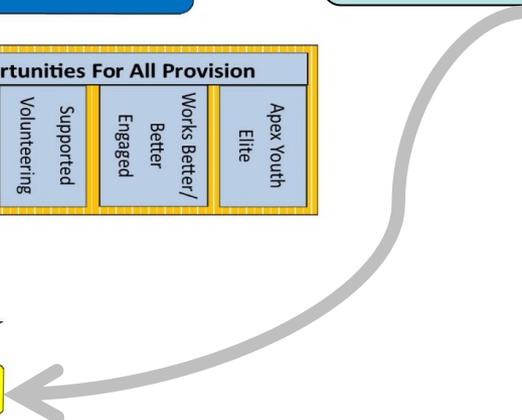
Fife Gingerbread: Making It Work	Apex: Labyrinth	DEAP: Fife Recruitment Outreach Project	Fife Council: Keyworker & Job Brokerage	Fife Employability & Training Consortium
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SES: Working Well 1 & 2	FEAT: Individual Placement	Capability Scotland: Progress Fife
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Opportunities For All Provision				
Keyworkers	16 +	Supported Volunteering	Works Better/ Better Engaged	Apex Youth Elite



BUSINESS EMPLOYABILITY SUPPORT TEAM



BUSINESSES

