

**Information update**

**August 2018**

Headline Target – to reduce youth unemployment by 40% from 2014 levels by 2021

Our vision: To develop Scotland’s young workforce by providing young people with learning which is directly relevant to getting a job, benefiting individuals and improving the economy through increased youth employment.

Resources and information

**How to engage with Education Scotland and others**

Join the professional conversations on [Yammer](https://www.yammer.com/glowschools.org.uk/#/threads/inGroup?type=in_group&feedId=8228932&view=all)? The ideal place for practitioners and DYW leads to share ideas, resources, approaches and to network and collaborate with other practitioners and co-ordinators.

<https://www.yammer.com/glowschools.org.uk/#/threads/inGroup?type=in_group&feedId=8228932&view=all>

Developing the Young Workforce (DYW) monthly e-bulletin:

* Sign up here: <http://edscot.org.uk/p/LQE-39I/subscribe>
* Access all previous e-bulletins here: <https://blogs.glowscotland.org.uk/glowblogs/eslb/2016/05/06/the-first-5-dyw-e-bulletins-for-2016-so-far/>

[Education Scotland’s learning blog](https://blogs.glowscotland.org.uk/glowblogs/eslb/category/skills/) – Keep up to date with news and updates across the organisation.

<https://blogs.glowscotland.org.uk/glowblogs/eslb/category/skills/>

Follow us on Twitter to get snippets of information @ESskills and use the hashtag #youngworkforce

Email us at edsskills@educationscotland.gsi.gov.uk

[**DYW Website**](https://www.education.gov.scot/scottish-education-system/policy-for-scottish-education/policy-drivers/Developing%20the%20Young%20Workforce)

The website contains key information including the suite of standards and guidance documents, resource and weblinks as well as news from our blogs and twitter feed.

<https://www.education.gov.scot/scottish-education-system/policy-for-scottish-education/policy-drivers/Developing%20the%20Young%20Workforce>

More details on the DYW programme and its key components can be found on the *Developing Employability, Creativity and Skills* web page

<https://education.gov.scot/what-we-do/Developing%20employability%20and%20skills>

A summary of all DYW related resources and information can be accessed on the National Improvement Hub here:

[https://education.gov.scot/improvement/learning-resources/A%20summary%20of%20Developing%20the%20Young%20Workforce%20(DYW)%20resources](https://education.gov.scot/improvement/learning-resources/A%20summary%20of%20Developing%20the%20Young%20Workforce%20%28DYW%29%20resources)

**Standards and Guidance documents**

 [**Career Education Standard**](https://www.education.gov.scot/Documents/dyw2-career-education-standard-0915.pdf) **(3-18)**

This document contains the entitlements and expectations as well as examples of ‘I can’ statements to support practitioners in developing career education from 3-18.

<https://www.education.gov.scot/Documents/dyw2-career-education-standard-0915.pdf>

A review of the Career Education Standard, Work Placements Standard and School/Employer Partnership guidance has been undertaken and the [report](https://education.gov.scot/Documents/ces-implementation-review0517.pdf) has now been published on the Education Scotland website

**Work Placements Standard**

[The standard](https://www.education.gov.scot/Documents/DYW_WorkPlacementStandard0915.pdf) sets out the expectations for young people, employers, parents, schools and local authorities in advance, during and after a placement. Resources and [benchmarking/self-evaluation tools](https://education.gov.scot/improvement/learning-resources/work%20placements%20standard%20benchmarking%20exercise) have been developed to support schools and Local authorities achieve the ambitions of the standard which are available on the [National Improvement Hub](https://education.gov.scot/improvement/learning-resources/A%20summary%20of%20Developing%20the%20Young%20Workforce%20%28DYW%29%20resources).

[**School/Employer Partnership Guidance - for schools, employers and local authorities**](https://www.education.gov.scot/Documents/DYW_GuidanceforSchoolEmployerPartnerships0915.pdf)

These three documents support the aim of creating meaningful and productive partnerships in all secondary schools, highlighting the benefits and suggest practical steps.

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<https://www.education.gov.scot/Documents/DYW_GuidanceforSchoolEmployerPartnerships0915.pdf>

**Interesting practice exemplars**

The following interesting practice examples are available on the National Improvement Hub:

**Early Years/Primary**

* ​[St Mary’s Primary School: Work-based learning through community partnerships](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/08/28/st-marys-primary-school-north-ayrshire-work-based-learning-opportunities-through-community-partnerships/)
* [Maisondieu Primary School: Opening horizons and challenging stereotypes through career education](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/08/28/maisondieu-primary-school-angus-opening-horizons-and-challenging-stereotypes-through-career-education/)
* [Dalgety Bay Primary School: CES 3-18 and the heart of school planning](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/07/13/dyw-interesting-practice-dalgety-bay-primary-school-the-career-education-standard-at-the-heart-of-school-planning/)
* [Busby Primary School: Skills development at the core of the curriculum](https://education.gov.scot/improvement/practice-exemplars/DYW%20Interesting%20Practice%3A%20Skills%20development%20at%20the%20core%20of%20the%20curriculum%20-%20Busby%20Primary%20School)
* [Ferguslie – Pre-Five Centre: Skills Development in Early Years](https://education.gov.scot/improvement/practice-exemplars/DYW%20Interesting%20Practice%3A%20Skills%20Development%20in%20Early%20Years%20-%20Ferguslie%20Pre-Five%20Centre)
* [Bonhill Primary School: A whole school approach to enterprise and employability education](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20A%20whole%20school%20approach%20to%20enterprise%20and%20employability%20education%20-%20Bonhill%20Primary)
* [Career education in the primary sector – Caskieberran Primary School](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Career%20education%20in%20the%20primary%20sector)
* [Developing Career Management Skills – Millburn Area School Group](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Developing%20Career%20Management%20Skills%3A%20Millburn%20Area%20School%20Group)

**Secondary**

* [Kingussie High School: Profiling employability skills and wider achievement​​](https://blogs.glowscotland.org.uk/glowblogs/eslb/2018/03/02/kingussie-high-school-profiling-employability-skills-and-wider-achievement/)​
* [A partnership approach at Ardrossan Academy​​](https://education.gov.scot/improvement/practice-exemplars/A%20partnership%20approach%20at%20Ardrossan%20Academy)
* [Castlebrae Community High School: Junior Adventure Leader – developing employability skills in the BGE](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/12/22/interesting-practice-exemplar-castlebrae-community-high-school-junior-adventure-leader/)
* [Larbert High School: Skills Framework](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/07/13/dyw-interesting-practice-larbert-high-school-developing-young-peoples-skills-across-all-aspects-of-learning/)
* [Calderglen High School: Inspirational learning delivered in partnership](https://education.gov.scot/improvement/practice-exemplars/DYW%20Interesting%20practice%3A%20Inspirational%20learning%20delivered%20in%20partnership%20-%20Calderglen%20High%20School)
* [Craigroyston Community High School: Developing skills to realise aspirations](https://education.gov.scot/improvement/practice-exemplars/DYW%20Interesting%20Practice%3A%20Helping%20young%20people%20realise%20their%20aspirations%20-%20Craigroyston%20Community%20High%20School)
* [Dalziel High School: Skills development through STEM](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Skills%20development%20through%20STEM%20-%20Dalziel%20High%20School)
* [Scottish Food and Drink Federation and Bathgate Academy – an industry partnership project](https://education.gov.scot/improvement/practice-exemplars/DYW%20-%20Interesting%20Practice%3A%20Scottish%20Food%20and%20Drink%20Federation%20and%20Bathgate%20Academy%20%E2%80%93%20an%20industry%20partnership%20project)
* [‘Teen Takeover’ and Community Café, Sandwick Junior High School, Shetlands](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Career%20education%20projects%20in%20Shetland%20Council)
* [Pre-Apprenticeship Programme at Govan High School (Glasgow)](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Pre-apprenticeship%20training%20programme%20at%20Govan%20High%20School)
* [Skills Academy programme at St Matthew’s Academy (North Ayrshire)](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Skills%20Academy%20at%20St%20Matthew%E2%80%99s%20Academy)
* [Woodfarm High School: A whole school approach to career education](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20A%20whole%20school%20approach%20to%20career%20education%20-%20Woodfarm%20High%20School)

**Further Education**

* [SCOTS Programme at Forth Valley College](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20SCOTS%20programme%20at%20Forth%20Valley%20College)
* [Kibble Education and Care Centre](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Kibble%20Education%20and%20Care%20Centre)

**Local Authorities**

* [Clyde Gateway](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Clyde%20Gateway)
* [Angus Works – Extended work placements for senior phase pupils](https://education.gov.scot/improvement/practice-exemplars/DYW%20Interesting%20Practice%3A%20%E2%80%98Angus%20Works%E2%80%99%20%E2%80%93%20Extended%20work%20placements%20for%20senior%20phase%20pupils)
* [‘Workout’ programme at South Ayrshire Council](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20%27Workout%27%20programme%20%E2%80%93%20South%20Ayrshire%20Council)
* [Work-based learning initiatives in Dumfries and Galloway](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Work%20placement%20opportunities%20across%20Dumfries%20and%20Galloway%20Council)
* [Flexible Pathways Initiative](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Flexible%20Pathways%20Programme)​

**Equalities**

* [Parkhill Secondary School: Enterprise Academy – flexible pathways for young people with additional needs](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/12/22/parkhill-secondary-school-preparing-flexible-learning-pathways-for-young-people-with-additional-needs/)
* ​[Sanderson High School: Tailored learning pathways to meet the needs of all](https://education.gov.scot/improvement/practice-exemplars/DYW%20-%20Interesting%20practice%3A%20Tailored%20learning%20pathways%20to%20meet%20the%20needs%20of%20all%20-%20Sanderson%20High%20School)
* [Flexible Learning Pathways Case Study – Sanderson High School​](https://education.gov.scot/improvement/practice-exemplars/Flexible%20Learning%20Pathways%20Case%20Study%20%E2%80%93%20Sanderson%20High%20School)
* ​[Improving gender balance from 3-18](https://education.gov.scot/improvement/learning-resources/Improving%20gender%20balance%203-18)

 Capacity building

1. The **National DYW Leads Network** was established in February 2017. It brings together colleagues with a lead role for DYW implementation and delivery from authorities and colleges. The network builds on the initial partnership work done as part of the DYW Learning Events over 2015/16.
2. The **DYW-Professional Learning Partnership Group** is a key forum to develop a more coherent approach to the planning and delivery of professional learning in order to support capacity building for Developing the Young Workforce (DYW). The purpose of the collaboration is to
* provide information and support across the education sector in order to embed DYW within learning and teaching in a coordinated and coherent way.
* build capacity in order accelerate the realisation of the entitlements as set out within the CES 3-18
* support the planning and delivery of professional learning driven by the identified areas of development (eg. through HMIe data and analysis)
* combine resources that can be used flexibly to deliver professional learning on a variety of themes directly related to the implementation of DYW.  This will support the process of making connections between key priorities in education, avoid duplication and maximise impact .
* develop greater clarity and understanding of the unique contribution of participating partners in their support of this agenda. .

Current organisations represented on this group include:

* General Teaching Council for Scotland (GTCS)
* Skills Development Scotland (SDS)
* Scottish Government - Youth Employment Division (SG)
* Scottish College for Educational Leadership (SCEL)
* Local Authority Representatives
* Young Enterprise Scotland (YES)
* Education Scotland (ES)
* College Development Network (CDN)
* Scottish Council of Deans of Universities

The group currently focuses on revising targeted support for ITE, NQT and probationer training

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1. **Regional Curriculum Planning**

In order to support curriculum planning at regional level providing access to a wide range of diverse pathways for learners particularly in the [senior phase](https://education.gov.scot/scottish-education-system/senior-phase-and-beyond/Senior%20phase) a number of resources are now available on the NIH. These include:

* [Learning pathways: Senior Phase design](https://education.gov.scot/improvement/practice-exemplars/Learning%20pathways%3A%20Senior%20Phase%20design)​
* [Senior phase benchmarking tool](https://education.gov.scot/improvement/self-evaluation/Senior%20Phase%20Benchmarking%20Tool)
* [Partnership Self-evaluation Guide for School/College Partnership](https://education.gov.scot/improvement/self-evaluation/A%20self-evaluation%20guide%20for%20school/college%20partnerships)
* [Preparing young people for the Future: Senior phase in Scotland’s Colleges](https://education.gov.scot/improvement/documents/preparingyoungpeopleforthefutureseniorphaseinscotlandscolleges.pdf)
* [Thematic Review in the Moray Area (senior phase focus)](https://education.gov.scot/Documents/ThematicReviewMorayArea160516.pdf%22%20%5Ct%20%22_blank)

A number of interesting practice exemplars have also been published such as:

* [St Andrew’s Secondary School – weaving employability into the senior phase curriculum](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/09/28/interesting-practice-exemplar-st-andrews-academy-weaving-employability-into-the-senior-phase-curriculum/)
* [Craigroyston Community High School](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/03/29/dyw-interesting-practice-craigroyston-community-high-school-helping-young-people-realise-their-aspirations/) – learning pathways tailored to meet individual needs and aspirations
* [Govan High School](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Pre-apprenticeship%20training%20programme%20at%20Govan%20High%20School) – pre-apprenticeship training programme
* [Dalziel High School](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Skills%20development%20through%20STEM%20-%20Dalziel%20High%20School) – partnership working supporting vocational qualifications and pathways to engineering
* [Kibble Education and Care Centre](https://education.gov.scot/improvement/practice-exemplars/DYW%20%E2%80%93%20Interesting%20Practice%3A%20Kibble%20Education%20and%20Care%20Centre) – work-based learning programmes.
1. The **National STEM Network** waslaunched on 26 January 2017 in Glasgow. The event brought together members from the former sciences, technologies and mathematics networks for the first time to share existing practice in STEM and consider a number of STEM priorities. Over 80 local authority STEM coordinators and officers from most local authorities attended. Education Scotland plan to host further events in 2017.

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Career Education 3-18

1. **Professional learning resources** available on [the National Improvement Hub](https://education.gov.scot/improvement/learning-resources/Career%20Education%20Standard%203-18%3A%20Suite%20of%20learning%20resources):
* Learning Resource 1: Introduction to the Career Education Standard (3-18)
* Learning Resource 2: Introduction to the Labour Market Information
* Learning Resource 3: Introduction to the Career Management Skills
* Learning Resource 4: Introduction to My World of Work (to be released March ’17)
* Learning Resource 5: Introduction to Creativity Skills
* Learning resource 6: [Profiling skills and achievements in the context of DYW/career education](https://education.gov.scot/improvement/Documents/dyw47-learning-resource-6.pdf)

This suite of emerging resources are designed to support the expectations for teachers/practitioners set out on page 10 of the Career Education Standard (3-18). We anticipate that these resources – which have been designed to align with GTCS Professional Standards - will also be available via SCEL.

Contact: Klaus.Mayer@educationscotland.gsi.gov.uk

1. **Profiling Skills and achievements – guidance**

This [resource](https://education.gov.scot/improvement/practice-exemplars/dyw47-profiling-skills-and-achievements-in-the-context-of-career-education?dm_i=LQE,5PM9M,49RSC3,M8MGE,1) has been develop alongside the associated [learning resource](https://education.gov.scot/improvement/Documents/dyw47-learning-resource-6.pdf) (see above) in order to support the realisation of the relevant CES 3-18 entitlements and expectations and help learners to articulate and record their career education journey and skills development. A number of [video guides](https://education.gov.scot/improvement/practice-exemplars/Profiling%20exemplification%20-%20Learner%20conversations) have also been released to support teachers in their conversations with learners in this area.

1. A suite of **teaching resources** designed with and for teaching staff to use with students is available at <https://www.myworldofwork.co.uk/partners> . These resources guide teaching staff on how to get the best out of My World of Work including within their subject area. Each activity is designed to meet a range of experiences and outcomes and support teachers to deliver the entitlements / ‘I can’ statements defined by the Career Education Standard .
2. **Primary school career education resources – My World of Work/I can.**

A suite of tools designed for use by teachers with children in P5 to P7. Mapped to CfE and the Career Education Standard, the three fun and engaging tools help introduce children to the concept of careers and how it relates to them.

More information and how to get started at: <https://www.myworldofwork.co.uk/primary>

1.  **Career Education Standard** – **Exemplification tool**:

Based on the ‘I can’ statements this tool supports organisations and practitioners in planning, delivery and reflection on the implementation of the standard . <https://blogs.glowscotland.org.uk/glowblogs/eslb/2016/12/01/career-education-standard-3-18-exemplification-tool-offers-a-helping-hand/>

1. **CES 3-18 Self-evaluation Wheel and Reflection Tool**

These materials have been specifically designed to help teachers and practitioners reflect on their expectations and entitlements for children and young people outlined within the Career Education Standard.

1. **Parent resources**:
* Career Education: A World of Possibilities <http://www.npfs.org.uk/wp-content/uploads/2015/09/NPFS_world_of_possibilities_1509_E.pdf>
* Skills in a Nutshell <http://www.npfs.org.uk/skills-in-a-nutshell/>
* Learning Pathways in the Senior Phase and beyond. <http://www.npfs.org.uk/wp-content/uploads/2015/06/nutshells_pathway_E.pdf>
* Career Conversations in a Nutshell

<http://www.npfs.org.uk/downloads/career-conversations-in-a-nutshell/>

* Digital Skills in a Nutshell

<https://www.npfs.org.uk/downloads/digital-skills-in-a-nutshell/>

* Creativity, Enterprise and Employability: Skills for Learning Life and Work

<http://www.npfs.org.uk/wp-content/uploads/2017/05/creativity_E.pdf>

* Apprenticeships in a Nutshell

Help and information for parents and carers on how to support their child with career decisions at <https://blogs.glowscotland.org.uk/glowblogs/eslb/files/2016/11/Apprenticeships-in-a-Nutshell.pdf>

1. **My World of Work**

Skills Development Scotland’s (SDS) award-winning careers web service, complements the Career Management Skills Framework and supports the SDS’s work of Careers Advisers in schools, colleges and local centres. Used extensively in secondary schools, the website offers customers careers information and advice on:

* + My Career Options
	+ Learn and train
	+ Getting a job

Latest tools: <https://www.myworldofwork.co.uk/>

1. **My World of Work Ambassadors**

The programme is free, easy-to-run, with ready-made resources providing career education benefits for pupils, teachers, parents, carers and the wider school community. The ambition is for every school in Scotland to recruit volunteer Ambassadors who have the aim of spreading the word about the advice, information and resources available on My World of Work and the help it can offer to pupils and their parents, carers and teachers.

Ambassadors gain valuable experience working on promotional activities in school, while building employability and career management skills that can be used in their future education and working lives. Staff will also benefit from experience gained in leadership and project management. A full suite of project resources for pupils and teachers have been designed in a logical, easy to follow format.

More at <https://www.myworldofwork.co.uk/partners>

1. **My** **World of Work Live!**

A set of interactive exhibits and activities designed to inspire young people’s interest in careers in science, technology, engineering and maths (STEM). Every free, fun My World of Work Live! experience is about hands-on learning – building, making, designing – and makes the best use of the latest technology to engage and inspire. The My World of Work Live! Digital Studio and Careers Lab at the SDS Inverness careers centre has recently been nominated for a UK Career Development Award for Best Use of Technology in Career Development.

Go to <https://www.myworldofwork.co.uk/live> to find out more.

NB.: A new profiling and skills tool for learners will be available in the new academic session 2018/19.

1. **Skills Investment plans**

Working with employers and industry leadership groups, Skills Development Scotland has produced Skills Investment Plans. The plans focus on key issues for Scotland’s growth industries and provides information about what is being done to help.

<https://www.skillsdevelopmentscotland.co.uk/what-we-do/partnerships/skills-investment-plans/>

STEM

1. **Raising Aspirations in Science and STEM education (RAISE) Programme**

A thirty-three months pilot programme has been launched to raise aspirations in science and STEM education in Scotland’s schools. The £1 million programme is being funded by The Wood Foundation and Scottish Government and led by Education Scotland in partnership with the Scottish Schools Education Research Centre. The RAISE programme, previously entitled the Improving Primary Science Education Programme, will enable ten local authorities to recruit development officers to build the capacity of practitioners in all their schools in relation to learning, teaching and assessment in science and STEM. The programme will have a strong focus on science and STEM in the broad general education and will seek to ensure effective progression in learning across sectors.

From the outset, the programme will seek to make strong connections locally and nationally with other priorities including Developing Scotland’s Young Workforce, the Digital Strategy, he Strategy for STEM Education and Training and Improving Gender Balance in STEM. Also key to the programme will be how it links with our national ambitions to promote excellence and equity within the context of the National Improvement Framework and Scottish Attainment Challenge. Education Scotland and authorities will also be liaising with STEM organisations and providers throughout to promote effective partnership working and explore new models of engagement.

Authorities involved in year 1 (FY 16/17) include: Highland, Moray, East Ayrshire, West Dunbartonshire and Edinburgh. From August 2017, a further five authorities will join the programme including: Fife, Glasgow, Angus, Dumfries and Galloway and Aberdeenshire. All of the authorities involved have an existing commitment to science and STEM and have been involved in the Primary Cluster Programme supported by the Scottish Schools Education Research Centre (SSERC).

Following an externally evaluation there may be the opportunity for the RAISE Programme to be extended to all 32 local authorities over a total of an eight-year period. We would encourage all DYW leads within the pilot authorities to contact their authority leads for the RAISE programme if they haven’t already done so.

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1. **National STEM Network – see note 3.**

Learner Journey 15-24

1. **The Learner Journey Review (15-14)** has now been published .

The [report](http://www.gov.scot/Publications/2018/05/4774) includes 17 recommendations aimed at improving the education and skills system by providing a more coherent and consistent education journey that allows all young people to better plan and progress their future pathways.

The key objective of the Learner Journey Review is to ensure “all learners are on the right route to the right job, through the right course via the right information”. To achieve this learners will require effective support and guidance in profiling their achievements and skills.

The review makes direct reference to eg. embedding DYW within the curriculum (Rec 9), creating diverse curriculum pathways including college courses (Rec 5+11), CIAG delivery (Rec2) etc.

1. The new ***Arrangements for assuring and improving the quality of provision in Scotland’s colleges*** implemented in December 2016 require colleges to engage local authorities, schools, employers and community partners in evaluating the quality provision and planning for improvement.

Curriculum development work in ES for 2017/18 will build on these arrangements. to support and enable post-compulsory education and training providers to jointly evaluate the regional curriculum offer and plan for improvement. This includes supporting meaningful ‘bridging’ from schools to other post-compulsory education providers and strengthening understanding amongst teachers of the role of individual subject areas within industry sectors. 2 pilots have been identified in Forth Valley and Fife. Work has started to engage DYW leads in schools/authorities and colleges in joint evaluative activities.

**18. Senior Phase Benchmarking Tool**

This tool has been developed to help organisations evaluate current approaches to planning the senior phase of the curriculum and to consider any necessary improvements/actions.

<https://education.gov.scot/improvement/Pages/dyw5-senior-phase-benchmark-tool.aspx>

**19. Work Placements Standard Tool kits**:

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* Work Placements Standard Benchmarking tool

<https://education.gov.scot/improvement/Pages/dyw4-work-placements-standard-benchmarking-exercise.aspx>

* Kibble Education and Care Centre

<http://www.kibble.org/assets/0000/2538/kibble-young-workforce-development-toolkit.pdf>

* Guide to work-based learning in Dumfries and Galloway

<https://education.gov.scot/improvement/Pages/dyw13-work-placement-opportunities.aspx>

* [Work Placements Toolkit (West Lothian​ Council)​​](https://education.gov.scot/improvement/practice-exemplars/Work%20Placement%20Toolkit%20-%20West%20Lothian%20Council)

**20**. [**Self-evaluation guide for school/college partnerships**](https://education.gov.scot/improvement/Pages/frwk9-school-college-partnerships.aspx)

This self-evaluation guide has been created for school and college senior managers, practitioners, guidance and support staff to assist quality enhancement as part of the ongoing analysis of partnerships between schools and colleges.

<https://education.gov.scot/improvement/Pages/frwk9-school-college-partnerships.aspx>

Apprenticeships

**21.**[**Foundation Apprenticeships**](https://www.apprenticeships.scot/become-an-apprentice/foundation-apprenticeships/)allow young people to complete elements of an apprenticeship while still at school. Available in 2017-18 across 12 subject areas:

* Accountancy
* Business skills
* Civil engineering
* Creative and Digital Media
* Engineering
* Financial Services
* Food & Drink Operations
* Hardware and System support
* Scientific Technologies
* Social Services – Children and Young People
* Social services and Healthcare
* Software Development

 You can visit [apprenticeships.scot/foundation](https://www.apprenticeships.scot/become-an-apprentice/foundation-apprenticeships/) for details of what’s available to students locally and how to register.

**22. Modern Apprenticeships**

There are over 80 [Modern Apprenticeship](https://www.skillsdevelopmentscotland.co.uk/what-we-do/apprenticeships/modern-apprenticeships/) frameworks – from healthcare and financial services to construction and IT. These have been developed by sector skills councils, in consultation with their industry to provide learners with work-based learning pathways accredited at SCQF level 5 - 7.

Modern Apprenticeships help employers to develop their workforce by training new staff, and up-skilling existing employees. For individuals, an MA is a job which lets them earn a wage while gaining an industry-recognised qualification. At the same time it provides valuable work experience with the potential if a direct route into employment.

**22.** [**Graduate Level Apprenticeships**](https://www.apprenticeships.scot/become-an-apprentice/graduate-level-apprenticeships/) provide work-based learning opportunities for employees up to Masters level. Visit [apprenticeships.scot](https://www.apprenticeships.scot/) for more information.

**23**. Aspiring apprentices can [search for vacancies at apprenticeships.scot](https://www.apprenticeships.scot/). There’s also [information for employers on how to get involved](https://www.apprenticeships.scot/take-on-an-apprentice/) as well as a vacancy upload service.

Creativity

**25. What Are Creativity Skills?**

Infographic outlining the four creativity skills.

<http://bit.ly/whatarecreativityskills>

**26. Find your local Creative Learning Network**

Local authority contacts leading funded programmes of activity to build capacity for creativity through partnership working.

<http://bit.ly/creativitycontacts>

**27. Creativity Infographics**

A suite of eight infographics which explain why creativity is integral to Curriculum for Excellence and improves outcomes for all learners. The largest will soon be available as pull up banners in each local authority; all are either printable or look great on a smart phone.

http://bit.ly/creativitybanners

**28. Planning For And Evaluating Creativity**

Tools to support planning and that allow evaluation of the development of creativity skills, many of which are used extensively in the field by the Creative Learning Networks

http://bit.ly/planforcreativity

**29. Creativity portal**

All DYW related items can be found under the following oink:

 <http://creativityportal.org.uk/?q=&t=,developing-the-young-workforce>

Contact: Julia Fenby julia.fenby@educationscotland.gsi.gov.uk

 Stephen Bullock stephen.bullock@educationscotland.gsi.gov.uk

Equalities

**30.**

**The Improving Gender Balance (IGB) project** has completed its successful three year pilot and a full evaluation is available [here](https://www.skillsdevelopmentscotland.co.uk/media/44705/review-of-improving-gender-balance-2018.pdf). Project ownership will now move to Education Scotland with a team of 6 Gender Balance officers working with the newly established Regional Improvement Collaboratives to roll out the learning to every Early Year, Primary and Secondary centre in Scotland. The project officers will also continue to work with other STEM, equalities and national partners to ensure gender balance principles are embedded in all areas of a young person’s journey.

The suite of resources available on the [National Improvement Hub](https://education.gov.scot/improvement/learning-resources/Improving%20gender%20balance%203-18) has expanded to include action guides for [early years](https://education.gov.scot/improvement/documents/sci38-elcc-action-guide.pdf), [primary](https://education.gov.scot/improvement/documents/sci38-primary-action-guide.pdf) and [secondary](https://education.gov.scot/improvement/Documents/SecondaryActionGuideMay2018.pdf), [posters](https://education.gov.scot/improvement/Documents/sci38-posters.pdf) and [postcards](https://education.gov.scot/improvement/Documents/sci38-postcards.pdf), lesson plans, videos and [case studies](https://education.gov.scot/improvement/Documents/sci38-case-studies.pdf) of learning from the pilot.

Contact Charlotte Govan (charlotte.govan@iop.org) or Heather Earnshaw (heather.earnshaw@iop.org

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DYW Regional Groups

**31. DYW Regional Groups** have been established in 21 regions: Glasgow; North East; Fife; Ayrshire; North Highland; the West Region; Edinburgh, Midlothian and East Lothian; Dumfries and Galloway; Dundee and Angus; West Lothian; Inverness and Central Highland; West Highland; Forth Valley; Moray; Perth & Kinross; Lanarkshire and East Dunbartonshire; Argyll and Bute; and the Borders.

Western Isles, Orkney and Shetland Islands groups have no also been established.

A ‘Formative Evaluation of the DYW Regional Groups’ has been undertaken by SQW which will include 13 recommendations. Publication date: September 2018

**32. DYW Marketplace System**  is a digital matching platform that will allow employers to post offers of careers, skills and inspiration sessions to schools. The system has been developed as a partnership between Edinburgh, East and Mid Lothian DYW group and Skills Development Scotland, providing the digital expertise to build and host the platform.

* The Marketplace system builds on and is accessed through existing SDS digital platforms Teachers access the system through [My World of Work](https://www.myworldofwork.co.uk/marketplace) and employers access the system through the [Our Skills Force website](https://www.ourskillsforce.co.uk/invest-in-young-people/marketplace/) using existing log-ins.
* A pilot has been successfully completed by the Edinburgh, East and Mid Lothian Developing the Young Workforce group. Marketplace is currently being rolled out to other DYW groups across Scotland . Currently DYW Glasgow, DYW North East and DYW Ayrshire are piloting the system.
* For teachers: Teachers can search for opportunities listed by employers or use Founders 4 Schools to find and invite business leaders to an event at https://www.myworldofwork.co.uk/marketplace
* For employers: Employers can share the opportunity they’d like to offer through <https://www.ourskillsforce.co.uk/marketplace>

Contact: Steven.Turnbull@gov.scot

Inspection and review

**33**. Focus on DYW and implementation of CES 3-18 and the WPS in **early years, primary and secondary general inspections** from August 2016. There is a specific focus on the Learning pathways theme from 2.2 Curriculum in secondary inspections.

* The new full establishment inspection model has a focus on the theme of Learning Pathways from quality indicator 2.2 Curriculum in *How Good is Our School* (fourth edition). <https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK2_NIHeditHGIOS/FRWK2_HGIOS4.pdf>
* This is providing evidence of the progress schools are making in providing flexible learning pathways for young people to meet a range of different needs and aspirations. It also evaluates the breadth of opportunities on offer including work-based learning and vocational qualifications.
* Within Leadership of Change (quality indicator 1.3), inspectors gather evidence on how well schools work with partners such as colleges, employers and third sector organisations to plan learning pathways and how well the Career Education Standard (3-18) and the Work Placements Standard are being implemented.

**34. New College arrangements in place from January 2017 - see item 14**.

* **How good is our College?**

<https://education.gov.scot/improvement/Pages/frwk18-hgiocollege.aspx>

* **Arrangements for assuring and improving the quality of provision and services in Scotland’s colleges December 2016**

<https://education.gov.scot/improvement/Documents/frwk18-arrangements-scotlands-colleges161216.pdf>

**35. Career Information and Guidance reviews published since August 2016:**

* Highland Council: <https://www.education.gov.scot/assets/contactorganisationinspectionreports/ciaghighland111216.pdf>
* Renfrewshire Council: <https://www.education.gov.scot/assets/contactorganisationinspectionreports/ciagrenfrewshire091216.pdf>
* North Lanarkshire Council follow-up review: <https://www.education.gov.scot/assets/contactorganisationinspectionreports/ciagnorthlanfollow251116.pdf>

**36. The Review of the Career Education and Work Placements Standards and the Guidance** **on School/Employer Partnerships**. This review looked at the pace of implementation and whether the expectations set out in the standards were ambitious enough. Evidence was gathered from ongoing CIAG and general inspection activity and from: visits to 27 secondary schools and 3 ASN schools across 13 authorities; 72 HT responses via the annual SDS survey; just under 500 responses to an Education Scotland survey and responses from 46 employers via the FSB and CBI. [The report](https://blogs.glowscotland.org.uk/glowblogs/eslb/2017/05/26/new-release-review-of-the-implementation-of-the-career-education-standard-3-18-the-work-placement-standard-and-guidance-on-schoolemployer-partnerships/) has been published in May 2017.

Contact: Peter.connelly@educationscotland.gsi.gov.uk

Scottish Attainment Challenge

**37.** The Scottish Attainment Challenge (SAC)is about achieving equity in educational outcomes, with a particular focus on closing the poverty-related attainment gap**.** In order to achieve this goal a team of Attainment Advisors support schools and local authorities to focus on and accelerate targeted improvement activity particularly in literacy, numeracy and health and wellbeing.

More information is available on Education Scotland’s website: <https://education.gov.scot/what-we-do/delivering-the-scottish-attainment-challenge/About%20the%20Scottish%20Attainment%20Challenge>

**38**. In support of the SAC **The Interventions for Equity Framework** is now available. This initial framework is based on a range of interventions and approaches that are currently being used in schools across Scotland and will continue to be updated and developed. These are neither exhaustive or definitive but can provide a helpful stimulus for discussions around planning. Decisions schools make about the most appropriate interventions and approaches should be based on effective self-evaluation and improvement planning, including robust measures of impact and progress.

The framework can be accessed on the National Improvement Hub (<https://education.gov.scot/improvement/framework-for-intervention> )

National Improvement Framework

**39**. The [National Improvement Framework (NIF)](http://www.gov.scot/Resource/0049/00491758.pdf)is one of the key policy initiatives in Scottish Education designed to accelerate progress in improving outcomes for young people in four key priority areas.:

•Improvement in attainment, particularly in literacy and numeracy;

• Closing the attainment gap between the most and least disadvantaged children;

• Improvement in children and young people’s health and wellbeing; and

• **Improvement in employability skills and sustained, positive school leaver destinations for all young people**;

The actions set out in the National Improvement Framework for Scottish Education (January 2016) have all been developed to support high-quality learning, teaching and assessment, the core principle of Curriculum for Excellence. It identifies 6 key drivers of improvement:

•School leadership

•Teacher professionalism

•Parental engagement

•Assessment of children’s progress

•School improvement

•Performance information

Over time, the Framework will provide a level of robust, consistent and transparent data across Scotland that we have never had before, to extend our understanding of what works and to drive improvements across all parts of the system.

More information can be accessed on the National Improvement Hub: <https://education.gov.scot/improvement/Pages/nifnationalimprovementframework.aspx>

Other useful resources and websites

**Reports and reviews**

[**SFC Early Adopter Programme Evaluation Report**](http://www.sfc.ac.uk/web/FILES/Corporate_publications_Evaluation_report_for_the_SFC_Early_Adopter_Programme_SFC/SFCCP042016_Evaluation_report_for_the_SFC_Early_Adopter_Programme.pdf)

Evaluation report on Scottish Funding Council’s Early Adopter Programme to guide regional partnerships in the development of senior phase vocational pathways.

 <http://www.sfc.ac.uk/web/FILES/Corporate_publications_Evaluation_report_for_the_SFC_Early_Adopter_Programme_SFC/SFCCP042016_Evaluation_report_for_the_SFC_Early_Adopter_Programme.pdf>

[**DYW and Insight**](https://blogs.glowscotland.org.uk/glowblogs/eslb/2016/09/06/in-focus-how-insight-supports-dyw/)

An article outlining how the Insight benchmarking tool supports DYW.

<https://blogs.glowscotland.org.uk/glowblogs/eslb/2016/09/06/in-focus-how-insight-supports-dyw/>

[**Colleges Scotland Learner Journey** **Think Piece**](http://collegesscotland.ac.uk/briefings-and-publications/851-think-piece-the-learning-and-skills-journey/file)

<http://collegesscotland.ac.uk/briefings-and-publications/851-think-piece-the-learning-and-skills-journey/file>

[**DYW 2nd Annual Report 2015/16**](http://www.gov.scot/Publications/2016/12/2989)

The second Developing the Young Workforce annual report has been published, setting out last year’s progress of implementing the seven year programme.

<http://www.gov.scot/Publications/2016/12/2989>

**[Review of Youth Awards in Scotland](http://www.educationscotland.gov.uk/resources/r/genericresource_tcm4871965.asp)**

The review considered how well youth awards in Scotland collectively contribute to:

• improved life chances for young people

• stronger, more resilient, supportive, influential and inclusive communities

• and the implementation of Curriculum for Excellence

<https://www.education.gov.scot/Documents/youth-awards-review-2015.pdf>

[**Looking at Gender Balance in STEM Subjects**](https://education.gov.scot/improvement/Pages/sci15genderbalanceinstem.aspx)

Find useful resources to promote gender equality in STEM as well as key research findings and influencing factors.

<https://education.gov.scot/improvement/Pages/sci15genderbalanceinstem.aspx>

[**Preparing Young People for the Future – Senior phase in Scotland’s colleges**](https://education.gov.scot/Documents/PreparingYoungPeopleAspectReportFinal2.pdf)

The report seeks to provide direction and support to colleges and their partners involved in delivering the senior phase of CfE, and implementation of the recommendations of Developing the Young Workforce (DYW).

<https://education.gov.scot/Documents/PreparingYoungPeopleAspectReportFinal2.pdf>

[**Scotland Skills 2030: The Future of Work and the Skills System in Scotland**](https://www.ippr.org/research/publications/scotland-skills-2030)

This report identifies the gaps and overlaps in Scotland's skills provision, and proposes how they can be remedied to ensure that Scotland enjoys inclusive economic growth in future.

**Websites**

SQA

<http://www.sqa.org.uk/sqa/71723.html>

Investors in Young People

<https://www.investorsinpeople.com/>

Foundation Apprenticeships

<https://www.apprenticeships.scot/foundation-apprenticeships/>

Scottish Credit and Qualifications Framework

<http://scqf.org.uk/>

Equate Scotland

<http://www.equatescotland.org.uk/>

Princes Trust

<https://www.princes-trust.org.uk/>

Young Enterprise Scotland

<http://www.yes.org.uk/>

Scotland’s Enterprising Schools

<http://enterprisingschools.scot/>

Springboard:

<http://springboard.uk.net>

Founders 4 Schools

<https://www.founders4schools.org.uk/#/>

Primary Futures

<http://www.inspiringthefuture.org/schools-and-colleges/primary-futures/>