

## Quick Start Guide

### Developing (Scotland's) Young Workforce (DYW)

**Who is this guide for?** Teachers and practitioners in education establishments.

### What is DYW? What you need to know...

Developing the Young Workforce is a seven year programme to reduce youth unemployment by 40% by 2021. 2018/19 is year 4 of the programme.

- The national milestones are set out in Scotland's Youth Employment Strategy <http://bit.ly/DYWyouthemplstrategy>
- The programme is built on the CfE entitlements for children and young people set out in 2008 in [Building the Curriculum 3](#).
- It is a key education policy, as highlighted by John Swinney at SLF 2017 – *"Our education policy is enshrined by three major policies, Getting it Right for Every Child, Curriculum for Excellence and Developing Scotland's Young Workforce."*
- A focus on STEM sits at the heart of DYW. The Digital Learning and Teaching Strategy, Making Maths Count report and a STEM strategy for Scotland (<http://www.gov.scot/Publications/2017/10/1386/downloads>) will contribute useful and relevant insights.
- DYW has a particular and significant contribution to make to the [Scottish Attainment Challenge outcomes](#) (priority 4: Improvement in employability skills and sustained, positive school-leaver destinations for all young people.



## What are the key DYW priorities in education?

- Read the **Career Education Scotland (3-18)**. <http://bit.ly/CES3-18>
- Planning for DYW should address issues of **equity, equality and inclusion**. This includes: addressing parity of esteem across all types of learning and future destinations; challenging gender stereotyping; and meeting the specific needs of young people with additional support needs, from black and minority ethnic communities and those with experience of living in care.
- Establishments need to continue to develop sustainable **partnerships with employers, businesses and colleges**, which will enable the delivery of **work-based learning** opportunities. (see [School-employer Partnerships guidance](#))
- There should be a clearer focus on enabling children and young people to recognise and track their own **skills development and achievements** across their learning. (see [Profiling skills and achievements resources](#))
- Secondary schools should continue to develop [senior phase pathways](#) to meet the needs of every learner, particularly those at risk of not progressing towards a positive, sustained destination. The focus should be on tailored learning programmes rather than on subjects and courses.
- Implementation of the **Work Placement Standard** should be an integral element of senior phase planning. <http://bit.ly/WorkPlacementsStandard>
- DYW should be included within the establishment **improvement plan** and the targets should be realistic and manageable and able to be overtaken in one school year. External partners, such as employers, community learning and development and colleges, and parents should be part of the improvement planning process. In particular, the voice of young people should be clear in the establishment improvement plan.
- All DYW activity and targets should be clearly focussed on outcomes for learners. What impact are they having on learning, success, achievement, confidence and so on? If they are not making a difference, do not continue.

## Resources to help you

- View all key DYW policy documents and resource: <http://bit.ly/2rnQN85>
- Key advice, interesting practice and support: <http://bit.ly/dywsummarypageNIH>
- My World of Work <https://www.myworldofwork.co.uk/>
- Regional support
  - Contact your local authority lead officer for DYW for advice, support and links to Local Employability Partnership groups
  - Find out about the support being offered by your DYW regional employer group. Make contact with your local college to explore partnership opportunities  
<http://www.employabilityinscotland.com/developing-young-workforce/>
- Got an interesting story to tell? Let us know about your activities and practice: [EdSSkills@educationscotland.gsi.gov.uk](mailto:EdSSkills@educationscotland.gsi.gov.uk)

## Next steps

Sign up for Education Scotland's DYW e-bulletin <http://bit.ly/2s1deiF>

Find DYW news and information on the Education Scotland [Learning Blog](#)

Join the conversation and connect with other practitioners on the DYW Yammer Group <http://bit.ly/2sQyACm>

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