

Item: 6

College Management Council Sub-committee: 24 January 2023.

Developing the Young Workforce (DYW) Orkney.

Report by Corporate Director for Education, Leisure and Housing.

1. Purpose of Report

To advise of the work of Developing the Young Workforce (DYW) Orkney.

2. Recommendations

The Sub-committee is invited to note:

2.1.

That Developing the Young Workforce (DYW) Orkney is responsible for developing the link between education and the world of work, increasing young people's career awareness and skills development, by developing employer engagement opportunities for young people including work placement opportunities, workplace visits, employer talks and careers events.

2.2.

That, in 2020, as part of the Scottish Government's response to the COVID-19 pandemic, additional funding was made available to recruit DYW School Co-ordinators for every secondary school.

2.3.

That, locally, three members of staff were recruited, to cover the two secondary schools and three Junior High Schools, working directly with pupils and closely with Skills Development Scotland Careers Advisers, their respective school's Senior Management Teams and Guidance staff, as well as other partners to support young people into a positive destination.

2.4.

The key activities of DYW Orkney during 2022, as detailed in sections 4 to 9 of this report.

3. Overview

3.1.

Developing the Young Workforce (DYW) Orkney is responsible for developing the link between education and the world of work, increasing young people's career awareness and skills development. This is done by developing employer engagement opportunities for young people including work placement opportunities, workplace visits, employer talks

and careers events. All of this is to help young people better understand their options, the various pathways into careers and enable them to make informed decisions about their future.

3.2.

In 2020, as part of the Scottish Government's response to the COVID-19 pandemic, DYW groups across Scotland were provided with additional funding to recruit DYW School Co-ordinators for every secondary school.

3.3.

DYW Orkney recruited three members of staff to cover the two secondary schools and three Junior High Schools. They all took up their posts a year ago, and work directly with pupils. They work closely with Skills Development Scotland Careers Advisers, their respective school's Senior Management Teams and Guidance staff, as well as other partners to support young people into a positive destination.

3.4.

During financial year 2022/23, DYW Orkney has delivered employer activities to 1,319 young people, these activities have been delivered by 132 employers. Of the young people, 462 were supported by one of the DYW School Co-ordinators.

3.5.

The following sections provide an overview of the key activity undertaken by Developing the Young Workforce (DYW) Orkney during 2022.

4. Stromness Academy Careers Week

4.1.

Careers Week is an annual event that is held in early February at Stromness Academy. As part of the school calendar since 2019, it was developed to help pupils in S3 who are making their subject choices for fourth year, which can influence where they end up after school.

4.2.

The purpose of the week is to inspire and inform pupils about the variety of careers available and to help them imagine what they could do in the future. Throughout the week, pupils learn about some of the careers available to them in Orkney and hear about the different pathways they can take into their future job.

4.3.

DYW Orkney work in partnership with the school to deliver a programme of activities throughout the week. The activity developed includes talks from local business people; workplace visits to enable them to learn more about the range of careers within a business and activities to help them develop transferrable skills such as team work, problem solving and communication.

4.4.

Usually, the week concludes with a mini-careers fair in the school which is open to all S3-S6 pupils, with an open session over breaktime for S1 and S2 pupils and teachers to drop into.

4.5.

There was no Careers Week in 2021, as schools were closed due to COVID-19, and the event in 2022 was offered in a limited capacity with a mixture of in-person and virtual inputs, again due to COVID restrictions in the school. Planning has started for the 2023 event, which will be a return to the format seen in pre-COVID years.

4.6.

In 2022, Careers Week activities were delivered to 61 S3 pupils.

5. Planning for the Future

5.1.

Planning for the Future is a programme of targeted activity delivered in partnership with Skills Development Scotland.

5.2.

It is a programme developed specifically for school pupils who intend to leave at the end of the academic year and do not have a positive destination identified, or are not sure what they want to do.

5.3.

The programme is a two-day, intensive programme delivered in February outwith the school setting. Pupils are supported to learn more about the options and opportunities available to them, helped to identify their skills and supported to write their CV, complete an application form, write a covering letter and prepare for an interview. The programme concludes with a mock interview session involving local employers.

5.4.

In 2022, this programme was delivered to 22 pupils (10 from Stromness Academy and 12 from Kirkwall Grammar School).

6. “Lunch with an Employer” at Stromness Academy

6.1.

A series of lunchtime speakers has been running at Stromness Academy since August 2022, giving pupils the chance to access careers information directly from employers.

6.2.

Held every two weeks and organised by the school's DYW Co-ordinator, Lunch with an Employer lets pupils hear from local employers about the job opportunities available with the businesses, discover some of the pathways available into careers and also learn about the subjects they should study in school or skills they may need to work in the business.

6.3.

Over terms one and two of the 2022/23 school session, DYW Orkney has organised five 'Lunch with an Employer' sessions, which were attended by 61 young people.

7. Early Years Course: Solihull Training for Young People

7.1.

Staff from the Council's Early Years team have been working with a group of pupils from Kirkwall Grammar School interested in working with babies and young children, to help them gain knowledge and skills that will support them in their future career.

7.2.

The team have been visiting the school to deliver the Solihull Approach for Young People. The course gives an insight into early child development and looks at how babies and teenagers' brains develop, how relationships are built between child and adult and the importance of play as a tool for learning.

7.3.

All the pupils who have taken part in the course have expressed an interest in a career working with babies or young children, including becoming an Early Years Practitioner, Teacher or Midwife.

7.4.

Delivery of the course was arranged by the DYW School Co-ordinator and the Service Manager (Early Learning and Childcare). It was offered as an alternative to a work placement as the number of pupils interested in going to an early years setting meant a placement would not be possible for all of them.

7.5.

The course has been a fantastic opportunity for the pupils to develop their knowledge and will be beneficial when they move on from school, whether it is directly into work, onto a Modern Apprenticeship or applying for a college or university course.

7.6.

The course also gave the Early Years team a chance to engage with their future workforce, helping the young people to develop knowledge that will be beneficial if they decide to work with the Early Years team in Orkney, or when they undertake further training or qualifications after school.

7.7.

The six-week Solihull Approach was delivered to 10 KGS pupils. Discussions are ongoing to deliver this at Stromness Academy and make this an annual course at both schools.

8. Orkney Careers Fair

8.1.

The second Orkney Careers Fair was held in the Pickaquooy Centre in September. This event is jointly hosted by DYW Orkney and Skills Development Scotland Orkney team.

8.2.

The event was attended by over 900 young people and adults, including over 700 S3-S6 pupils from Stromness Academy, Kirkwall Grammar School, Sanday, Stronsay and Westray Junior High Schools. Those attending were able to access a wide variety of careers, education and training information, all geared to help them understand the options available to them locally and further afield.

8.3.

A total of 60 exhibitors, including local employers, education and training providers and local support services, were on hand to speak to those visiting the event. Employers spoke about the different careers and jobs available in their sector and gave advice about appropriate training or education routes into these careers.

8.4.

They were also able to speak to young people more generally about the skills they look for in their employees and help young people learn more about the opportunities available with their organisation including work placements, apprenticeships, or other work-based learning opportunities.

8.5.

After speaking to employers, those attending the events could then speak to training providers, universities or Orkney College UHI and get tailored advice about the different vocational or academic courses they offered which may suit a career in a particular sector.

8.6.

Support services were on hand to speak about how they can help individuals take the next step in their career journey.

8.7.

The event supported everyone in identifying their next steps and helped them choose the right pathway to suit their individual skill and aspirations. More information about the exhibitors can be found [here](#).

8.8.

A piece on the event was included on BBC Radio Orkney the following day, and can be accessed [here](#) (listen from 7mins 30 secs).

9. Work Placements

9.1.

DYW School Co-ordinators work with pupils to identify and organise work placements. This can be a week-long placement, as is undertaken by the Junior High Schools, or a half-day or full-day placement over a longer period of time.

9.2.

Throughout the year, DYW School Co-ordinators have organised placements for 169 school pupils.

10. Links to the Council Plan

10.1.

The proposals in this report support and contribute outcomes for communities as outlined in the Council Plan strategic priority these of Thriving Communities.

10.2.

The proposals in this report related directly to Priority 3.1 Extend the Orkney Offer to learners of all ages.

11. Links to Local Outcomes Improvement Plan

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Local Outcomes Improvement Plan priority of Community Wellbeing.

12. Financial Implications

There are no significant financial implications arising directly from this noting report.

13. Legal Aspects

There are no legal implications arising directly from this noting report.

14. Contact Officers

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