

## EQUALITY IMPACT ASSESSMENT - RESULTS

<b>Title of Policy</b>	Developing the Young Workforce - Scotland's Youth Employment Strategy
<b>Summary of aims and desired outcomes of Policy</b>	<p>The aim of the strategy is to reduce Scotland's youth unemployment by 40% by 2021.</p> <p>The desired outcomes are that young people in Scotland will have better employment opportunities by being better equipped for the world of work through vocational skills.</p>
<b>Directorate: Division: team</b>	Advanced Learning and Science Directorate; Colleges, Young Workforce and SFC Sponsorship; Developing the Young Workforce and 15-24 Learner Journey Programme Team.

### Executive summary

At the outset of Developing the Young Workforce (DYW), an EQIA was carried out formally accepting all recommendations from the Wood commission's report. This can be found at:

[www.gov.scot/Topics/Education/edandtrainingforyoungple/commissiondevelopingscotlandseyoungworkforce/finalreport/eqia](http://www.gov.scot/Topics/Education/edandtrainingforyoungple/commissiondevelopingscotlandseyoungworkforce/finalreport/eqia)

The purpose of this EQIA is to reflect on the progress of DYW, 3 years into the 7 year programme of activity and, where appropriate, provide an update on policy implementation at this juncture.

## Background

On the 17<sup>th</sup> of December 2014, the Scottish Government launched its youth employment strategy - Developing the Young Workforce (DYW), a seven year programme to reduce Scotland's youth unemployment by 40% by 2021. As well as the headline target, the programme is underpinned by 39 recommendations and 11 Key Performance Indicators (KPIs).

The DYW programme aims to offer an excellent, work relevant education offer to young people in Scotland, giving them the skills for the current and anticipated jobs market.

This includes

- creating new vocational learning options;
- enabling young people to learn in a range of settings in their senior phase of school;
- embedding employer engagement in education;
- offering careers advice at an earlier point in school; and
- introducing new standards for careers guidance and work experience.

Developing the Young Workforce contributes to the following national outcomes:

- We live in a Scotland that is the most attractive place for doing business in Europe.
- We realise our full economic potential with more and better employment opportunities for our people.
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- Our children have the best start in life and are ready to succeed.

- We are better educated, more skilled and more successful, renowned for our research and innovation.

## **The Scope of the EQIA**

An Equality Impact Assessment was undertaken for Scotlands Youth Employment Strategy - Developing the Young Workforce.

## **Key Findings**

For this assessment, we have updated the original EQIA undertaken at the outset of the DYW programme, with new supporting evidence, detailing our continued approach to ensuring equality is embedded across the programme for new policies, where appropriate.

In addition, the Scottish Government has committed to report annually on progress of the DYW Programme. These reports are available on the Scottish Government website at [www.gov.scot/Topics/Education/developingtheyoungworkforce](http://www.gov.scot/Topics/Education/developingtheyoungworkforce)

At the heart of Developing the Young Workforce is a commitment to advance the interests of all our young people. The aim is to ensure all young people, from early years, onwards have the skills and knowledge to make more informed career choices throughout their school studies and beyond. The Youth Employment Strategy sets out actions to embed equality throughout the implementation of Developing the Young Workforce, however, there is a recognition that some groups need additional support and guidance. For these groups there are specific recommendations to ensure relevant changes for these young people. Support to effect this commitment to equality includes:

- the career education standard ( 3-18)
- the work placements standard
- school/employer partnerships guidance

- earlier careers advice and guidance
- the Improving Gender Balance project with six schools to tackle gender stereotyping through whole school approaches.

The headline measures of attainment are set out by characteristics, measured and published alongside other school performance indicators:

[www.gov.scot/Publications/2017/06/9699/4](http://www.gov.scot/Publications/2017/06/9699/4)

Within this publication,

Table 3. reflects the percentage of school leavers in a positive follow-up destination, by pupil characteristic, 2009/10 to 2015/16

[www.gov.scot/Publications/2017/06/9699/3](http://www.gov.scot/Publications/2017/06/9699/3)

Table 6. reflects the percentage of school leavers by attainment at SCQF level 4 to 6, by pupil characteristic, 2009/10 to 2015/16

[www.gov.scot/Publications/2017/06/9699/4](http://www.gov.scot/Publications/2017/06/9699/4)

## **Recommendations and Conclusion**

In December 2014, the Scottish Government published *Developing the Young Workforce - Scotland's Youth Employment Strategy*, which contained our implementation plans jointly agreed with local government. The implementation is being taken forward by Government, Local Authorities and other agencies and bodies. The extent to, and the way in which, they are implemented will determine whether the desired outcomes are achieved.

The purpose of this EQIA is to reflect on the progress of the programme 3 years into the 7 year programme of activity and,

where appropriate, provide an update on policy implementation at this juncture.

As we move into the second half of the programme we will continue to review and assess our findings to shape and inform the delivery of the DYW recommendations.