



Taylor High School

Developing the Young Workforce - Skills for Life, Learning and Work

**Opportunities for All: supporting all
young people to participate in 16+
learning, training, or work**

School Policy



SUPPORTING IMPLEMENTATION

Context Terms of Reference

The Scottish Government recognises the disproportionate impact that weak economic conditions have on young people, particularly those who are furthest from the labour market. It is also recognised that staying in learning or training is the best way for young people to develop the skills they need to progress towards and into employment.

With this in mind, Taylor High School (THS) seeks to ensure that appropriate measures are in place to enable our young people to take advantage of job opportunities now and in the future.

Opportunities for All brings together a range of existing national and local policies and strategies as a single focus to improve young people's participation in post 16 learning or training, and ultimately employment, through appropriate interventions and support

This builds on and adds impetus to existing entitlements and commitments to support youth employment through the senior phase of Curriculum for Excellence, including the development of skills for learning life and work, robust transitions through 16+ Learning Choices and the targeted support offered through More Choices, More Chances (MCMC)¹.

Tracking, monitoring and engagement

Effective delivery of post-16 opportunities is underpinned by tracking and monitoring of individual young people. Opportunities for All requires tracking and monitoring supported by improved data sharing

¹ For most young people the most appropriate way to access the senior phase of Curriculum for Excellence will be for them to remain at school between the ages of 16 and 18 years. This will allow them to access the wide variety of opportunities which have been developed by the service to meet their needs and which allow them to develop the four capacities through developing their literacy and numeracy skills and which promote health and well being. These will include National Qualification courses and units, including vocational education options, ASDAN awards, Skill Force programmes, Duke of Edinburgh Awards, work experience and volunteering opportunities - all designed to equip young people with skills for life, learning and work in the 21 st Century.

processes to enable appropriate identification and intervention for those young people who need an offer of learning or training.

Through Opportunities for All at THS, we will continue to work with key national and local partners to ensure:

- Monthly/ Regular meetings with appropriate Year group PTPS, DHTs, SDS and PT DYW to identify, discuss and support those young people at risk of no destination or those requiring additional guidance and mentoring
- a clear rationale for a young person pursuing any learning/training route, with a defined end point, outcomes and identified progression route, taking account of, and managing expectations of young people and their parents/carers
- that learning is appropriate to local, regional, and national labour markets and contributes to local economic development
- that all learning is planned and accredited as appropriate
- that provision offered by colleges and our national training programmes are prioritised for 16+ year olds, paying particular attention to those at risk of disengaging after school; and that any offer is appropriate and offers progression
- tracking and monitoring by key partners (THS and SDS) of young people as they move through the learning system: this will be supported by Skills Development Scotland but led by THS improving data collection, collation and sharing
- in delivering provision for young people, partners comply with the Additional Support for Learning Act and reflect the Getting It Right for Every Child (GIRFEC) Practice Model to ensure consistent, timely, post-16 transition planning
- that outcome measures and related funding recognise the need for more tailored provision and, often, longer timescales for the desired outcomes to be achieved.

Delivery of Opportunities for All

Taylor High School

Identified pupils will be engaged in regular conversations with PT DYW to ascertain preferred route and industry and shown ideas and opportunities that they may not have considered before and which are available to them

At the point of transition from school to post-school, local authorities and schools are responsible for ensuring that young people at risk of disengaging from further learning or training are identified and that their support needs are assessed and addressed.

GIRFEC and the Additional Support for Learning (ASL) Act provide the framework for schools and their partners working with these young people. Additionally, the related ASL Code of Practice includes guidance on how a school and appropriate agencies, should work together to plan to meet the transitional needs of these young people.

Where young people feel they may not yet be ready to engage in formal learning, local authorities and their partners should consider offering an Activity Agreement. Young people taking this path will often require sustained support from a suitable professional. Their progress will be tracked and monitored by Skills Development Scotland.

Skills Development Scotland

Skills Development Scotland deliver a wide range of services to young people and has a key role to play in the delivery of Opportunities for All through modernising the career services, developing new services and refining existing provision. This includes:

- Providing a single phone number for young people to call and get more information on the opportunities available to them;
- Working with key partners such as local authorities, colleges, the voluntary sector and the Department of Work and

Pensions to ensure Youth Employment Actions Plans are in place

- Developing frontline services, including through the introduction of Career Coaches in school; Work Coaches providing 1:1 intensive coaching post-school; mentoring and employability support, working with DWP to ensure coherent support to individuals
- Providing support to all local authorities, including schools, to facilitate access and use of My World of Work and working to ensure that all young people have opportunities to develop career management skills (CMS)
- Making best use of data tracking and monitoring mechanisms through the Data Hub and improving data sharing with strategic partners including Department for Work and Pensions, schools and local authorities, colleges, universities and the Student Awards Agency for Scotland
- In contracting for Modern Apprenticeships and pre-employment training, Skills Development Scotland will maximise opportunities for 16-19 year olds
- In partnership with Scottish Qualifications Authority (SQA) and employers, developing a national certificate of work readiness which is valued by employers and recognises the work readiness of 16-19 year olds

Through Service Delivery Agreements, Skills Development Scotland will explore with local authorities and Community Planning Partnerships the processes required to develop co-commissioning and co-investment arrangements.