

DEVELOPING THE **YOUNG WORKFORCE**

DELIVERY PLAN
2025-2028



Skills
Development
Scotland

DYW

LANARKSHIRE &
EAST DUNBARTONSHIRE
Developing the
Young Workforce

VOLUNTARY

ACTION

North

Lanarkshire

NHS
Lanarkshire



**NEW
COLLEGE
LANARKSHIRE**



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Foreword

Developing the Young Workforce remains a whole-council, cross party priority which is supported by all council services and reaches beyond to include partners and employers.

We are extremely proud of the ongoing work taking place to ensure our children and young people aged 3-18 years have access to an education and skills-based curriculum which will equip them with the critical skills they need to grow and flourish in life beyond school and in the workplace.

It was my pleasure this session, as Convener of Education and Families to attend a working lunch in the newly refurbished training kitchen and restaurant, Snap Dragon at Cardinal Newman High. I was hugely impressed by the work of the vocational education team and school, and particularly heartened to be served top restaurant quality food prepared by the young people working on their Levels 5 Hospitality Foundation Apprenticeship. The confidence and skills they have gained including through front of house service is fantastic to see and

I am delighted that this area of work continues to grow across our school estate.

We are committed to aligning the skills, qualifications and experiences of our young people with the-fast changing requirements of the modern world. This will enable the young people of North Lanarkshire to not only realise their potential, but to contribute to the growth of local and national economies.

This Delivery Plan highlights progress made and key strengths and sets out what we aspire to achieve, through collaborative working, in 2025-2028.

**Councillor
Michael McBride**

Convener of
Education and
Families



Introduction

Now in its third edition, our Developing the Young Workforce Delivery Plan highlights many of the positive outcomes and areas of improvement during the period 2022-2025. It sets out our ambition to push ahead on this journey of continuous improvement working across council services and with partners and employers to ensure we provide the right support for young people making their first steps into the labour market. Our commitment to all young people having access to a relevant curriculum and a bright future is a priority which is a key theme within the Brighter Futures Programme of Work, aligned to The Plan for North Lanarkshire.



Andrew McPherson

Deputy Chief Executive,
North Lanarkshire Council

We are proud that in the period 2022-2025:

- We saw school leaver destinations reach 94.7%, the highest percentage achieved, with 68.6% entering higher and further education and 24.3% entering employment, which is above the national average.
- Our annual participation measure (percentage of young people 16-19 years old in education, training and employment) reached 92.8%. This was the highest percentage achieved since the measure was introduced in 2017.
- A multi-agency and cross council Developing the Young Workforce Taskforce was established and continues to support schools and families with young people with multiple barriers to learning and most at risk of entering a negative post-school destination and long-term unemployment. UK Shared Prosperity Funding enabled a Post School Destinations Project Manager to be appointed in an innovative collaboration between the council's Education and Families Service and Skills Development Scotland.

Governance

Developing the Young Workforce remains a national and North Lanarkshire priority. It is a key part of Scotland's education reform aiming to prepare young people for life beyond school and the world of work with a focus on work related learning experiences, skills development and pathways to employment.

Alongside Getting it Right for Every Child and Curriculum for Excellence, it is described as one of the three pillars which drive improvement across all parts of the curriculum and the Scottish education system.

Within the council, to ensure this important area of work is being led in a direction that aligns with local plans and policy, work in this area is accountable to:

- Education and Families Senior Leadership Team
- Brighter Future Programme of Work Board
- Education, Children and Families Committee



“The programme worked well for my child because of the relaxed open-door policy, the smaller group activities, the few but firm rules and regulations, the friendliness and helpfulness of the staff.”

Parent

Looking Back 2022-2025: How did we do?

Developing the Young Workforce Taskforce

Our DYW Delivery Plan 2022-25 set out ambitious targets in preparing young people with skills and qualifications for learning, life and work.

To support this work, a multi-agency and cross-council Developing the Young Workforce Taskforce was established to assist schools and families in supporting young people facing multiple barriers to education and employment—particularly those at greatest risk of entering negative post-school destinations and experiencing long-term unemployment.

For more information on the resources and support available to young people, parents, carers and practitioners in North Lanarkshire click [here](#).

School Leaver destinations and annual participation measure

- 94.7% the highest percentage of positive leaver destinations achieved.
- 68.6% entering higher and further education and 24.3% entering employment, which is above the national average.
- Annual participation measure (percentage of young people 16-19 years old in education, training and employment) reached 92.8%, the highest percentage achieved to date.
- Number of pupils in unknown destinations has decreased year on year.



Vocational Education Foundation Apprenticeships

- Increased the number of young people engaged in Foundation Apprenticeships.
- Increased the number of frameworks available to young people in line with current local labour market drivers at levels 4-7.
- Increased number of schools using in-house delivery for Foundation Apprenticeships.
- In-house delivery increased pupil engagement numbers and allowed us to redevelop training spaces and Snapdragon restaurant

Future Fridays

- More than 6000 young people attending on average each week.
- For young people with greatest barriers to learning participation targets were exceeded. Young people who are Care experienced (33%), young people have additional support needs (40%) or young people residing in Scottish index of multiple deprivation 1-3 (30%) all engaged.
- Over 5000 accreditation experiences offered across SCQF levels 2-7.



Employer Engagement and Skills Development

- Significant increase in formal school / employer partnerships.
- Increased number of career inspiration events supported by local employers.
- Greater number of schools have implemented a skills framework.

Enterprise

- Development of NLC working group across council teams and leading national providers of enterprise education to provide a cohesive enterprise offer across all schools and centres 3-18.
- 165 awards have been achieved by schools since 2023.

“Everyone has access to quality learning and teaching. We make sure our schools are inclusive, energetic places which take into account the needs of all our young people. Young people have experiences which last a lifetime and a voice in their own learning.”

The Plan for North Lanarkshire

Winter and Summer leavers’ Pathways Programme

- Full time targeted senior phase curriculum for those with multiple barriers to education and employment and most at risk of moving into a negative destination.
- 656 young people have completed the programme to date with 92.4% moving into a positive, sustainable post school destination.

“The Pathways programme has matured my son and allowed him to gain confidence”

Parent



UK Shared Prosperity Fund

- Aligned with our Pathways Programme and Virtual School, this short-term funding allowed us to recruit five Pathways Support Teachers. Their principal role was to build relationships and support senior phase young people with multiple barriers to learning to achieve national and industry recognised awards and qualifications leading to positive post school destinations. In one academic session they worked with almost 200 young people with positive outcomes including increased confidence, national and industry recognised awards and qualifications, volunteering and employment.
- We have improved the ASN schools estate by upgrading or developing areas to support access for pupils vocational skills development, this includes the conversion of a Janitor's bungalow in the grounds of Our Lady's High School, Motherwell, upgrades to Glenburn College, four coffee carts purchased to be placed inside schools, a Poly Tunnel was constructed and placed in the grounds of Glenburn College and an upgrade of a kitchen area used by ASN pupils in Bellshill High School has been completed.
- Provided 47 young people with the opportunity to take part in a pre-apprentice construction programme delivered by Tigers that provided learners with training to support both practical and theoretical knowledge in the construction industry with 81% achieving a modern apprenticeship through the shared apprenticeship model. Following the pre-apprenticeship programme, learners had the opportunity to interview with Morgan Sindall to undertake a Modern Apprenticeship in General Construction Operations.
 - 100% achieved industry awards
 - 100% took part in work-based learning experiences
 - 81% achieved a modern apprenticeship through the shared apprenticeship model

“People in North Lanarkshire are connected to employment and have the support they need to access jobs. They have skills appropriate to the needs of employers. They are supported, no matter their background, personal needs or economic circumstances.”

The Plan for North Lanarkshire

Vision, Aims and Values

A future where every young person in North Lanarkshire, from 3-18 years, can access a broad range of opportunities and experiences and is empowered to build their own unique pathways towards positive and sustained destinations.

'I felt supported by staff because they're always happy to help and do what they need to do to support you'

Young Person

We aim to achieve our ambitions while aligning our work with the council's values of fairness, respect, equality and excellence.

"I have enjoyed working with pupils that have a variety of needs. My confidence has grown and I feel I am much better prepared for the challenge of University." Young person wants a career as a Primary Teacher and has applied for University.

Young Person

- To place the individual needs, aspirations, and potential of each young person at the heart of all our work.
- To provide opportunities to achieve industry recognised awards and qualifications and develop skills for learning, life and work aligned to labour market trends.
- To actively engage all young people (aged 3-18) in meaningful work-related learning experiences that broaden their horizons and understanding of the world of work.
- To ensure equitable access to opportunities and support for all young people, addressing barriers and promoting inclusion.
- To create positive and inspiring learning experiences that build confidence and motivation.
- To foster positive and supportive relationships with young people, their families, partners and employers.
- To nurture a strong sense of self-worth in young people, empowering them to believe in their abilities and potential to succeed in life beyond school.

DYW Ambition Statements 2025-2028

Building on previous targets, successes and ongoing areas of development the following ambition statements outline our aspirations for 2025-2028.

"I started my own business from the stuff I learned at Pathways."

Young Person

- Improve initial and sustained school leaver destinations.
- Increase the number of young people entering volunteering, PSD and training as a post school destination.
- Targeted support for young people in a negative or unknown post school destinations.
- Improve annual participation rate for young people 16-19.
- Increase the uptake of industry recognised awards and qualifications (Foundation Apprenticeships, Higher National Certificates, level 4- 7, wider achievement accredited programmes) and number of young people completing and achieving.
- Increase employability opportunities, awards and qualifications through Future Fridays and wider curriculum offers in line with labour market information.
- Grow the number of schools and young people engaged in entrepreneurial activities.
- Increase the uptake in NL enterprising schools award.
- Develop a progressive skills framework (3-18) linked to career education standard which will be implemented across all centres.
- To expand and enhance Broad General Education (BGE) within primary and S1-S3 settings. This will focus on providing young people with an understanding and experience of industry-recognised pathways and awards.
- Develop and implement creative workspaces within the school estate to enhance vocational learning opportunities.



“As a smaller school that does not have a local neighbouring school we find it challenging to offer the same breadth and depth of courses as other schools and rely heavily on the support of the vocational programmes to help our young people achieve, develop skills and gain qualifications to support sustainable post school destinations. Without these places our young people will be required to pick up subjects within the school that do not meet their needs, both in relation to attainment, engagement and positive destination.”

Deputy Head Teacher

Developing the Young Workforce the North Lanarkshire Way

In Scotland, Developing the Young Workforce aims to ensure that all children and young people 3-18 years have access to opportunities that help them:

- Develop skills for learning, life, and work
- Engage in work-relevant learning across the curriculum
- Experience employer engagement and career education
- Access vocational pathways, including Foundation Apprenticeships and college partnerships

This entitlement is embedded in the Curriculum for Excellence and supported by the Career Education Standard (3–18).

“Don’t give up. It is hard, but its worth it. My Foundation Apprenticeship has given me confidence and experience and I was more prepared for the world of work. It’s a great feeling seeing the children reach their milestones; I feel like a proud mum.” After successfully completing the Foundation Apprenticeship, young person is now in a Modern Apprenticeship at St Mary’s Nursery.

Young Person

“In this ever-growing industry demand for positions on courses/graduate apprenticeships are highly sought after, this foundation apprenticeship allows our pupils the opportunity to compete for these spaces. The opportunity to gain hands on experience is so valuable and prepares our pupils for life and work within this field.”

Principal Teacher Pupil Support

This section summarises the collaborative approach in North Lanarkshire highlighting the important role of all council services and partners.

Vocational Education

Young people will have access to a wide range of industry recognised career pathways to key job sectors. The focus will be on local and national growth employment sectors and those with predicted skills shortages.

These awards and qualifications will cover activity from SCQF levels 3-7 and will be offered at BGE and senior phase. These include vocational programmes, wider achievement, Foundation Apprenticeships and Higher National Certificates delivered in partnership with Higher and Further Education establishments, training providers, schools and employers.

We will continue to work collaboratively with North Lanarkshire Early Careers team and NL Academies to align with Modern Apprenticeship and Graduate Apprenticeship recruitment.

For more information on our Industry Recognised Qualifications click [here](#) or scan the QR code.



During 2025-2028, to enhance the quality of these learning experiences, there will be a focus on developing creative vocational spaces in schools and establishments related to key labour market sectors such as Snapdragon Café, Outdoor Construction Skills Workshops, Multifunctional facilities for development of skills for learning and work across North Lanarkshire.



“The Foundation Apprenticeship courses offered by NLC are invaluable to our pupils. These opportunities provide valuable, real-world work experience and work-based learning alongside other current studies.”

Principal Teacher Pupil Support

New College Lanarkshire and NLC Schools Partnership Programme

New College Lanarkshire (NCL), in collaboration with North Lanarkshire Council (NLC), offers a dynamic Schools Partnership Programme tailored for S4–S6 pupils. Aligned with the Developing the Young Workforce (DYW) strategy, the programme provides HNC, FA and vocational pathways in sectors such as Health and Social Care, Construction, Digital Media and more. Students gain hands-on experience through college-based learning and industry placements, helping to build employability skills and support smooth transitions into further education or employment.

This initiative supports all young people in the senior phase, including those at risk of disengagement, by ensuring inclusive access to career-focused learning. It is open to all secondary schools, including Additional Support Needs schools and promotes progression, attainment and positive post-school destinations. Bespoke options can also be developed in

partnership with schools, reflecting our continued commitment to working collaboratively with NLC to support their ambition of providing the best possible educational journey for every young person in their care.

Over the period of the previous delivery plan, North Lanarkshire has a higher percentage of pupils leaving school into further or higher education, which is above the national average.

As part of our ongoing commitment to closing the poverty-related attainment gap, developing our young workforce and widening access and participation Education & Families is developing a range of innovative new employability pathways, packages and partnerships such as the recently launched Higher National Certificate pathways with New College Lanarkshire and the University of the West of Scotland. Creating an opportunity for S6 pupils to undertake the first year of a recognised degree while still in the senior phase. This innovative curriculum development will expand during the period 2025-28.

“I like how I got to experience different things like going into a nursery and working in a kitchen.”

Young Person

Enterprise, Entrepreneurship and Financial Education

Increasing school engagement in enterprise and entrepreneurship was a key objective outlined in the previous Developing the Young Workforce (DYW) Delivery Plan. This ambition led to the establishment of the North Lanarkshire Enterprise Group—a collaborative network of key partners including NLC Education and Families, Business Gateway, Young Enterprise Scotland, SmartSTEMs, Social Enterprise Academy, The King's Trust, The Wood Foundation, and The Talent Foundry.

Together, the group developed the North Lanarkshire Enterprise Pathway, an initiative designed to inspire and equip young people with transferable skills for learning, life, and work. The Pathway promotes enterprise, entrepreneurship, and self-employment as viable and exciting career options.

The Enterprise Pathway enables schools to connect with sector experts and deliver enterprise activities and events throughout the 3–18 learner journey. These opportunities complement and enhance the excellent work already taking place in schools.

As a result of the group's efforts, there has been a notable increase in awareness and participation in enterprise activities across early years, primary, secondary, and ASN settings. This is evidenced by the growing number of schools achieving the North Lanarkshire Enterprising School Award each year.

“I really enjoyed the Foundation Apprenticeship experience, and it helped me get myself out there. It gave me the confidence to apply for the Graduate Apprenticeship with my employer. I received lots of help and support from the team, but you also have to be proactive and have the courage to push yourself forward.” After successfully completing his Foundation Apprenticeship, young person is in his first year of a Graduate Apprenticeship.

Young Person

Despite ongoing financial pressures facing third sector providers, the range of opportunities continues to expand. New partners and initiatives are actively engaging with both the working group and schools.

Looking ahead to 2025–2028, the NL Enterprise Group will continue to work collaboratively to ensure resources are allocated effectively to meet increasing demand. A key focus will be on deeper integration with Financial Education to help reinforce positive financial habits among young people.

Financial education is crucial for individuals to achieve financial stability, independence, and overall well-being. It empowers people to make sound financial decisions, avoid financial hardship, and contribute positively to the economy. To support young people to develop financial skills essential for success in and beyond school, all schools will have access to Financial Education sessions delivered by Education in conjunction with NLC DYW and the Tackling Poverty Team. The sessions will support teaching staff in ensuring young people develop skills, knowledge and attitudes that will help them to gain a better understanding of how to manage money effectively, make informed financial decisions, and achieve financial goals.

Pathways Programme

The Pathways Programme is an initiative designed to support young people facing barriers to education and employment, helping them transition from school into a sustained, positive post-school destination.

This tailored curriculum focuses on personal development and employability skills, offering sector-specific work-based learning, industry visits, employability workshops, career guidance, and health and wellbeing activities. Each young person receives targeted support to realise their potential and embark on their career journey.

Led by Education and Families, Pathways operates as a whole-council intervention, working in collaboration with Skills Development Scotland, Routes to Work, and New College Lanarkshire.

Since its launch the programme has benefited 656 young people. Through 2025-2028 the programme will continue to be reviewed and evolve to address shifting learner profiles and challenges to ensure individual needs are met effectively.

Skills Development Scotland (SDS)

SDS work in partnership and collaboration with schools and partners to provide support to young people and schools with a variety of products and services aligned to the Careers Education Standards.

Our key areas of focus are to:

- Help young people plan their career paths
- Provide learning and development programmes which enhance career-related skills
- Actively involve young people in their career planning
- Be accessible offering a range of engagement methods (i.e. face to face, digital or telephone) in schools and outreach community venues across North Lanarkshire

In schools we provide a career learning offer to support pupils with their career development. We will:

- Offer all young people in S1-3 a 1:1 Careers engagement

- Provide a 1:1 engagement to pupils to support their option choice period in S2/3
- Provide a 1:1 Careers engagement to all young people who request one in S4-6 before they leave school

In our post school offer we deliver a customer led service where we proactively provide careers information advice and guidance to 16-19 year olds and for care experienced young people up to their 26th birthday. We work with key partners across North Lanarkshire to support young people to progress and sustain their post school destinations.



Supported Enterprise

The council's Supported Enterprise Team work in partnership with young people from Additional Support Needs Establishments and mainstream schools to

engage young people in employability programmes, supported work placements and supported post-school employment. This work has expanded to include care experienced young people with programmes offered including:



ROOTS Opportunities for Growth programme supports care experienced young people to gain and sustain a positive post school destination. This 6-9month flexible paid placement programme creates a bespoke learning and development package that ensures looked after young people and care leavers are ready for the world of work and reach their full potential.

The No Limits programme provides paid work experience placements for senior phased pupils leaving ASN schools to provide them the support they require to start their journey into the world of work.

“I liked how I got more experience to do the thing I actually want to do and making new friends.”

Young Person





DFN Project search is a partnership between North Lanarkshire Council, New College Lanarkshire and NHS Lanarkshire and is a transition to work programme for young people age 18 with Learning Disabilities and Autism. The aim of the project is for each participant to work towards gaining employment. The project provides real life work experience within University Hospital Wishaw and University Hospital Monklands combining training in employability with independent living skills to support each young person to achieve their future goals and aspirations.



The innovative Sunnyside Training Café @ Volvo programme provides a 6-week placement (2 days per week) in Volvo Construction's staff restaurant where young people will gain valuable work experience in all aspects of catering. Young people will be supported by job coaches from North Lanarkshire Council to build skills and confidence in a real work setting and gather qualifications in catering/hospitality.

NLC SUNNYSIDE TRAINING CAFÉ AT VOLVO

WORK EXPERIENCE PROGRAMME

North Lanarkshire Supported Enterprise Service working in collaboration with Volvo, have created an opportunity where young people can gain valuable work experience in all aspects of catering within a café environment.

The young people will be supported by job coaches from North Lanarkshire Council to build skills and confidence in a real working environment to gain qualifications in catering/hospitality.

TRAINING OPPORTUNITIES INCLUDE:

- ▶ Learning to operate barista machine
- ▶ Learning to cash handle together with taking card payments
- ▶ Work place cleaning and safe use of cleaning materials (COSHH)
- ▶ Customer Service

EXTRAS:

- ▶ Food preparation
- ▶ Cooking and Baking
- ▶ Site tour of Volvo
- ▶ Volvo truck tour

For further information please contact:
Fiona Brown - Supported Employment Co-ordinator (brownf@northlan.gov.uk) or 07939 284636.
John Groomie - Hospitality Job Coach (groomiej@northlan.gov.uk) or 07940 461703

WORK HERE

Future Fridays

Future Fridays in North Lanarkshire offer young people a valuable opportunity to broaden their horizons by providing a dedicated afternoon for extra-curricular activities, these sessions empower students to explore personal interests, cultivate new skills, and gain insights into diverse career paths. This not only enhances their personal development and well-being but also equips them with practical knowledge and accredited qualifications, bolstering their future employability and further education prospects.

Future Fridays actively supports equity within the curriculum by offering enriching opportunities that extend beyond the classroom, specifically engaging young people with barriers to education and employment through bespoke programmes and sessions. This targeted approach aims to address potential attainment gaps by providing tailored support and skill development, ultimately working to improve outcomes and create more equitable pathways for all learners in North Lanarkshire.

Building on the success of the work undertaken, in 2025-2028 the focus will be on employability and Developing the Young Workforce.

Leadership Academy

The main aim of the leadership academy is to develop leadership skills in young learners in S5 and S6. Learners can obtain a level 5 or 6 SQA leadership qualification on completion of the course whilst developing key skills which directly translate into work and further career opportunities. This directly impacts school attainment increasing the number of pupils attaining level 6 qualifications. Pupils work together as an entire academy for their theory work and also in individual academies specialising on a particular curricular area. Pupils learn to deliver lessons and use this planning time to go out to cluster primaries to delivery lessons. The academy has 3 overarching areas which allow pupils to focus on what they think are their main strengths or areas in which they want to work in Arts, Sports or STEM.

The feedback for the course has been excellent and this has been reinforced by the increased numbers who are engaging every year.

“The staff were supportive of decisions and funny, and they helped us with our choices.”

Young Person

The NL employer charter

Building a **WORKFORCE FOR THE FUTURE** across North Lanarkshire



The NL Employer Charter

The NL employer charter has been created to maintain and support a network of employers across North Lanarkshire; those who do business responsibly – enabling both employers and employees to benefit as the economy grows.

The NL employer charter focuses broadly on compliance with our four key principles and one these relates to supporting young people to engage with the job market, whether while in school or after leaving school.

Under the Employ North Lanarkshire Pillar we recognise where the Employer promotes and provides apprenticeship / work experience / work placements and actively engages with local schools and education and aim to increase engagement in 2025-28.

More information on the NL Employer Charter and a list of those employers that have secured accreditation can be found at northlanarkshiresworking.co.uk/the-nl-employer-charter/

“Every child and young person is entitled to expect their education to provide them with... opportunities to develop skills for learning, skills for life and skills for work (including literacy, numeracy and health and wellbeing).”

**Curriculum for Excellence:
Building the Curriculum 3: A
Framework for Learning and
Teaching**

“The aim of Curriculum for Excellence is to help prepare all young people in Scotland to take their place in a modern society and economy. The curriculum will provide a framework for all... to gain the knowledge and skills for learning, skills for life and skills for work that they need.”

**Curriculum for Excellence:
Building the Curriculum 3: A
Framework for Learning and
Teaching**

Volunteering

Volunteering is important in Developing the Young Workforce (DYW) as it helps young people build essential skills such as teamwork, communication, and problem-solving. It boosts confidence, enhances employability, and provides real-world experience that supports career exploration. Volunteering also fosters a sense of responsibility and community engagement, aligning with DYW's goal of preparing young people for life, learning, and work. During the period of 2025-2028 we will be proactive in working with VANL and Volunteer NL to promote volunteering within schools as a means of developing skills for life and work and as a positive post school destination on a learner's journey towards employment.

VANL will support and promote the Saltire Awards within North Lanarkshire schools and colleges, encouraging recognition of in-house volunteering that often goes unreported. We aim to embed Saltire as part of the culture by working with partners across education and youth sectors. In 2025, we will pilot an in-school and college youth volunteering fair in partnership with DYW LED to raise awareness and increase participation. A key priority will be improving how youth volunteering

is tracked and recognised across education settings. This project is for young people aged 12–25, particularly those in informal or unrecognised volunteering roles.

In addition to Saltire support, VANL's volunteer team and the wider team promotes volunteering across North Lanarkshire by helping CVS organisations recruit, manage, and retain volunteers—focusing on quality experiences for young people. We recently developed a guide for involving young volunteers and are committed to supporting the sector in creating inclusive opportunities. We offer one-to-one support for young people (aged 12–25) to find placements that align with their interests. Our team is also keen to build and add to our current connections with employability partners and to continue to position volunteering as a route towards employment particularly for the younger age group.



Volunteer **NL**

Volunteer NL is part of the Brighter Futures programme of works. Volunteer NL creates and supports meaningful volunteering opportunities within North Lanarkshire. Volunteering has numerous benefits, including the opportunity to gain valuable skills, build relationships, gain confidence and much more. It's a great way to make a tangible difference while connecting with others who share the same values.



Volunteering can play a significant role in shaping your future career by engaging in different volunteer roles, you can acquire transferable skills such as leadership, communication, problem solving all of which are highly valued by employers. Volunteering offers great experience which can enhance your CV and demonstrate your commitment to personal growth and community involvement. We support young people to volunteer to career.

Active NL

Active NL Sports Development offers inclusive opportunities for young people aged 16 and over to engage in sport and physical activity across North Lanarkshire. The programme provides both paid and voluntary roles, including Modern Apprenticeships in Sports Coaching (SCQF Level 6), assistant coaching summer placements, swim teaching, sports coaching, and volunteering at sports events. For more details, contact Sportsdev@northlan.gov.uk

Active NL Health and Fitness offers work experience opportunities for young people aged 16 and over who are interested in participating in a variety of health and fitness activities or exploring a career in the fitness industry. It provides a chance to work in a dynamic environment, supporting staff and members in leading healthy, active lifestyles. Opportunities are available in personal training, gym instructing, group fitness instructing, and specialist health roles.

"It has helped me get into college and I really appreciate it."

Young Person

DYW Lanarkshire and East Dunbartonshire

Developing the Young Workforce (DYW) Lanarkshire and East Dunbartonshire (LED) is a regional initiative supporting Scotland's national strategy to better prepare young people for the world of work. It connects employers, educators, and young people through programmes like Build Your Future, which introduces S1–S3 pupils to careers in construction via digital resources, class talks, and

work tasters. The DYW Skills Academy supports senior pupils with employer-led sessions and one-to-one guidance. Programmes like My Climate Path and My Fashion Path raise awareness of green and sustainable careers, helping young people explore future-focused industries through real-world employer engagement.

“It suited her adaptive learning needs. She learned more with pathways in a few months than she did at years of high school.”

Parent



Science Technology Engineering Maths (STEM)

Since entering the Raising Aspirations in Science Programme (RAiSE) in 2020, the NL Learning Hub and Pedagogy Team have delivered STEM professional learning for over 600 practitioners each year and supported school STEM initiatives that have benefited thousands of pupils across North Lanarkshire.

The NL Learning Hub have developed an innovative interdisciplinary approach to reading and writing that integrates scientific literacy and Learning for Sustainability.

“The Foundation Apprenticeship opens so many pathways and gives you an opportunity to know if you really want to work in your chosen area. It is hard work but so worth it - a definite no brainer.”
After successfully completing the Foundation Apprenticeship, young person is in year two of a four-year Graduate Apprenticeship.

Young Person

The aim of the project is to develop critical thinking skills and improve literacy attainment while raising awareness of the local, national, and global issues such as climate change and the importance of sustainability.

Working in partnership with the DYW and Pathways Team, The NL Learning Hub provides a resource loan for schools to support the delivery of external and school-based STEM initiatives. This service supports the delivery of the Creating Engineers Challenge, First Lego League, Makerspaces, Climate Smarter Project, Primary Engineer Leadership Award and the Young STEM Leader and SQA Leadership Programme. This service ensures all pupils can access high-quality STEM resources and supports the effective delivery of the primary and BGE STEM curriculum.

The NL Learning Hub provides a comprehensive programme of STEM CLPL to support teachers and build confidence in the effective delivery of the STEM subjects in primary and BGE. A universal version of the programme is offered to all educational sectors, while bespoke versions are delivered for STEM Leads, Early Years, CLD and NQTs. The programme includes Engineering, Scientific Enquiry, Literacy and Maths through STEM and STEM and Sustainability. Project Based Learning,

the newest edition to the programme, will to be launched in 2025-26 session and aims to make connections across the STEM subjects and wider curricular subjects.

NLC Digital Services Team

NLC Digital Services Team works to support the Developing the Young Workforce

(DYW) agenda by equipping young people with vital digital skills for the modern economy. Their strategy integrates digital learning directly into the curriculum pathways for Digital Literacy and Computing Science, ensuring a consistent and progressive experience from Early Level through to the Senior Phase. A core element is the professional development of teaching staff to build their digital skills and confidence.

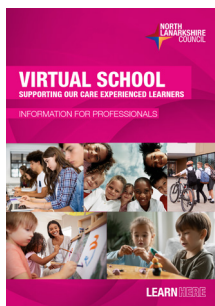
To enhance learning, platforms like Glow and Microsoft Teams are used to deliver high-quality content, with usage data helping to personalise learner journeys. The foundation of this approach is

equitable access; the council's device deployment model provides pupils with tools like iPads and laptops, all supported by a robust and secure digital infrastructure. This ensures every learner is prepared for a future where digital fluency is key to success.

Virtual School

The Virtual School is an intensive service operating across both primary and secondary education, focusing on the specific educational needs of care-experienced children and young people. Bespoke learning support is offered through a diverse range of activities, including well-being initiatives, literacy and numeracy programmes, outdoor learning experiences, transition support, volunteering and mentoring opportunities, vocational learning, and direct assistance with SQA qualifications.

A key area of development for the Virtual School has been the expansion



of vocational learning in partnership with a wide network of organisations. These opportunities allow young people to build essential workplace skills. Wherever possible vocational learning is accredited enabling learners to gain qualifications that support their future career aspirations.

Through collaborative planning and regular review meetings with the learner, family, school and other involved partners, the Virtual School ensures a high level of individualised support. This approach helps to identify and respond to the unique needs of each learner ensuring that appropriate and timely support is in place to maximise the potential of all care experienced learners.

Routes to Work

Routes to Work is a North Lanarkshire-based charity and council ALEO that helps residents overcome barriers to employment through personalised support, training, and coaching. It offers access to job opportunities, vocational qualifications, and tailored programmes for young people, parents, and those facing disadvantage.



Routes to Work, in collaboration with education and other council services, provides employability and skills support to young people starting six months before their statutory school leaving date. This support is designed to help them achieve their goals and transition into work, training, or further education.

NL Academies

North Lanarkshire Academies work closely with colleagues in Education to provide additional opportunities to young people and drives collaboration with businesses and partners in key industry sectors – Built Environment, Health and Social Care and Digital.

Construction projects such as Build Your Future and Constructing Pathways support young people from S2-S6 to gain understanding of the breadth of opportunities in this growth sector through engaging, practical experiences.

The Summer Placement Programme gives young people in the senior phase of high school the opportunity to learn new skills, develop existing skills and earn money whilst gaining vital work experience during their school summer holidays. The programme prepares students for future employment and addresses workforce challenges in areas that are traditionally hard to recruit.

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The success of Summer Placements has led to a collaborative and innovative Modern Apprenticeship being developed in conjunction with the NHS.

Digital Skills Bootcamps offer young people 16+ a fast-track route to tech jobs, further education, and positive career destinations.

For more information on the teams current activities or to discuss potential ways to collaborate, please contact Lynsey Smith at smithlyns@northlangov.uk or contact the team at NLAcademies@northlan.gov.uk

- Raise awareness of the wide range of opportunities available across this important sector
- To expand and develop the partnerships



Health and Social Care Academy

Working collaboratively with NHS Lanarkshire and South Lanarkshire Council our Health and Social Care Academy has a workstream dedicated to 'Developing the Young Workforce and inspiring the next generation of talent.'

The objectives of the work are to:

- Develop school based programmes and activities that lead to employment and career pathways in health and care at all levels



"I just want to say thank you all for picking my son and helping him find a voice and giving him the motivation by letting him know that he can do anything and you never put any limits on what he can do or say."

Parent

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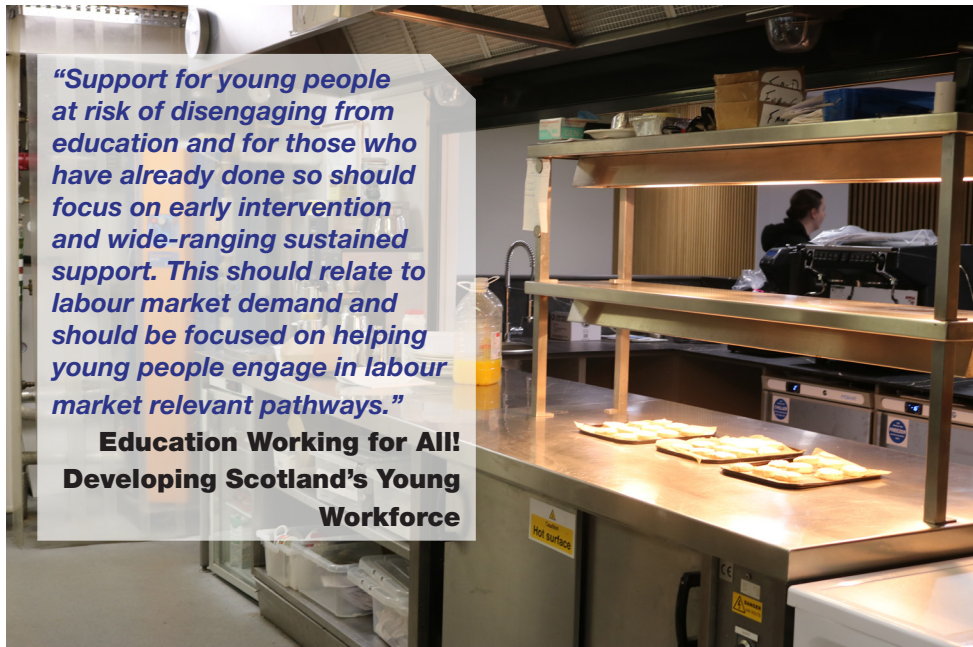
Work undertaken includes health and social care awards offered in schools at SCQF levels 4-7, Summer School opportunities offered to young people through the Monklands Replacement Project, a health and social care programme offered to Primary 6/7 children in partnership with New College Lanarkshire, work with care experienced children and young people.

Looking ahead during session 2025-2028 we will develop innovative spaces which through collaborative working with enable children and young people to access education in relation to health and social care careers.

The first space being reimagined to develop life skills and allow young people to gain an understanding of health and social care delivery within community settings is a former janitor's bungalow on a school campus. This space will also be used to support and deliver a range of health promoting activities.

“This programme pulled my son from having no hope or drive to being enthusiastic about his future. I cannot thank the team enough.”

Parent



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The second space is a classroom reimagined as a rehearsal space in relation to a clinical inpatient and community space.

Both of these exciting initiatives are currently in the design phase.

Community Learning & Development

The Community Learning and Development Team aims to improve

health and wellbeing, attainment, and employability prospects for participants through a range of interventions delivered within communities and in schools to activity engage young people and young adults in accredited learning.

A variety of SQA awards such as volunteering, personal development, and employability along with youth accreditation aligned to the SCQ Framework ensures young people gain formal recognition for their achievements. In addition, the Duke of Edinburgh Award is nationally recognised by employers,



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training providers and educational establishments and contribute to young people wider achievement.

For more information or to get involved please contact:

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oneillpauline@northlan.gov.uk

Stuart Aitchison,
Pathways/DYW Lead Officer,
aitchisons@northlan.gov.uk

“Brighter Futures will prepare young people and the wider community for the future through an interconnected programme encompassing specialised education routes. Volunteering and enterprise NLC Brighter Futures programme of work.”

**The Plan for North
Lanarkshire - Ambition
Statement**

Developing the Young Workforce Draft Delivery Plan 2025-2028

Marie McGrath,
Vocational Education Project Manager,
mcgrathmar@northlan.gov.uk

The background features a complex, abstract design. It consists of several large, overlapping, semi-transparent circles in shades of light gray and white. Overlaid on these circles is a fine, light gray grid pattern. The overall effect is a sense of depth and movement, typical of a modern corporate or technological aesthetic.

**BRIGHTER
FUTURES** | **WORK HERE**

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CC_2025_00039

