

Report

Report to:	Education Resources Committee
Date of Meeting:	6 February 2018
Report by:	Executive Director (Education Resources)

Subject:	Update on Vocational Programmes
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide an update on the vocational programme made to devise and support young people being “at risk” of not moving to our sustaining positive destination.
- ◆ provide an update on South Lanarkshire Council's delivery of the Foundation Apprenticeship programme for school session 2018/2019.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the proposals to deliver the employability programmes be noted; and
- (2) that the proposals to deliver the Foundation Apprenticeship programme be noted.

3. Background

- 3.1. Work has taken place to consolidate and align the management of Youth Employability supports to Education Resources. This allows for a coordinated approach to service provision and a greater ability to use intelligence to target resources to the areas of greatest need effectively and quickly.
- 3.2. The funding sources from the Scottish Government and the European Social Fund (ESF) have also been aligned and matched to core Education funds to facilitate provision that meets the needs of all “at risk” young people across the authority. Previously, the targeted supports were only available to the Data Zone areas which included six of the secondary establishments, due to restrictions of ESF funding. The revised structure and changes to the funding criteria now allows the offer of identified services to all secondary establishments and all young people identified as requiring support to enter and sustain a positive destination until the age of 19.

4. Planned Provision

- 4.1. Identification of young people who are thought to be “at risk” of not achieving or sustaining a positive post school destination, takes place with schools and with colleagues from Skills Development Scotland, for all those aged 15 to 19.
- 4.2. Regular tracking and monitoring meetings take place which ensures staff are aware of the needs of young people and have provision in place to meet those needs. Aftercare supports are also in place for all young people involved to enable them to sustain their positive destination and, if required, support them into an alternative

positive destination. There is a range of programmes planned for 2018/2019 which are detailed below. The development of bespoke programmes for S5 Winter leavers who require support into employment and education when they leave school also continues.

5. ASPIRE (in school project) - Anticipated 450 Young People will be supported during 2018/2019.

5.1 Through an intelligence-led model used in school (the16+Matrix) young people who are six months from their official leaving date and who need additional support to achieve and sustain a smooth transition to a positive destination, are identified. The programme includes:

- 1 to 1 support from a dedicated vocational development worker to address the barriers they face and to engage them in different learning opportunities
- work experience tasters, and if suitable, a longer term work experience placement 1 to 2 days per week
- support to attend counselling session if required or the young person supported to widen their social supports (this might be for addiction issues or bereavement supports)
- supporting parents and carers is part of the action plan and home visits are an essential part of the support package
- assistance to apply for college, if relevant. This will include early visits and some support in the initial few weeks of a course starting
- where appropriate, a reduced timetable in school with some additional support for the remaining subjects.
- assistance to apply for employment and preparation for interviews in terms of skills required/coaching. Aftercare Support.

6. ASPIRE (post school project) - Anticipated 400 Young People will be supported during 2018/2019.

6.1 Through the School Leaver Destination Reports from the Scottish Government and Skills Development Scotland, young people are identified who have not achieved a positive destination and, in partnership with SDS through Locality Case Management meetings, are offered support. Referrals are also received, such as from Social Work Resources and youth mental health services, who feel an employability plan would support the work they are already engaged in with the young people. The programme includes:

- 1 to 1 support from a dedicated vocational development worker to address the barriers young people face and to engage them in different learning opportunities
- work experience tasters and, if suitable, a longer term work experience placement 1-2 days per week
- support to attend counselling session if required or the young person supported to widen their social supports (this might be for addiction issues or bereavement supports)
- supporting parents and carers is part of the action plan and home visits are an essential part of the support package
- assistance to apply for college, if relevant. This will include early visits and some support in the initial few weeks of a course starting
- assistance to apply for employment and preparation for interviews in terms of skills required/coaching.

7. Training for Trades Anticipated 100 Young People will be supported during 2018/2019.

7.1. This is targeted at young people at school who will benefit from an amended curriculum to allow access to work experience. These training programmes feature sessions ranging from initial taster days through to longer term vocational programmes requiring more commitment which are 3-5 days per week. This programme has developed, in partnership with colleges and local training providers, programmes that engage young people, support them with vocational learning and confidence building. The opportunities allow young people in the senior phase to increase their skill set and develop the transferable skills required by employers – commitment, time keeping, attendance.

Courses planned for next year are:

- Greenkeeping Intro. To Work Place Skills-SCQF Level 3
- Personal Development – Self and Work
- Brakes Supplier Cert
- Catering: REHIS Elementary food hygiene, food and health, SVQ level1

8. GradU8 - Anticipated 300 Young People will be supported during 2018/19.

8.1. South Lanarkshire Council GradU8 offers senior phase students an opportunity to study towards a qualification in an area of work they may wish to pursue after leaving school. It is a vocational learning experience they undertake as part of their school curriculum. The purpose of the GradU8 courses is to provide an additional choice for our senior phase students by allowing them to study for a vocational or nationally recognised qualification. As well as learning new skills relevant to the individual options, each course provides transferrable skills such as health and safety, problem solving, communications, working with others and time keeping which are the key employability skills in high demand by employers. The award level is at National 4/ 5.

8.2. These awards are designed to help students to enter the world of work. Students will be able to apply for a place on a variety of different vocational options which include:

- Child Care and Education
- Construction Crafts
- Beauty Skills
- Hairdressing
- Hospitality
- Engineering Skills
- Uniformed and Emergency Services

8.3. The courses are delivered by South Lanarkshire College, New College Lanarkshire and a variety of other local training providers. They last for one year and will be delivered within the normal school hours consisting of one half day or one full day per week.

9. Foundation Apprenticeships (FA)

9.1. One aspect of the employability programme is Foundation Apprenticeships. This programme has been developed by Skills Development Scotland (SDS) with support from the European Social Fund. The objective of Foundation Apprenticeships is to help young people gain valuable, real-world work experience and access work-based learning while they are still at school. The focus is to give young people earlier

exposure to the world of work and equip them with the skills, experience and knowledge they will need when they leave school. The programme is developed to be part of the senior phase curriculum in school and gives a greater opportunity for young people to develop their vocational skills and qualifications alongside the more traditional academic qualifications.

- 9.2. For young people it is the chance to get a head start on their careers by gaining an industry-recognised qualification, work on real projects and broaden their career options when they leave school.
- 9.3. For employers, it is the chance to attract highly motivated and committed young people who are willing to learn, identify young people who are right for their business and ensure their organisation has people with the skills they need.
- 9.4. South Lanarkshire schools became involved in the Foundation Apprenticeship programme in 2017. There are currently 44 young people placed on the programmes being delivered by local colleges.
- 9.5. In 2017, South Lanarkshire Council made a successful bid to deliver Foundation Apprenticeships as a lead provider starting August 2018. The ambition is to increase the number of South Lanarkshire pupils involved in the programme to 250 young people for 2018. Nationally the ambition is to achieve 3000 starts across Scotland in 2018, rising to 10,000 starts in 2021. A great deal of work has taken place to raise the awareness of the availability and provision available with young people, their families and employers.
- 9.6. The Foundation Apprenticeship is made up of 12 Frameworks that are linked to industry needs and areas of growth. Foundation Apprenticeships allow pupils to gain vocational qualifications that combine sector-specific skills alongside the knowledge that underpins these skills in a workplace setting while still at school. This award is set at is SCQF Level 6 (the same level of learning as a SQA Higher). The areas include:
 - Social Services & Healthcare
 - Social Services Children and Young People
 - Civil Engineering
 - Financial Services
 - Software Development
 - Hardware/System Support
 - Engineering
 - Business Skills
 - Creative Digital Media
 - Scientific Technologies
 - Accountancy
- 9.7. The successful bid for South Lanarkshire to deliver Foundation Apprenticeships has two key elements to it. The first sees South Lanarkshire take a lead on the delivery of two of the FA Frameworks, Engineering and Social Services Children and Young People (Early Years and Child Care). This will include the direct delivery and sub-contracting of core components as required. We plan to offer 80 Places on the two year programme which will take place during S5 and S6.
 - 60 places for Children and Young People (Early Years' Child Care) (Hub Schools: Trinity, Lesmahagow, Holy Cross)
 - 20 Places for Engineering (This will be contracted to a local training provider)

- 9.8. In addition, 20 places will be on offer on the one year programme for Children and Young People (Early Years Child Care) which can be for either S5 or S6 pupils. (The Hub school for this programme will be Calderglen High School).
- 9.9. The second part of the bid sees South Lanarkshire taking on the full coordination role for all Foundation Apprenticeships offered to pupils in our schools. This provides funding for a FA Management and Delivery Team who as well as supporting the lead South Lanarkshire bid will also support and integrate the wider FA provision on offer to South Lanarkshire pupils. This will include the coordination of provision on offer from South Lanarkshire College, New College Lanarkshire, North Lanarkshire Council, West Lothian College and The Glasgow FA Consortium (Glasgow Clyde, Glasgow Kelvin and City of Glasgow colleges). We believe this will be essential to improve communication, coordination and most importantly take-up of the FA opportunity. This year there are 44 young people on the FA programme and we plan to increase this to at least 250 young people. The development of a single point of contact with dedicated school staff aligned to it will significantly improve uptake and sustainment rates.
- 9.10. This central team will deliver a strong publicity campaign as well as an improved communications approach for schools involved, Parents and Carers and all young people interested in FA. It will also greatly assist employer engagement as there will be clear points of contact and we will develop guidance and procedures to support effective work placements.
- 9.11. In preparing the bid, several discussions have taken place to coordinate what may be offered across South Lanarkshire, taking account of the demand indicated from schools as well as streamlining the FAs offered by all providers.
- 9.12. There is a coordinated timeline for implementation including, information sessions, communication materials and regular meetings. We will identify dedicated school staff to support the programme, as well as a 4 locality model for our schools that will assist with improved engagement and the ability to meet local needs and local solutions. This centralised team and the improved transport options will make the FA programme more accessible to young people across South Lanarkshire.
- 9.13. The current Early Years' expansion and the increase in Modern Apprenticeships being developed provide a strong pathway from the Foundation Apprenticeship. We are also considering ways in which we could explore similar options for the Engineering Foundation Apprenticeship to have a pathway to the Council's recruitment programme.

10. Employee Implications

- 10.1. There is core staff in place to deliver the programme and the revised funding has meant we are able to recruit 6 additional members of staff.

11. Financial Implications

- 11.1. As identified in the December 2017 and January 2018 Executive Committee meetings, the funding available for the planned programmes for 2018/2019 is as follows:

Scottish Government	£205,000
ESF	£600,000
Skills Development Scotland	£405,000
South Lanarkshire Council	£754,000
Total	£1,964,000

- 11.2 This funding will support the Employability and Foundation Apprenticeship programmes outlined in the report during 2018/19.
- 11.3. Due to the short term nature of some of the funding streams, the staff have been recruited on temporary contracts. We hope that next year we will be able to secure funds for delivery over the next 3 years which will provide longer term employment for staff.

12. Other Implications

- 12.1. These programmes run annually across the school term and we have been able to work with the main funding sources to operate programmes during these time frames.
- 12.2. There are no implications for sustainability or risk in terms of the information contained within this report.

13 Equality Impact Assessment and Consultation Arrangements

- 13.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required. There is no requirement for consultation.

Tony McDaid

Executive Director (Education Resources)

12 January 2018

Link(s) to Council Values/Ambitions/Objectives

- Improve achievement, raise educational attainment and support lifelong learning

Previous References

- Executive Committee - Foundation Apprenticeships – 31 January 2018
- Executive Committee – Youth Employability Service – 6 December 2017
- Executive Committee – ASPIRE Youth Employability Project – 6 July 2017

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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