

# Report

Report to:	<b>Executive Committee</b>
Date of Meeting:	<b>19 December 2018</b>
Report by:	<b>Executive Director (Education Resources)</b> <b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Foundation Apprenticeships and Work Based Learning</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ advise the Committee on the successful bid to enable South Lanarkshire to deliver Foundation Apprenticeships (FAs) and GRADU8 vocational Learning opportunities.
- ♦ request approval to add six additional posts to the Education Resources establishment as detailed in Section 6.2.

## 2. Recommendation(s)

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

- (1) that the proposal to deliver Foundation Apprenticeships and GRADU8 vocational learning opportunities is approved
- (2) that the additional posts, as detailed in Section 6.2, are added to the Education Resources establishment on a fixed term basis for 36 months from January 2019.

## 3. Background

- 3.1. Foundation Apprenticeships have been developed by Skills Development Scotland (SDS) with support from the European Social Fund. The objective is to help young people gain valuable real-world work experience and access work-based learning while they're still at school by giving young people earlier exposure to the world of work and equipping them with the skills, experience and knowledge they'll need when they leave school.
- 3.2. For young people it's 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.
- 3.3. For employers, it's 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.

- 3.4. A Foundation Apprenticeship (FA) offers a blended learning experience combining school, college and work-based activities. Lasting one or two years, students will typically begin their Foundation Apprenticeship in S5 for the 2 year course and S5/S6 for the 1 year course. Young people will spend time out of school at college and/or with a local employer, and complete the Foundation Apprenticeship which is awarded at the Higher level, alongside their other subjects like National 5's and Highers. Foundation Apprenticeships are currently available in twelve subject areas, linked to growth sectors of the Scottish economy, so young people are gaining industry experience which will help them kick-start a successful career in their chosen field. In 2017/18 there were 44 South Lanarkshire pupils engaged in the programme and this has risen to 192 pupils engaged in 2018/19.
- 3.5. The Foundation Apprenticeship is made up of 12 Frameworks that are linked to industry needs and areas of growth:
- ◆ 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
  - ◆ Food & Drink Operations
- 3.6. We have already secured funding to deliver the FA programme 2018-20 and this work is ongoing. We have just been successful in an additional bid for ongoing delivery and expansion for 2019-21. It is our ambition to have 400 young people take up this work based learning opportunity.
- 3.7. Foundation Apprenticeships are a fundamental change to the senior phase of education and work is underway to make the full programme available to South Lanarkshire pupils. The progression from a Foundation Apprenticeship can lead straight into employment, further study at college or university, or a fast-track Modern Apprenticeship.
- 3.8. GRADU8 is a South Lanarkshire based programme developed to offer work based learning and a college based learning opportunity to pupils in the senior phase of education programme. All the learning opportunities on offer are areas of economic growth in the region and will assist pupils into employment or help them shape a pathway towards a career of their choice. Qualifications are at National 4/5 level and the GRADU8 programme can also be a stage before an FA. We want to further develop these learning opportunities and have in place proposals to expand to other areas of employment growth across South Lanarkshire, e.g. Mechanical Engineering, Barbering, Child Care, Hospitality, Beauty, Construction etc.
- 3.9. In 2017, we had 246 pupils taking part in the GRADU8 programme and this has increased to 502 pupils in 2018. It our ambition to increase the GRADU8 vocational learning opportunity to 800 pupils as well as expanding the learning opportunities.
- 3.10. The grant awarded by SDS for Foundation Apprenticeships along with the core Education budget for GRADU8 facilitates the staffing costs for a dedicated team for

FA and GRADU8 in South Lanarkshire, with clear remits and reporting structures and outcome goals. The coordinated timeline for implementation will be extended including information sessions, communication materials and regular meetings. We will identify dedicated school staff to support the programme, as well as establishing a 4 locality model for our schools that will assist with improved engagement and the ability to meet local needs and local solutions. This central team and the additional funding for transport costs will make the FA and GRADU8 programme more accessible to young people across South Lanarkshire this has be a crucial development for our rural areas. This central team will further enhance the 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.

- 3.11. In preparing the bid several discussions have taken place to coordinate what may be offered across South Lanarkshire, with the demand indicated from schools as well as streamlining the FAs offered by all providers.

#### **4. Proposal**

- 4.1. Our successful Foundation Apprenticeship bid has 2 key elements to it:

Firstly where South Lanarkshire take on the lead role as providers of the FA programmes. The frameworks included in this bid are as follows:

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|------------------------------------------------|-----------|
| • 1 year FA in Social Services Children and YP | 40 places |
| • 2 year FA in Social Services Children and YP | 40 Places |
| • 2 year FA Engineering                        | 20 Places |
| • 2 year FA Business Skills                    | 20 Places |
| • 1 year FA Health and Social Care             | 20 places |

This is an increase from last year from 80 places to 140 places directly delivered by South Lanarkshire Council.

- 4.2 The second part is the development of an 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 is likely to include the provision from South Lanarkshire College, New College Lanarkshire, the Glasgow FA Consortium, West Lothian College and local training providers.
- 4.3 We now have the experience that demonstrates this model to be effective and that it creates the opportunity for all pupils in the senior phase from the 17 high schools across South Lanarkshire to access the 12 Frameworks within the Foundation Apprenticeship. (This is reflected in a 300% increase this year in the number of pupils engaged in FA)
- 4.4 Expanding the work based learning opportunities and in particular those available during the senior phase of school is a crucial objective of the Government's vision for the Development the Young Workforce. With over 500 pupils involved this year and an ambition to increase this to 800 pupils this will require an increased staffing structure to manage the applications, have the learning opportunities in place, visit all schools to support referrals to FA and GRADU8 and track the progress of all the young people from all the high schools in South Lanarkshire as well as make all the travel arrangements etc.

- 4.5 The additional post of a Youth Employability Coordinator will provide additional management and organisational capacity to the newly developed Youth Employability team. The additional Team Leader dedicated to GRADU8 will facilitate the growth and enable us to carry out improved service planning and development.

## 5. Funding

- 5.1. The grant awarded by SDS to run Foundation Apprenticeship programme is £890,000 for the period 2018-20 and a further £1,068,907 for 2019-21; total programme of £1,958,907 over three years. In addition to this there is £1,164,000 core Education budget allocated to GRADU8 for the 3 years covering 2018-2021.
- 5.2 A total programme allocation of £3,123,000; these funds will support the programme provision for 3 years and allows for contingency funds should there be a scaling down of grant if we don't achieve full numbers of capacity. The table below represents the approximate cost allocations for the three years.

Allocation	One year	Until 31 <sup>st</sup> Dec 2021
Staffing	£433,225	£1,299,676
Procurement	£214,000	£642,000
Travel (Young People)	£270,000	£1,020,000
Publicity and Support Materials	£25,000	£75,000
<b>Total</b>	<b>£942,225</b>	<b>£3,036,676</b>

Note there is an opportunity to bid for additional FA funding in 2019 to support the programmes till 31<sup>st</sup> March 2023.

## 6. Employee Implications

- 6.1. To successfully run this programme and achieve the required outcomes we require to expand the current staff group. The additional staff will be for a period of 36 months from January 2019 till December 2021.

### 6.2. Staffing establishment

Post	Current Number of Posts (FTE)	Proposed Number of Posts (FTE)	New	Grade/ SCP	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3%
Youth Employability Coordinator	1	2	1	Grade 3 level 8 SCP 77-80	£20.21	£36,881	£48,056
					- £21.16	- £38,614	- £50,314
Vocational Development Team Leader	1	3	2	Grade 3, Level 2 SCP 61-65	£15.98	£29,161	£37,997
					- £16.94	- £30,193	- £39,341
Vocational Development Worker	3	6	3	Grade 2 level 4 SCP 52-57	£13.98	£25,512	£33,242
					- £15.04	- £27,446	- £35,762

- 6.3 These posts have been graded using the Council's job evaluation scheme.

## **7. Financial Implications**

- 7.1. The costs associated with the new posts and continuation of current posts, (already approved) for 3 years is £1,299,676. The staffing costs together with other programme costs as outlined in section 5.2 above will be funded from SDS funding for Foundation Apprenticeships and core Education budget for GRADU8 till March 2022.

## **8. Other Implications**

- 8.1. This project is part funded by a grant from Skills Development Scotland and whilst it will fund the programme for the next 3 years we are in a position to bid each year to continue running the programme until 2023, when the allocation of grant ends. We will plan each year for the staffing requirements and look at long term sustainable options if this programme is successful.

## **9. Equality Impact Assessment and Consultation Arrangements**

- 9.1. 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)**

**Paul Manning**

**Executive Director (Finance and Corporate Resources)**

22 November 2018

## **Link(s) to Council Values/Objectives**

- Ensure schools and other of places of learning are inspirational
- Raise educational attainment for all
- Work with communities and partners to promote high quality, thriving and sustainable communities.
- Support our communities by tackling disadvantage and deprivation, and supporting aspirations

## **Previous References**

None

## **List of Background Papers**

SLDR Report to Executive Committee (March 2017)

ASPIRE report to Executive Committee (6<sup>th</sup> July 2017)

Foundation Apprenticeships report to Executive Committee (31<sup>st</sup> January 2018)

## **Contact for Further Information**

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

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