

Report

Report to:	Education Resources Committee
Date of Meeting:	7 May 2019
Report by:	Executive Director (Education Resources)

Subject:	School Leaver Initial Destination Results 2017/2018
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide an update on the 2017/2018 School Leaver Initial Destination survey results produced by Skills Development Scotland (SDS).

2. Recommendation(s)

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

- (1) that the outcome from the initial survey on destinations for the 2017/2018 school leavers' contract be noted.
- (2) that the success of positive destinations for care experienced young people, as detailed in paragraph 6.3. of the report, be noted.

3. Background

- 3.1. This report provides an insight into the analysis of the School Leaver Initial Destination Results (SLDR) for young people in South Lanarkshire for 2017/2018.
- 3.2. South Lanarkshire has a strong "Opportunities for All" partnership group and the partners work closely together to ensure that all school leavers are supported into learning or employment post-school. If this is not achievable for any reason, other supports are put in place to meet the individual needs of the young people, through bespoke programmes. The partnership includes Skills Development Scotland, VASLan, South Lanarkshire College, New College Lanarkshire, the Regional DYW group and representatives from across the Council Resources (Education/Housing/Social Work/Regeneration and Corporate).
- 3.3. Following the introduction of the Participation Measure introduced in 2017, it was agreed that Skills Development Scotland would continue to supply school leaver destination data to the Scottish Government's Education Analysis Unit (SGEAS) for their annual national statistics publication and to update Insight, the online benchmarking tool for Scottish local authorities and secondary schools.
- 3.4. The 2017/2018 cohort includes leavers from publicly funded secondary schools who left school between 21 September 2017 and 19 September 2018. This report is based on status information held on the shared dataset which is updated on an ongoing basis. The figures are taken as a snapshot in early October 2018.

- 3.5. Through the Council's employability review, work has taken place to consolidate and align the management of Youth Employability supports to Education Resources. This allows for a more co-ordinated and coherent approach in meeting the needs of young people and a greater ability to use intelligence to target resources to the areas of greatest need more effectively.
- 3.6. 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. Highlights

- 4.1. A total of 3,258 young people left school in South Lanarkshire in 2017/2018 and this year South Lanarkshire was ranked 4th for positive destinations in relation to all local authorities. It is also the 4th consecutive year that the South Lanarkshire figure has been greater than the Scottish average. This year also sees the highest figure recorded for South Lanarkshire since the information has been collected.

4.2. Summary

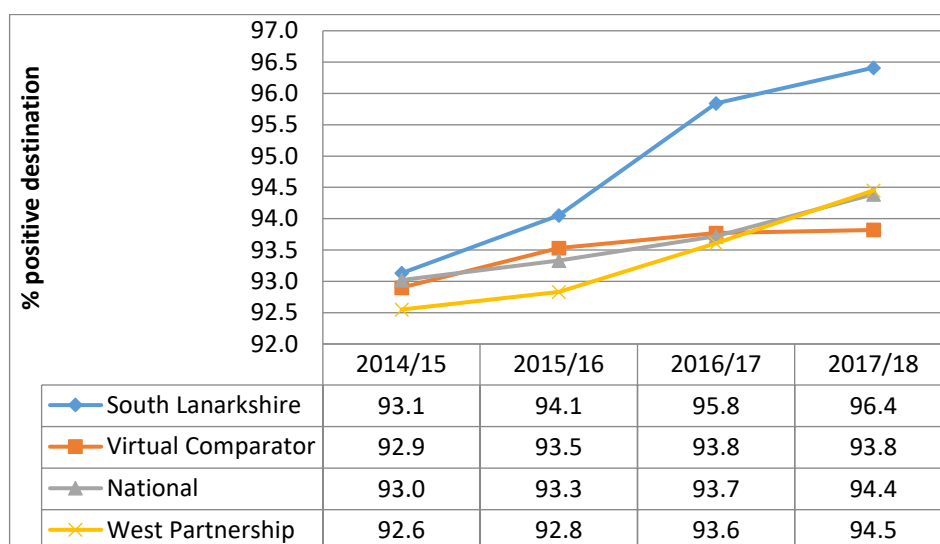
- ◆ The positive destination rate for South Lanarkshire is 96.4%. This sits above the national average (94.4%)
 - ◆ The unemployed (seeking) rate for South Lanarkshire is 2.3%. This sits below the national average (3.8%)
 - ◆ The unemployed (not seeking) rate for South Lanarkshire is 1.1%. This sits below the national average (1.3%)
 - ◆ The unconfirmed rate for South Lanarkshire is 0.02%. This sits below the national average (0.4%)
- 4.3. With regards the 117 young people who were recorded as being in a negative destination at the time of the survey, a planning and support meeting was held for all of these young people. Where required, partners and the young people's parents/carers have been involved to put in place actions to support the young person towards a positive destination of employment or learning. Where this was not possible, there is an ongoing tracking and review process on an individual basis with an offer of employability supports when the time is right. An example of this would be a young person with complex mental health needs or health related matter. An update on progress made against the action plan is outlined in Appendix 1.
- 4.4. The table below shows the positive destination outcome for each of the 4 localities across South Lanarkshire. It is worth highlighting once again that all 4 areas across the authority figures are above the national average.

Year	Clydesdale Positive %	Cambuslang/ Rutherglen Positive %	Hamilton/ Blantyre Positive %	EK/ Strathaven Positive %	South Lanarkshire Positive %	National Positive %
2014/15	83.7	94.0	94.6	94.3	93.0	92.9
2015/16	93.6	93.0	93.5	95.6	94.1	93.3
2016/17	97.1	95.9	95.5	96.1	95.8	93.7
2017/18	98.7	96.6	95.4	94.8	96.4	94.0

4.5. The table below shows the destination recorded for the school leavers:-

Initial Destination	Number	%
Employed	720	22.1
Higher Education	1461	44.8
Further Education	755	23.2
Training	85	2.6
Activity Agreement	114	3.5
Voluntary Work	6	0.2
Unemployed Not Seeking	36	1.1
Unemployed Seeking	75	2.3
Unknown	6	0.2
	3258	100

4.6. The chart below shows 4 year comparison with South Lanarkshire Council, Virtual Comparator, National figure and West Partnership.



5. Tackling Poverty and Inequalities - "Closing the Gap"

5.1. Through the Community Plan, the Community Planning Partnership (CPP) has highlighted the need for all services to target resources towards tackling poverty and reducing inequalities and to strive to close the gap in outcomes for children and families from the 20% most deprived areas. This target is also at the heart of the Children's Service Plan where the aim is to achieve a reduction in the gap between school leavers from the most deprived localities, compared to their peers in the 20% least deprived areas. Youth Employability provision has been targeted to young people from the 20% most deprived areas over the last three years and, year on year, strong progress has been made.

5.2. In 2017/2018, the South Lanarkshire figure of positive destinations achieved by the young people in the 20% most deprived areas was 93.2%. This is the highest figure recorded since figures became available and it is above the national average of 90.4%, for the 20% most deprived areas.

5.3. The difference in South Lanarkshire between the 20% most deprived areas and the 20% least deprived leavers is 4.6%. This is a smaller gap than the national average of 6.8%. The gap within South Lanarkshire continues to narrow year on year.

6. Care Experienced Young People

- 6.1. There is a multi-agency care experienced tracking and monitoring group which works to ensure that every care experienced young person has an individualised employability support package with regular monitoring and alterations to support as required.
- 6.2. Historically, these young people are less likely than their peers to go on to further or higher education, training or to find employment. However, raising aspirations along with targeted support are showing improvements in leaver destinations for care experienced young people.
- 6.3. 32 care experienced young people left school in 2017/2018. The cohort and their outcomes are as follows:-

Initial Destination	LAC at Home	LAC away from home	Totals
Employment	1	2	3
Higher Education	1	1	2
Further Education	4	8	12
Training	3	2	5
Activity Agreement	6	1	7
Unemployed not seeking	2	1	3
Totals	17	15	32

(NB: The figures are shown in real-terms rather than %)

7. Next Steps

- 7.1. The focus for the coming year will be on the following:-
- ♦ expand the Family Firm approach taken with the Council to offer employment to care experienced young people (2 young people have gained employment to date)
 - ♦ develop a Family Firm approach with NHS Lanarkshire and other Partners to provide employment opportunities for care experienced young people
 - ♦ further develop the Foundation Apprenticeship and work based Learning programme opportunities for South Lanarkshire School pupils
 - ♦ build on working with more vulnerable groups and securing the help required from Partners (e.g. Homeless and Youth Justice)
 - ♦ continue to focus on improvement planning within identified schools to improve SLDR outcomes

8. Employee Implications

- 8.1. There are no direct employee implications

9. Financial Implications

- 9.1. There are no financial implications arising from this report.

10. Other Implications

- 10.1. There are no significant risk implications in terms of the information contained within this report.

10.2. There are no implications for sustainability in terms of the information contained within this report.

11. Equality Impact Assessment and Consultation Arrangements

11.1 This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore, no impact assessment is required.

11.2 There was no requirement to undertake any consultation in terms of the information contained within this report.

Tony McDaid
Executive Director (Education Resources)

25 April 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve achievement, raise educational attainment and support lifelong learning
- ◆ Ensure schools and other places of learning are inspirational

Previous References

- ◆ Education Resources Committee – 24 April 2018

List of Background Papers

- ◆ School Leaver Destination Results 2016/2017

Contact for Further Information

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

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Appendix 1

Action	Progress
Further develop the tracking and monitoring of employability support packages for care experienced young people with a particular focus on the supports required for young people who are looked after at home.	<ul style="list-style-type: none"> • All partners engaged and regular meetings taking place. • Looked after at home young people now receive the same support and tracking as young people looked after away from home • Employment opportunities within the Council have been secured for care experienced YP
Continue to make connections and develop early intervention supports through the developments of the expanded senior phase curriculum and the action plan for the improvements in the Developing the Young Workforce action plan	<ul style="list-style-type: none"> • Significant increase in the number of work based learning opportunities for pupils in the senior phase. • Youth Employability offer has been marketed to schools and partners including having the digital version of brochure link on the South Lanarkshire Council Website • Youth Employability – My Brighter Future Social Media platforms have been created where our offer and appropriate opportunities are posted
Further expand the number of young people who are engaged in the Foundation Apprenticeships programme	<ul style="list-style-type: none"> • In 2017/18 there were 44 starts on the Foundation Apprenticeship Programme, this increased to 172 starts on 2018/19. • For 2019/20 there will be 400 opportunities on-offer to South Lanarkshire School Pupils.
Work to secure funding from the Scottish Government and the European Social Fund to deliver the wide range of targeted provision required to meet the individual needs of young people.	<ul style="list-style-type: none"> • Government Grant for Activity Agreement Funding secured for 2019/20 • ESF funding until 2023/4 still be confirmed)
Further develop the joint work with Youth Justice Services to ensure every young person has a bespoke package of support as required to achieve and sustain a positive destination post school	<ul style="list-style-type: none"> • Dedicated Youth Employability Team Leader linked to youth Justice services • Individualised employability support packages put in place for all referrals
Develop an employer engagement action plan to further expand the work placements and job opportunities for our young people, this will be within the Council and across the partners and local employers.	<ul style="list-style-type: none"> • The Council have provided jobs to care experienced young people through a supported employment process. • Work has been started with NHS Lanarkshire to develop a similar programme • All partners have been asked to look at employment opportunities for care experienced young people. • Young people on ASPIRE continue to take part in work experience placements, and secure permanent employment opportunities with a range of local employers