

Report

Report to:	Education Resources Committee
Date of Meeting:	27 November 2018
Report by:	Executive Director (Education Resources)

Subject:	Youth Employability and Work Based Learning
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide an update on the work based learning opportunities that have been developed to support young people who have been identified as “being at risk” of not achieving or sustaining a positive destination when they leave school
- ◆ provide an update on South Lanarkshire Council’s delivery of the national Foundation Apprenticeship programme.

2. Recommendation(s)

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

- (1) that the developments around work based learning are noted;
- (2) that the continuation and expansion of the Foundation Apprenticeship programme are noted.

3. Background

- 3.1. The establishment of the Youth Employability Service within education has provided an opportunity to streamline the approach to young people aged 15-19 receiving a seamless pathway to assist them to reach and sustain a positive destination post school.
- 3.2. A robust tracking and monitoring process has been developed which identifies, offers support and monitors the progress of all young people. The provision of aftercare supports to maintain the positive outcomes remains one of the essential elements of the service.
- 3.3. The positive destination of school leavers is a good measure of the outcomes we achieve for young people and their communities. In South Lanarkshire, 3,367 young people left school in 2016/17 and the initial leavers’ destination figures show that 95.8% of young people who left school between 1 August 2016 and 1 October 2017 entered a positive destination. The positive destination rate of 95.8% sits above the national average (93.7%). This is also the best result achieved over the last 10 years and it places South Lanarkshire as 5th from the 32 Local Authorities.
- 3.4. 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 and, therefore, targets have been set to achieve a reduction

in the gap between school leavers from the most deprived 20% data zones and the highest 20% data zones.

- 3.5. In response, Youth Employability provision has been targeted to young people from the 20% most deprived areas over the last two years and we are starting to see some strong progress. In 2016-2017, the South Lanarkshire figure of positive destinations achieved by the young people in the 20% most deprived areas was 92.3% compared to 97.1% for young people in the highest 20% data zone. The gap has narrowed and, at 4.8%, is the best outcome achieved thus far for South Lanarkshire and is better than the national average which is at 7%.

4. ASPIRE (Targeted Employability Support) - Anticipated 750 Young People

- 4.1. The ASPIRE Youth Employability programme has been operating for the last 2 years with strong outcomes for young people. ASPIRE is a bespoke employability programme for young people who are at risk of entering a negative destination upon leaving school and post school up to the age of 19. Young people are supported to achieve and sustain a positive destination in line with Getting It Right for Every Child and Raising Achievement for All. It also forms part of the National Activity Agreement Offer that is regarded as a positive post school destination and under which grant funding is received from the Scottish Government.
- 4.2. Key to the success of the ASPIRE programme is the in depth contact with the young person and the engagement of the parents and carers to develop and monitor the support package. In addition, partnership working takes place with Skills Development Scotland and with partners from the Opportunities for All strategy group. This allows packages to be more holistic and joined up.
- 4.3. 624 young people were supported last year through ASPIRE and 90% moved on to a positive destination (above the national average of 79%). A further 96 young people who were not ready to move on received ongoing additional support and this will continue until age 19, if required.
- 4.4. Improvements in tracking and identifying need has seen an increase in the number of referrals. Actions have been taken as a result to reach out to our most disengaged group of young people. Working with key partner agencies the intention is to get support to address the needs of these young people for example by accessing mental health services etc.

5 Work based Learning

5.1. GRADU8 Anticipated 750 young people

The GRADU8 programme offers senior phase pupils an opportunity to study towards a qualification in an area of work they may wish to pursue after leaving school. The purpose of the GRADU8 courses is to provide an additional choice for our senior phase pupils, by allowing them to study for a vocational or nationally recognised qualification which is designed to help pupils transition to the world of work. The level is National 4/5 and provides a good opportunity for the young person to develop their skills and to move onto a Foundation Apprenticeship.

- 5.2. The courses are delivered by South Lanarkshire College, New College Lanarkshire and a variety of other local training providers. These awards can act as a springboard to gaining direct entry into the workplace or into a Traineeship or Apprenticeship, or to make a smooth transition to college. In 2017/2018, there were 242 pupils engaged with the programme. In 2018/2019, this figure rose to 502 pupils. The ambition is to increase the uptake to 800 pupils for August 2019.

- 5.3. The courses offered have a clear pathway to current employment opportunities and to further learning opportunities such as Foundation Apprenticeships.
- 5.4. **Foundation Apprenticeships - Anticipated 400 Young People**
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 are still at school by giving them earlier exposure to the world of work and equipping them with the skills, experience and knowledge they need when they leave school.
- 5.5. 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 will complete the Foundation Apprenticeship which is awarded at the Higher level, alongside their other subjects like National 5s 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 2017/2018, there were 44 pupils engaged in the programme. This has risen to 192 pupils in 2018/19.
- 5.6. Additional funding has been secured to continue to deliver the current programme and to expand the provision further until 2021. Starting in August 2019, the Council will offer the following provision.

The frameworks included in this bid are as follows for South Lanarkshire as a lead:	
1 year FA in Early Years and Social Care	40 places
2 year FA in Early Years and Social Care	40 Places
1 year FA Engineering	40 Places
2 year FA Business Admin	20 Places
1 year FA Health and Social Care	20 places

160 new places will be available in August 2019 compared to 80 places last year.

- 5.7. South Lanarkshire Council will also continue to operate a FA management and delivery team. The Council will deliver the programme in partnership with local colleges (South Lanarkshire College, New College Lanarkshire, Glasgow Consortium of Colleges and West Lothian College) and local Training Providers who can enhance the provision of the frameworks. (A current training provider who is part of the partnership is East Kilbride Group Training Association. Other possibilities will be explored to ensure best options for successful delivery). This central team will deliver a strong publicity campaign as well as an improved communications approach for schools, parents and carers and all young people interested in FA. It will also greatly assist employer engagement and establish clear points of contact to help develop guidance and procedures to support effective work based learning.
- 5.8. Building on experience, this model has shown to be effective and created 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.

- 5.9. The Council delivers the Modern Apprenticeship and the Graduate Apprenticeship for Early Years and Child Care and the Modern Apprenticeships for Social Care and Business Administration. The planned delivery of the FA builds on this and creates a pathway for young people to enter employment.

6. Employee Implications

- 6.1. Core staffing is in place to deliver the programme.

7. Financial Implications

- 7.1 Costs associated with all these programmes is met from the core budget of Education Resources along with the European Social Fund/ Foundation Apprentice and Scottish Government grants.

8. Other Implications

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

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

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.

- 9.2. Consultation and engagement with young people, partners and wide range of stakeholders will continue and is key to the success of the programmes.

Tony McDaid

Executive Director (Education Resources)

5 November 2018

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

None

List of Background Papers

- ◆ Executive Committee (March 2018)

Contact for Further Information

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

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