

# Report

Report to:	<b>Education Committee</b>
Date of Meeting:	<b>10 December 2019</b>
Report by:	<b>Executive Director (Education Resources)</b>

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

1.1. The purpose of the report is to:-

- ◆ provide an update on the Youth Employability Service's work-based programmes 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 the range of vocational learning provision available in the senior phase

## 2. Recommendation(s)

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

- (1) that the developments around youth employability and work-based learning are noted;
- (2) that the Aspire, Gradu8, Foundation Apprenticeships programmes, to develop the skills and work opportunities for young people, be noted;

## 3. Background

3.1. Following work to consolidate and align the delivery and management of youth employability services within Education Resources, a range of services and supports have been developed which are assisting young people to develop the vocational and work readiness skills required to progress to sustained and appropriate post-school destinations.

3.2. These services, along with robust tracking and monitoring processes, are achieving positive results for young people and their communities. A total of 3,258 young people left school in South Lanarkshire in 2017/2018. The South Lanarkshire positive destination rate of 96.4% was the highest figure recorded for South Lanarkshire since the information has been collected and the 4<sup>th</sup> highest in Scotland. It is also the 4<sup>th</sup> consecutive year that the South Lanarkshire figure has been greater than the Scottish average.

3.3. 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. 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.

3.4. In partnership with Skills Development Scotland, work is ongoing to confirm and record the destinations of all 2018/2019 leavers and it is anticipated that these will be published in March 2020.

#### **4. ASPIRE (Targeted Employability Support)**

4.1. The ASPIRE Youth Employability programme has been operating for the last 2 years with strong outcomes for young people. ASPIRE is funded by the European Social Fund, Scottish Government's No-one Left Behind fund and the core budget of Education Resources and provides a bespoke employability programme for young people aged from the last 6 months of school to age 19 who are at risk of becoming unemployed (26 if care experienced).

4.2. Young people are supported in line with Getting It Right for Every Child and Raising Achievement for All, with a dedicated vocational development worker preparing an individualised action plan designed to address barriers to employment. The action plan may include 1-2-1 support, personal development and confidence building activities, work experience and vocational tasters and individual supports, if appropriate, such as counselling.

4.3. 742 young people were supported last year through ASPIRE and 85% moved on to a positive destination (above the national average of 81%). Any young people who are not ready to move on receive ongoing additional support. 127 care experienced young people received support.

4.4. Continued improvements in tracking and identifying need has seen an increase in the number of referrals. As a result, actions have been taken as a result to reach out to what can be described as our most disengaged group of young people. Working with key partner agencies work will continue to support and address the needs of these young people, for example, by accessing mental health services.

#### **5. Gradu8**

5.1. 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 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 SCQF level 4/5 and provides a good opportunity for the young person to develop their skills and to move onto a Foundation Apprenticeship, employment or to further study at college.

5.2. The courses are delivered by South Lanarkshire College, New College Lanarkshire, Glasgow colleges and local training providers. In 2017/2018, there were 242 pupils engaged with the programme. In 2018/2019, this figure rose to 502 pupils. In August 2019, 845 senior phase pupils were recruited on to the programme.

5.3. The table below shows the uptake for Gradu8 by course for 2019/2020:-

Early Years and Childcare	140
Construction Trades	235
Uniformed services	81
Engineering	78
Beauty	52
Make-up artistry	51
Hair and Barbering	50
Hospitality	37
Mental Health and Wellbeing	50
Horticulture	2
Winter leavers programme	69
Total	845

5.4. Planning for 2020/2021 is underway and will include delivery in 3 new vocational subjects of Digital and Media, Business & Marketing and Sports and Fitness.

## 6. Foundation Apprenticeships

6.1. 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 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.

6.2. 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 2018/2019. In 2019, 330 pupils have successfully engaged on a Foundation Apprenticeship.

6.3. The following table provides information on the number of pupils engaged on a Foundation Apprenticeship for August 2019 and includes new starts and returners. 95 young people are being supported through FA hubs within South Lanarkshire schools

Framework	No of pupils
Accountancy	10
Business Skills	29
Civil Engineering	26
Creative Digital Media	24
Engineering Systems and Mechanical Engineering	55
Financial Services	8
Food & Drink Operations	2
ICT Hardware	8
ICT Software	23
Scientific Technologies	5

Social Services and Healthcare	58
Social Services Children and Young People	82
<b>Total</b>	<b>330</b>

- 6.4. South Lanarkshire Council's Youth Employability Service's Foundation Apprenticeship team support the management and delivery of the programme and work closely with schools, local colleges and training providers. This central team will continue to 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.
- 6.5. Building on experience, this model has shown to be effective and has 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.
- 6.6. 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.
- 6.7. The Council has now received funding confirmation from Skills Development Scotland for the delivery of Foundation Apprenticeships from 2020 to 2022. This programme will be delivered through a consortium arrangement with South Lanarkshire College which will offer increased flexibility and increased options for young people. The consortium will deliver FAs in the following vocational frameworks:
- ◆ Accountancy
  - ◆ Business skills
  - ◆ Creative and Digital Media
  - ◆ Social Services and Healthcare
  - ◆ Social Services Children and Young People
- 6.8. Young people will be able to apply for the remainder of the available frameworks through other providers including Glasgow colleges.

## **7. Employee Implications**

- 7.1. The programmes described in this report are delivered and managed by the Youth Employability Service. External funding supports approximately 25 of the 33 staff and this is likely to be subject to change in the coming years due to changes in European funding associated with Brexit and changes in Scottish Government employability funding. Staff are on temporary contracts to March 2022 and would revert to previous posts through SWITCH2 should the funding come to an end.

## **8. Financial Implications**

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

## **9. Other Implications (Including Environmental and Risk Issues)**

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

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

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

10.1. 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.

10.2. Consultation and engagement continues to take place with SDS, colleges, training providers and is a core part of delivering a bespoke programme to suit the needs of young people.

**Tony McDaid**  
**Executive Director (Education Resources)**

15 November 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 – 27 November 2018

### **List of Background Papers**

### **Contact for Further Information**

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

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