

# Report

Report to:	<b>Education Resources Committee</b>
Date of Meeting:	<b>16 March 2021</b>
Report by:	<b>Executive Director (Education Resources) Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Youth, Family and Community Learning Service; Kickstart Start Scheme Placements</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide an update on job placements within the Youth, Family and Community Learning Service (YFCLS) as part of the Council's participation in the Department of Work and Pensions, Kickstart Scheme;
- ◆ seek approval for the establishment of a YFCL Officer (Team Leader) to be established, on a fixed term basis, in the Education Resources establishment.

## 2. Recommendation(s)

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

- (1) that a YFCL Officer (Team Leader) post be established, on a fixed term basis, as detailed in paragraph 5 of the report, on the Education Resources establishment
- (2) that the intended impact and outcomes for participants be noted.

## 3. Background

- 3.1. As a result of the Council's successful application to the recently announced Kickstart Scheme, 6 job opportunities will be available within Youth, Family and Community Learning Service. The job opportunities will give young people the chance to build their skills in the workplace and to gain experience to improve their chances of finding long-term work.
- 3.2. These placements are on a fixed term basis for 26 weeks and provide an opportunity for young people who take up these posts to apply for jobs within the Council to develop their knowledge and skills and in the future.
- 3.3. The Council will fund a 26 week extension which will mean a 52 week job placement for the young people.
- 3.4. This paper presents an overview of the placement, the outcomes for participants, and the supports and structures that will be in place to make their experience stimulating effective and engaging.

## 4. Youth, Family and Community Learning Kickstart Scheme Job Placement

- 4.1. The Youth, Family and Community Learning Kickstart job placement will offer successful young people the opportunity to work alongside staff in the service and, to participate in the development and delivery of a diverse range of educational

activities, linked to wellbeing and social and personal development. These activities aim to improve life chances and achieve positive outcomes for young people, and further enhance their employability skills and opportunities.

#### 4.2. Young people on the kickstart work placement will:-

- ◆ undertake an SVQ level 2 in Youth Work (SCQF 5)
- ◆ participate in the delivery of a high quality, inclusive, learning offer to children and young people in a variety of settings, including key worker hubs, that meets the identified needs of learners in areas such as health and wellbeing, personal development and active citizenship
- ◆ engage with children and young people to build positive relationships and assist in the development of learning opportunities across a range of needs
- ◆ liaise with the lead person to ensure that all activity areas are covered at all times and inform of any issues / incidents.
- ◆ take responsibility for assigned activities
- ◆ deliver awards to young people by supporting them to gather evidence.
- ◆ use a range of monitoring and evaluation processes to measure the impact of services in order to maximise their effectiveness and sustainability through continuous development and improvement.
- ◆ train at regular intervals over a 6-month period to build employability skills including:
  - skills analysis and matching to employment;
  - interview techniques;
  - creation of a high-quality, relevant CV;
  - dealing with workplace situations; and
  - exploring roles and responsibilities in the workplace.
- ◆ adapt to working in a safe environment to ensure the health and safety of children and young people.

### 5. Proposal

- 5.1. It is proposed that a post of YFCL Officer (Team Leader) be established, on a fixed term basis, from April 2021 for the duration of the placements. The Team Leader will manage and mentor the trainees and have the responsibility of ensuring that they are supervised, have an appropriate level of training, support, direction, and receive ongoing development within YFCL.

### 6. Employee Implications

- 6.1. A YFCL Officer (Team Leader) will be added to the YFCL establishment on a fixed term basis for one year or the duration of the project as detailed below:

Post	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3%
YFCL Officer (Team Leader)	1	Grade 3 Level 2 - 4	63 - 74	£18.08 - £21.65	£32,994 - £40,995	£42,991 - £50,292

This post has been evaluated using the Council grading scheme.

## **7. Financial Implications**

- 7.1. All costs, associated with the support of the Kickstart Job Placement will be met from external funding and employability budgets and funding for the YFCL Officer (Team Leader) will be met from within existing budgets.

## **8. Climate Change, Sustainability and Environmental Implications**

- 8.1. There are no significant implications for climate change, sustainability and the environment arising from the recommendations in this report.

## **9. Other Implications**

- 9.1. There are no specific risks associated with the proposals if they are agreed as this will enable the Council to support the Kickstart Scheme which will benefit young people. The impact of Covid19 will be a consideration in terms of engaging with young people in an agile and flexible way.

## **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 has taken place with Finance and Corporate Resources on the staffing implications associated with this report.

**Tony McDaid**

**Executive Director (Education Resources)**

**Paul Manning**

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

23 February 2021

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

- Protect vulnerable children, young people and adults
- Increase achievement, raise educational attainment and support lifelong learning

## **Previous References**

- None

## **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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