

Report

Report to:	Education Resources Committee
Date of Meeting:	19 May 2020
Report by:	Executive Director (Education Resources) Executive Director (Finance and Corporate Resources)

Subject:	ASPIRE Youth Employability Service and School Leaver Initial Destination Results 2018/2019
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide an update on the ASPIRE vocational programme which provides targeted support to young people “at risk” of not moving to or sustaining a positive post school destination
- ♦ seek approval for the 16 FTE temporary ASPIRE posts and employees to be converted to permanent posts on the Education Resources’ establishment, and
- ♦ provide an update on the 2018/2019 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 16 FTE temporary ASPIRE posts and employees, as detailed in paragraph 10.2, are converted from temporary to permanent posts on the Education Resources’ establishment, and
- (2) that the outcome from the initial survey on school leaver destinations for the 2018/2019 cohort, which is at 95.7% in South Lanarkshire, be noted.

3. Background

Aspire Programme

3.1. The ASPIRE programme provides support to:-

- ♦ Young people in the Senior Phase who are at least six months from their official leaving date – identified through 16+ meetings in school and in line with GIRFEC
- ♦ Young people who have left school up to their 19th birthday (26th birthday if care experienced) - identified in partnership with Skills Development Scotland, Housing, Social Work, Youth Justice and self-referrals

3.2. An assessment of needs is carried out and an individual learning plan agreement prepared jointly by the Aspire worker and young person. During 2019, there were 742 young people referred to ASPIRE (*127 were care experienced*).

3.3. The Aspire programme actively engages with young people and provides:-

- ♦ 1 to 1 support from a dedicated vocational development worker to address the barriers young people face and engage them in different learning opportunities

- ◆ work experience tasters, and if suitable, a longer-term work experience placement 1 to 2 days per week
- ◆ support to attend counselling sessions, if required or support the young person to widen their social supports
- ◆ support to parents and carers is a key part of the action plan and home visits are an essential part of the support package
- ◆ assistance to apply for college, if relevant. This will include early visits and some support in the initial few weeks of a course starting
- ◆ where appropriate, a reduced timetable in school with some additional support for the remaining subjects.
- ◆ assistance to apply for employment and preparation for interviews in terms of skills required/coaching.
- ◆ aftercare Support for 6 to 12 months to ensure sustainability

3.4 The Aspire programme is delivered across South Lanarkshire and has contributed to the significant improvement of the School Leavers Destinations.

4. School Leaver Initial Destination Results (SLDR)

4.1. Each year Education Resources' report on the key outcomes for young people who left school from analysis of the School Leaver Initial Destination Results (SLDR) for South Lanarkshire.

4.2. 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.

4.3. The 2018/2019 cohort includes leavers from publicly funded secondary schools who left school between September 2018 and September 2019. The national report is based on information held on the shared dataset which is updated on an ongoing basis. The figures are taken as a snapshot in early October 2019.

4.4. 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 and when this is not achievable that other supports are put in place to meet the individual needs of the young people, through bespoke programmes.

4.5. 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).

4.6. The Council has aligned funding from Scottish Government's, 'No-one Left Behind and European Social Fund programmes' and matched these to core Education budgets to fund the Aspire programme.

4.7. The Aspire programme provides targeted employability support to young people across all secondary school establishments in South Lanarkshire. The programme supports young people up to the age of 19 to enter and sustain positive post-school destinations.

5. Spotlight on South Lanarkshire data

- 5.1. A total of 3,239 young people left school in South Lanarkshire in 2018-2019. In 2018/2019, the South Lanarkshire SLDR rate was 95.7% a slight drop from the 96.4% the previous year, but noting the Council achieved its performance measure to be above the national rate for the 5th consecutive year.

5.2. Summary

A summary of the position for 2018/2019 leavers is as follows:-

- ◆ The positive destination rate for South Lanarkshire is 95.7%.
(This is above the national rate of 95.0%)
- ◆ The unemployed (seeking) rate for South Lanarkshire is 2.5%.
(This is better than the national rate of 3.1%)
- ◆ The unemployed (not seeking) rate for South Lanarkshire is 1.3%.
(This is better than the national rate of 1.4%)

- 5.3. The table below shows the positive destination outcome for each of the 4 localities across South Lanarkshire and highlights that once again all 4 areas were above the national average.

	% Total Positive 2018/2019
Cambuslang and Rutherglen	96.8
Clydesdale	95.5
East Kilbride and Strathaven	96.1
Hamilton, Blantyre and Uddingston	95.2
South Lanarkshire	95.7
National	95.0

- 5.3. The table below provides a breakdown of the destinations of school leavers in 2018/2019:-

Initial Destination	2018/2019 SLC	2018/2019 National
Higher Education	44.8	40.4
Further Education	22.7	27.3
Employed	21.3	22.9
Training	6.3	3.5
Activity Agreement	N/A	N/A
Voluntary Work	0.4	0.6
Personal Social Development	0.3	0.5
Unemployed Not Seeking	1.3	1.4
Unemployed Seeking	2.5	3.1
Unknown	0.5	0.4
Positive %	95.7	95

The table below shows the gap between the most and least deprived 20%:

	2018/2019
Gap between most deprived 20% and least deprived 20% South Lanarkshire	4.9
Gap between most deprived 20% and least deprived 20% National	5.3

6. Tackling Poverty and Inequalities - Closing the Gap

- 6.1. Through the Community Plan (LOIP) 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 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.

7. Care Experienced Young People

- 7.1. The established South Lanarkshire multi-agency care experienced tracking and monitoring group works to ensure that every care experienced young person has an individualised employability support package with regular monitoring and alterations to support as required. The work of this group has a positive impact on the destinations of care experienced young people and this year's rate has increased by 1.5% to 91.5% which is significantly higher than the national figure and that of the West Partnership. The table below shows the positive destination rate of care experienced young people in recent years.

	2015/16	2016/17	2017/18	2018/19
South Lanarkshire	78.13	87.76	90	91.55
The West Partnership	74.66	76.52	81.27	85.12
National	73.62	76.36	80.42	82.43

8. Youth and Employability Service – active engagement

- 8.1. A key focus for the Youth and Employability Service is to identify and follow-up on those young people who have not secured for whatever reason, a positive destination. The survey reported 138 young people as being in a negative destination at that time.
- 8.2. The Youth Employability Service engaged with Skills Development Scotland and other partners and held a planning and support meeting to identify and look at appropriate support for all of these young people. Through engagement with partners, the young person, wherever possible, and their parents/carers, actions have been taken to support them in moving towards a positive destination of employment or learning.

- 8.3. Through ongoing tracking and review the Employability Service is able to identify and understand the reasons why it may not be possible for a young person to achieve a positive destination. Where this is not possible, there is a process in place to provide employability supports when the time is right. (an example of this would be a young person with complex mental health needs or a young person who is vulnerable).

9. Next Steps

- 9.1. A summary of the next steps is provided below:-

- ◆ Continue to focus on building on improved SLDR outcomes for young people through engagement with schools;
- ◆ Continue to focus on improving outcomes for care experienced young people, (91.5%) including the roll out of a second pilot to support care experienced young people into employment with the Council.
- ◆ Further develop a locality-based approach across the Youth Employability Service with partners on joint tracking of young people.

10. Employee Implications

- 10.1. Previous reports presented to the Executive Committee in July 2016 and December 2017, provided approval for 16 FTE ASPIRE posts on a temporary basis within the Education establishment. The current temporary posts have been extended to 30 June 2020. All 16 FTE posts are filled by existing permanent employees of the Council, who have gained permanency in these roles due to their length of service. There are also currently 7 FTE existing permanent posts on the ASPIRE establishment.

- 10.2. It is requested that the temporary posts are added to the establishment on a permanent basis, as detailed below, noting there is sufficient budget available to meet these costs for the remaining term of the ESF programme and Education core funding. The ASPIRE establishment is detailed in the table below.

Post	Current Number of Posts (FTE)	Proposed Number of Posts (FTE)	Grade	SCP Range	Hourly Rate	Annual Salary	Gross Cost inc on costs 30.3%
Co-ordinator	1 Temp	1 Perm	Grade 3 Level 8	Scp 79 - 80	£22.89 - £23.24	£41,771 - £42,410	£54,427 - £55,260
Team Leader (Vocational Development)	3 Perm 1 Temp	4 Perm	Grade 3 Level 2	Scp 63 - 65	£18.08 - £18.60	£32,994 - £33,943	£42,991 - £44,227
Vocational Development Assistant	4 Perm 14 Temp	18 Perm	Grade 2 Level 4	Scp 55 - 57	£16.03 - £16.52	£29,253 - £30,147	£38,116 - £39,281
Totals	7 Perm 16 Temp	23 Perm					£674,033 - £693,648

11. Financial Implications

- 11.1. It is anticipated that the current Council and Government funding will continue and that ESF funding will be available until December 2022. A review of the service will take place in the first quarter of 2022. In the event the longevity of the funding is not confirmed, the permanent staff supporting these roles will be redeployed within Education or across the Council in the normal way.

12. Climate Change, Sustainability and Environmental Implications

- 12.1. There are no implications for climate change, sustainability or environmental implication arising from the recommendations in this report.

13. Other Implications

- 13.1. There are no other implications in terms of the information contained within this report.

14. Equality Impact Assessment and Consultation Arrangements

- 14.1. 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.
- 14.2. Consultation and engagement with young people, parents/carers, families and partners in order to provide appropriate supports is a core part of the activities of the Employability Service and those involved in the Aspire and other programmes.
- 14.3. Consultation has taken place with the Trade Unions in regard to the recommendations contained within this report.

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5 May 2020

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

- ◆ Insight publication

List of Background Papers

- ◆ Executive Committee – July 2016 and December 2017.

Contact for Further Information

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

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