

REPORT TO: Education Committee

MEETING DATE: 18 June 2014

BY: Depute Chief Executive (Resources and People Services)

SUBJECT: Positive School Leaver Destinations and MCMC

1 PURPOSE

- 1.1 To update the Committee regarding positive school leaver destinations using the recent School Leaver Destination Report (SLDR) and employability activity within East Lothian.

2 RECOMMENDATIONS

- 2.1 The Committee is asked to note the contents of this report and recognise the wide range of activities being undertaken to improve positive leaver destinations in East Lothian.

3 BACKGROUND

- 3.1 To assist local authorities and schools target resources effectively Skills Development Scotland provides information about leaver destinations on an annual basis. A statistical report for East Lothian is attached (Appendix 1).

In East Lothian we continue to have strong links with partners and have further developed our post 16 provision to include the Employability Fund. Employability Fund provision (replaces Get Ready for Work and Lifeskills) provides opportunities across the strategic skills pipeline stages 2-4 and will provide direct entry and transition opportunities for those on Activity Agreements.

3.2 Available Destinations

Training providers delivering in East Lothian include:

- A much larger range of providers (from last year) delivering the Employability Fund for East Lothian, offering a wide range of opportunities including providers focusing on specific vocational areas (hairdressing and care) to providers offering more generic opportunities. In addition to the work experience element, young people will also have the opportunity to

gain the Certificate of Work Readiness and other SVQ's, e.g. customer service.

STAGE 2	STAGE 3	STAGE 4
Canongate Youth Project	Barnardos	Midlothian Council (MTS)
Midlothian Council (MTS)	Canongate Youth Project	Rathbone Training
Rathbone Training	Direct Partners	Maximize
Action for Children	Mentor M.A. (Scotland) Ltd	Training for Care
	Midlothian Council (MTS)	Edinburgh College
	Rathbone Training	Working Rite
	Maximize	
	Training for Care	
	Edinburgh College	
	Princes Trust	
	Working Rite	

- Midlothian Training Services and North Berwick Youth Café have commenced a partnership to delivery Employability Fund stage 2 provision in North Berwick, enabling local delivery of training in East Lothian with the opportunity for the Youth Café to gain an insight into what is involved in delivery Skills Development Scotland programmes and hopefully become a provider in their own right in the future.
- Rathbone Training continue to deliver Employability Fund along with X-Ceed a programme of 1:1 support for 14-25 yr olds who have been or who are involved in the care or youth offending system.
- Activity Agreements are delivered by a staff member at East Lothian Works. This is a bespoke service for those furthest away from the job market and has seen an increase in referrals from those with mental health issues and disabilities. Provision for this service continues to be diverse and includes bushcraft skills, counselling, care tasters and film making. Positive destinations for East Lothian are sitting at 72% with a national average quoted of 68%. Destinations for the last 2 quarters listed below –

Quarter 3 (October – December 2013)

10 referred, 8 offers made for Activity Agreements with 6 accepting a place.

Leavers during this period equated to 8, 3 of which went onto positive destinations (further education - 2, employment - 1)

Quarter 4 (January – March 2014)

26 referred, 12 offers made for Activity Agreements with 12 accepting a place.

Leavers during this period equated to 3, 1 of which went onto positive destinations (further education).

- All of the above give priority to Looked After Children (LAC) and Looked After and Accommodated Children (LAAC). Edinburgh College also offer a variety of further education options including a range of part time courses based throughout various campuses in Edinburgh, along with their winter and summer leaver course prospectus.

3.3 Additional Support into Positive Destinations (including in-school)

- **Skills Development Scotland** continues to offer their services in schools and beyond.
- All S4 secondary school pupils receive **work experience** as part of their Personal Social Education Programme.
- **Extended work experience** placements and shadowing is available to S4 to S6 pupils.
- **TWO (Targeting Work Opportunities)** Programme targets winter leavers and offers extra support in preparing for work, training or further education. This programme generally consists of 12 young people.
- **Girls Aloud** programme helps S4 girls who are still at school and at risk of disengaging to prepare for employment, training or further education. This year, January – March we had 10 girls on the programme. There are plans for a further Girls Aloud group for next session to target S3 girls.
- **Community Benefits** continues to offer a wide range of opportunities with an opportunity to gain employability skills. Opportunities range from work experience, apprenticeships, school talks, mock interviews and site visits. The opportunities are shared throughout the county with schools, Jobcentreplus, Through Care and After Care (TCAC) and the Bridges Project.
- **SOSSTA (South of Scotland Seafish Training Association)** this is a three week course, which has been delivered for the last 2 years. This year was attended by 5 East Lothian pupils (1 pupil from Ross High School, 1 pupil from Preston Lodge High School, 1 pupil from North Berwick High School and 2 pupils from Musselburgh Grammar School). All 5 completed the course and have a keen interest in pursuing employment in the fishing industry, 4 out of the 5 pupils already have links with the fishing industry and it is hoped that through the course and

the award of the mandatory certificates that this will significantly aid their employment prospects.

- **Business Coaching** continues to be a success, we currently have 20 business coach relationships across the county.
- **PX2** has been delivered for the first time by the staff team at East Lothian Works as a pilot to a group of pupils at Preston Lodge High School. The programme is designed to help young people understand their own mind and how their current beliefs and attitudes can shape their future.
- **Caring for People – ‘Men can do it too!’** is a new programme which has been marketed to all schools to specifically address the under representation of males in this sector. Unfortunately there has been minimal interest, however those that have applied will be offered a place on the Social Care course.

Statistics provided by Jobcentre plus support the demand for employment in the social care sector. Between 1 January – 14 May 2014, 152 vacancies were advertised.

Statistics provided by NOMIS support the level of employment within the social care sector in East Lothian. Between January – December 2013, 5,400 people were employed in the caring, leisure and other service occupations, which equates to 11.2% in East Lothian as opposed to 9.5% for Scotland (% is a proportion of all those in employment).

3.4 Other Support

- All schools continue to hold 16+ Hubs meetings (multi-agency) during which young people who are less likely to secure a positive destination are discussed. A traffic light system of red, amber and green (RAG) is used. To identify those furthest away from the job market (red) those requiring shorter term interventions (amber) and those who have a clearly identified path (green). It is via discussions within the hub with the various professionals present including (Bridges, East Lothian Works, Skills Development Scotland and staff from school that suggestions and potential solutions are identified.
- The Bridges Project offers a variety of support to vulnerable young people who have a range of issues which are preventing them from achieving employment/training opportunity. In particular the Transition Worker has been an effective solution in assisting young people into positive destinations working across Preston Lodge High School, Ross High School and Musselburgh Grammar School.

4 POLICY IMPLICATIONS

4.1 None

5 EQUALITIES IMPACT ASSESSMENT

5.1 This report is not applicable to the well being of equalities groups and an Equalities Impact Assessment is not required.

6 RESOURCE IMPLICATIONS

6.1 Financial – Currently the 16+ Lead Officer post, Activity Agreement post and Activity Agreement provision is funded through Government’s Opportunities for All Funding.

6.2 Personnel – None.

6.3 Other – None.

7 BACKGROUND PAPERS

7.1 None.

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East Lothian Council SLDR 2012/13 (Initial Destination Percentages)												
School	Total Leavers	Higher Education (%)	Further Education (%)	Training (%)	Employment (%)	Voluntary Work (%)	Activity Agreements (%)	Unemployed Seeking (%)	Unemployed Not Seeking (%)	Unknown (%)	Total Positive (%)	Total Other (%)
Dunbar Grammar School	116	48.3	21.6	2.6	14.7	1.7	0.9	6.9	2.6	90.0%	89.7	10.3
Knox Academy	152	42.8	27.0	3.3	18.4		0.7	3.9	2.0	2.0	92.1	7.9
Musselburgh Grammar School	250	23.6	28.4	8.4	25.6	0.4	2.0	10.4	1.2		88.4	11.6
North Berwick High School	152	60.5	10.5	2.0	21.1	0.7	0.7	3.9	0.7		95.4	4.6
Preston Lodge High School	198	27.3	29.3	3.5	24.2	1.5	2.5	10.1	1.5		88.4	11.6
Ross High School	191	21.5	27.7	6.8	28.8	1.0	1.6	9.9	2.6		87.4	12.6
East Lothian Council	1,059	34.7	24.9	4.9	23.0	0.8	1.5	8.0	1.7	0.4	89.9	10.1

Totals may not equal 100% due to rounding

Unknown: Includes leavers whose destination is not known to either SDS or their partners. The term is used where a programme of direct phone calls has not been returned or responded to, and covers a number of circumstances including those who simply do not wish to engage or who may have gone abroad for an extended period after leaving school. Partnership working aims to minimise the number of young people in this category, with professionals working together to identify and provide support to young people who need help to move into learning or work.

East Lothian Council SLDR 2012/13 (Initial Destination Figures)												
School	Total Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Unemployed Seeking	Unemployed Not Seeking	Unknown	Total Positive	Total Other
Dunbar Grammar School	116	56	25	3	17	2	1	8	3	1	104	12
Knox Academy	152	65	41	5	28		1	6	3	3	140	12
Musselburgh Grammar School	250	59	71	21	64	1	5	26	3		221	29
North Berwick High School	152	92	16	3	32	1	1	6	1		145	7
Preston Lodge High School	198	54	58	7	48	3	5	20	3		175	23
Ross High School	191	41	53	13	55	2	3	19	5		167	24
East Lothian Council	1,059	367	264	52	244	9	16	85	18	4	952	107

Unknown: Includes leavers whose destination is not known to either SDS or their partners. The term is used where a programme of direct phone calls has not been returned or responded to, and covers a number of circumstances including those who simply do not wish to engage or who may have gone abroad for an extended period after leaving school. Partnership working aims to minimise the number of young people in this category, with professionals working together to identify and provide support to young people who need help to move into learning or work.

East Lothian Council Variance SLDR 2012/13 v SLDR 2011/12 (Percentage Point Variance)

School	Total Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Unemployed Seeking	Unemployed Not Seeking	Not Known	Pos
Dunbar Grammar School	7	5.2	-1.3	0.8	-2.7	0.8	-	-5.9	1.7	-	3.5
Knox Academy	11	-0.5	11.4	2.6	-7.8	-	0.0	-8.2	-	0.6	5.6
Musselburgh Grammar School	0	0.0	-2.0	2.4	3.6	-	0.4	-4.8	0.4	-	4.8
North Berwick High School	9	-0.3	-2.8	-	1.5	-	0.0	1.8	-2.8	-	1.0
Preston Lodge High School	43	-6.2	1.6	-1.7	4.2	-	1.2	0.4	0.9	-	0.7
Ross High School	17	-6.7	-4.5	3.9	3.5	0.4	-1.3	3.0	1.5	-	-4.6
East Lothian Council	87	-1.8	0.1	1.7	1.0	0.6	0.2	-2.2	0.6	-0.2	1.8

East Lothian Council SLDR 2011/12 (Initial Destination Percentages)												
School	Total Leavers	Higher Education %	Further Education %	Training %	Employment %	Voluntary Work %	Activity Agreements %	Unemployed Seeking %	Unemployed Not Seeking %	Not Known %	% Pos	% Other
Dunbar Grammar School	109	43.1	22.9	1.8	17.4	0.9		12.8	0.9		86.2	13.8
Knox Academy	141	43.3	15.6	0.7	26.2		0.7	12.1		1.4	86.5	13.5
Musselburgh Grammar School	250	23.6	30.4	6.0	22.0		1.6	15.2	0.8	0.4	83.6	16.4
North Berwick High School	143	60.8	13.3		19.6		0.7	2.1	3.5		94.4	5.6
Preston Lodge High School	155	33.5	27.7	5.2	20.0		1.3	9.7	0.6	1.9	87.7	12.3
Ross High School	174	28.2	32.2	2.9	25.3	0.6	2.9	6.9	1.1		92.0	8.0
East Lothian Council	972	36.5	24.8	3.2	22.0	0.2	1.3	10.2	1.1	0.6	88.1	11.9

Totals may not equal 100% due to rounding

East Lothian Council SLDR 2011/12 (Initial Destination Figures)												
School	Total Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Unemployed Seeking	Unemployed Not Seeking	Not Known	Total Positive	Total Other
Dunbar Grammar School	109	47	25	2	19	1		14	1		94	15
Knox Academy	141	61	22	1	37		1	17		2	122	19
Musselburgh Grammar School	250	59	76	15	55		4	38	2	1	209	41
North Berwick High School	143	87	19		28		1	3	5		135	8
Preston Lodge High School	155	52	43	8	31		2	15	1	3	136	19
Ross High School	174	49	56	5	44	1	5	12	2		160	14
East Lothian Council	972	355	241	31	214	2	13	99	11	6	856	116