

REPORT TO: Education Committee

MEETING DATE: 24 March 2015

BY: Depute Chief Executive (Resources and People Services)

SUBJECT: Positive School Leaver Destinations and More Choices More Chances (MCMC)

1 PURPOSE

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

2 RECOMMENDATIONS

- 2.1 The Committee is asked to:-
- i. Note the contents of this report.
 - ii. Recognise the wide range of activities being undertaken to improve positive leaver destinations in East Lothian, in particular the work being undertaken to engage with the hardest to reach young people.
 - iii. Note the significant increase in the positive destinations which has moved from 89.9% to 92.2% of young people leaving school and moving into employment, training and further education.

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. The statistical report for East Lothian, for the most recent period is attached (Appendix 1).

The report details how East Lothian continues to achieve incremental increases with their positive destinations, most recently moving from 89.9% to 92.2% of young people leaving school and moving into employment, training and further education.

3.2 Available Destinations (post school)

The strategic skills pipeline, used by all Local Authorities, is a route map identifying national and local service provision which is available to support people into employment through a staged process, at the core of which, is the identification of individual need. The pipeline is broken down into the following stages –

- Stage 1:** Engagement, Assessment and Referral
- Stage 2:** Needs Assessment and Barrier Removal
- Stage 3:** Vocational Activity
- Stage 4:** Employer Engagement and Job Matching
- Stage 5:** In Work Support and Aftercare

Examples of opportunities within East Lothian's pipeline, are as follows –

- **Stage 1/Stage 2:** For those young people (16 – 19) furthest from the labour market, Activity Agreements continues to see a rise in referrals including those with disabilities and mental health issues. Provision for this service continues to be diverse and includes bushcraft skills, counselling, care tasters and film making. Activity Agreement positive destinations for East Lothian at the end of Quarter 3 are 62% with a national average quoted of 72%.

Detailed achievements for Activity Agreements for the last 2 quarters are as follows -

Quarter 2 (July – September 2014)

17 referred, 12 offers made for Activity Agreements with 12 accepting a place, 2 inappropriate referrals and 3 working with but not yet offered.

Leavers during this period equated to 24, 2 into employment, 4 Employability Fund, 1 Princes Trust F/T Employability Programme, 2 Community Jobs Scotland, 1 working with Rathbone X-Ceed programme and 7 into College. 6 disengaged/unemployed and 1 unknown.

Quarter 3 (October – December 2014)

26 referred, 14 offers made for Activity Agreements with 14 accepting a place, 3 inappropriate referrals and 9 working with but not yet offered.

Leavers during this period equated to 11, 3 into employment, 1 Employability Fund, 2 YES Fund Paid Work Experience Programme. 3 disengaged and 2 unknown

- **Stage 3:** Midlothian Training Services and North Berwick Youth Café continue to develop their partnerships within East Lothian and have

developed an employer based Stage 3 programme in partnership with Positive Qualities and the Macdonald Marine Hotel & Spa, North Berwick around the hospitality sector.

- **Stage 4/Stage 5:** Youth Employment Scotland Fund (YES) Paid Work Experience Programme, jointly funded by Scottish Government and European Social Fund has enabled East Lothian Council to offer paid work experience placements for a duration of 6 months, based on national minimum wage (NMW) to a range of disadvantaged individuals who face barriers to employment, including disabilities, youth offending or literacy/numeracy etc.

During the period January – December 2014 there have been 39 YES Fund participants.

YES Fund Referral Breakdown (January – December 2014) – 12 month funded programme

Age	16-18		19-20		21-23		24+	
No of referrals	15		13		10		1	
Gender	M (7) F (8)		M (9) F (4)		M (7) F (3)		M (1)	
Criteria	Looked After	3	Looked After	4	Looked After	1		
	Adult Literacy Numeracy	9	Adult Literacy Numeracy	5	Adult Literacy Numeracy	3	Adult Literacy Numeracy	1
	Additional Support Needs	3	Additional Support Needs	2	Additional Support Needs	6		
			Youth Justice	1				
			Young Carer	1				
Early Leavers/withdrawn	M (2) F (1)		M (4) F (2)		M (1)			

Following on from the YES Fund paid work experience programme, the table below illustrates those that have moved into a positive destination.

YES Fund Leaver Destinations

DESTINATION	Gender	No	Gender	No
Employment	Male	6	Female	1
Further Education	Male	1	Female	0
DWP Training Programme	Male	6	Female	0
ELVOS	Male	0	Female	4
Adult Literacy/Numeracy	Male	1	Female	0
Referred to partner agency (e.g Bridges)	Male	1	Female	1
Supported by East Lothian Works in preparation of referral to Employability Fund	Male	0	Female	3
Employability Fund	Male	1	Female	1
Unknown	Male	2	Female	1
TOTAL	Male	19	Female	11

- **Stage 5:** Modern Apprenticeships within East Lothian Council have risen, we are currently employing a total of 18, 12 based within Property Maintenance and the remaining 6 within other departments across the council and 1 vacant post within East Lothian Works.

The commissioning process for East Lothian's Employability Fund has since been completed for 2015/16 and includes a wide range of providers, some new to East Lothian who offer both generic and vocationally specific opportunities.

3.3 Additional Support into Positive Destinations (school pupils)

East Lothian continues to offer a range of opportunities and support mechanisms for pupils whilst they are still at school, making best use of our partners to aid transition into positive destinations.

- **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.
- **School Hub Meetings** continue to be an affective identifier of those unlikely to move into a positive destination and form the basis of solution focussed meetings attended by East Lothian Council staff and partners.
- **School/Business partnerships** - Canon UK have extended their partnership and employability programme to now include Knox Academy, Ross High School and Dunbar Grammar School which will also include developing partnerships on a more local level, e.g. Had-Fab and Ross High School.
- **Extended Work Experience** placements and shadowing is available to S4 to S6 pupils.

- **Pre voc Prospectus** continues to offer a diverse range of opportunities for pupils whilst they are attending school, but delivered within a community setting. Some programmes are certificated at National 4/5 level.
- **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 Allowed** 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.
- **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, DWP, Through Care and After Care (TCAC) and the Bridges Project.
- **Mentoring** continues to be a success and offered to all secondary schools.
- **Pre Activity Agreement Programme** was piloted for winter leavers from August – December 2014. Of the 10 pupils referred, 8 commenced the programme. Of those referred, issues ranged from behavioural, attendance, part of staged assessment process and LAC. The programme consisted of one day's work experience for those that could manage and one day's participation in an activity programme which included first aid training and various activities with outdoor education. All of the 8 have been referred for Activity Agreements and are at various stages of the engagement process.

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. Going forward there is an expectation from Scottish Government, that this will be funded by the local authority. The grant allocation for 2015/16 from Opportunities for All is £115,302 with additional funding provided by the local authority.

6.2 Personnel – None.

6.3 Other – None.

7 BACKGROUND PAPERS

7.1 None.

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East Lothian Council SLDR 2013/14 (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	114	39.5	11.4	5.3	30.7		0.9	12.3			87.7	12.3
Knox Academy	134	40.3	14.2	3.0	32.8		2.2	6.7	0.7		92.5	7.5
Musselburgh Grammar School	246	30.1	25.2	4.1	27.6	0.4	2.0	9.3	0.8	0.4	89.4	10.6
North Berwick High School	172	61.6	7.6	1.2	23.8	2.3	0.6	2.3	0.6		97.1	2.9
Preston Lodge High School	189	39.2	26.5	5.3	22.8	0.5	0.5	4.2	0.5	0.5	94.7	5.3
Ross High School	194	26.3	23.7	9.3	30.4	1.0	0.5	5.7	3.1		91.2	8.8
East Lothian Council	1,049	38.5	19.4	4.8	27.6	0.8	1.1	6.6	1.0	0.2	92.2	7.8

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 2013/14 (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	114	45	13	6	35		1	14			100	14
Knox Academy	134	54	19	4	44		3	9	1		124	10
Musselburgh Grammar School	246	74	62	10	68	1	5	23	2	1	220	26
North Berwick High School	172	106	13	2	41	4	1	4	1		167	5
Preston Lodge High School	189	74	50	10	43	1	1	8	1	1	179	10
Ross High School	194	51	46	18	59	2	1	11	6		177	17
East Lothian Council	1,049	404	203	50	290	8	12	69	11	2	967	82

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.