

REPORT TO: Education Committee

MEETING DATE: 31 May 2016

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 on 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. Acknowledge the wide range of activities being undertaken to help improve positive leaver destinations in East Lothian, in particular the work being undertaken to engage with the hardest to reach young people.
 - iii. Note, that in partnership with Education colleagues and external partners, we have a significant level of detail regarding those young people in a negative destination and that resource is targeted at engaging with these individuals.

3 BACKGROUND

- 3.1 To assist local authorities and schools to target resources effectively, Skills Development Scotland (SDS) provides information about leaver destinations on an annual basis. The statistical report for East Lothian, for the most recent period, is attached (Appendix 1).

- 3.2 The report details our current school leaver destination return (SLDR) figure for the county as 91.9% (young people in the last leaver cohort, winter 2014 and summer 2015, who have moved into a positive destination). Whilst it is disappointing that this represents reduction of 0.3%, which equates to 2 young people from last year's SLDR (92.2%), as highlighted in the table below, there had been an incremental upward trend in East Lothian for the preceding 5 years.

Table 1: SLDR Figures 2009/10- 2014/15

SLDR statistics – Initial Positive Destinations trends					
2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
86.8%	88.9%	89.9%	91.4%	92.2%	91.9%

Additional Support into Positive Destinations

Prevocational Prospectus

- 3.3 The Regional Skills Assessment for East Lothian undertaken by Skills Development Scotland (January 2016) highlights the impact of demographic change within East Lothian. It reinforces the need to continue to deliver our social care programmes to meet the health and care requirements of an ageing population.
- 3.4 National 4 and National 5 Childcare and Early Education programmes have been a longstanding offer within the prospectus and have been exceedingly popular for a number of years with East Lothian schools. The 600 hours per week of free childcare for working families supports the rationale to increase experienced and qualified staff within this sector.
- 3.5 Building on the recommendations of Developing Scotland's Young Workforce (DSYW) to increase vocational learning opportunities for schools, the prevocational prospectus is refreshed every year. We are currently piloting 2 new early intervention programmes for S3 pupils – Stars in their Eyes and Kickstarter 1 in partnership with Hibs Football Club and Dance Division. The S3 pupils who have been involved in Stars in their Eyes (a musical theatre programme) have been involved in all stages which will culminate in a performance planned for June enabling them to showcase their achievements.
- 3.6 **Work Experience** – North Berwick High School and Ross High School are about to pilot the new Work Experience Standards based on Education Scotland guidance. This, in time, will see a change for all our schools in how work experience will be delivered - a far more person centred approach which will fit with student's studies, interests and aspirations for the future.

- 3.7 **Pre Activity Agreements** – due to a change in the criteria of ‘Opportunities for All’ funding, Pre Activity Agreement interventions are now available for pupils while they are still at school, targeted at those destined for an Activity Agreement post school. It’s likely that this early engagement will start at least 6 months prior to a pupil’s leave date.
- 3.8 **Lead a Bright Future (Christmas Leavers 2015)** – Between August and December 2015, we piloted a programme in partnership with a local social enterprise ‘Lead a Bright Future’. This programme focussed on young people who were likely to move into a negative destination post school and were predominately school refusers. The project was a huge success resulting in the participants identifying a project to help families and children and pets who were likely to receive little or nothing for Christmas (Appendix 2).
- 3.9 **Lead a Bright Future (Summer Leavers 2016)** – The pupils have identified their project as ‘Buddy Bear’, an initiative to raise awareness of bullying with primary school pupils. The group are working towards creating a bear and a storybook (which they have written, designed and illustrated). The bear and book will form the basis of a teacher pack which can be used in schools. A bake sale has been organised for May to promote this initiative which will see one of the group dressed as ‘Buddy Bear’ when they visit a primary school in Haddington.

Post School

Available Destinations

- 3.10 The Strategic Skills Pipeline is used by all Local Authorities and is the framework within which the county’s employability services are organised. It provides a route map of national and local provision to support people into employment through a five-staged process. At the core of this is the identification of individual need.

The Pipeline stages are as follows –

- 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 activities and interventions across the Pipeline, are as follows –

- **Stage 1/Stage 2:**

In August 2015 East Lothian Works established a Disability Youth Transitions Service as a direct intervention to improve our SLDR statistics. The service works with young people with disabilities whilst

they are at school, through the transition and post school. Historically we have seen a significant number of young people with mental health issues accessing our services, along with other disabilities and it was felt that a dedicated service with specialist disability knowledge would be best placed to assist with supporting this cohort. It is too early to assess the success of this provision but early indications are that 30 young people with a range of disabilities are being supported towards a positive destination.

Activity agreements, for young people (aged 16–19) furthest from the labour market resulted in a high level of referrals being offered an Activity Agreement during 2015-16. Many young people participating will present with a range of barriers, some of which are deep rooted and by the very nature, this results in a slower conversion into a positive destination. We have the luxury with Activity Agreements, to provide a bespoke service which strives to meet the needs of the individual whilst they travel on their journey to a positive destination. Current provision includes filmmaking, equine therapy and counselling. Our counselling service has seen a significant increase in referrals and is proving to be a very successful support mechanism for those with difficult issues including those with mental health issues.

- **Stage 3:** It is anticipated that Midlothian Training Services will continue their partnership with Positive Qualities and the Macdonald Marine Hotel & Spa to offer Employability Fund stage 3 places. We know as part of the Regional Skills Assessment undertaken by Skills Development Scotland (January 2016) that hospitality and tourism has a very high concentration of employment. By offering this Stage 3 provision in partnership with a prestigious organisation with a range of departmental opportunities, this will help prepare the participants for employment within this sector.
- **Stage 4/Stage 5: Paid Work Experience with East Lothian Council**
– As a result of Developing Scotland's Young Workforce funding, East Lothian Works in partnership with East Lothian Council's Transportation Department commenced a new Paid Work Experience programme. The programme started in January 2016 with 13 starts with one early leaver, 12 are currently on the programme. All participants are required to undertake mandatory employability learning, which for most will be the Certificate of Work Readiness (an SCQF Level 4) either as a full qualification or as individual units in conjunction with their 6 month paid work experience placement (salary at National Minimum Wage).
- **Stage 5:** - As a result of Developing Scotland's Young Workforce funding, East Lothian Works are in a position to continue to offer subsidies to East Lothian Council departments who wish to employ a Modern Apprentice. Since March 2014 East Lothian Council have recruited 16 Modern Apprentices, 6 are currently in post and based within HR, Property Maintenance, East Lothian Works, Knox Academy

and Revenues. Of the remaining 10 which have left, nine went into positive destinations (7 have continued their employment with East Lothian Council and 2 have secured employment within the private sector).

- 3.11 **Skills Development Scotland** continue to offer a range of services to schools and beyond, including **Employability Fund** provision. The commissioning process for East Lothian's Employability Fund has been completed for 2016/17 and includes a wide range of providers, some new to East Lothian, and they will provide the county with a range of generic and vocationally specific opportunities. For 2016/17, there has been a national reduction of 40% of allocated places for the delivery of Employability Fund provision. Locally this equates to 132 places being available for 2016/17, as opposed to reported current contract starts (by SDS) of 233 at period 11 (up to end of February 2016). It is too early to say the level of impact this will have in East Lothian.
- 3.12 **Community Benefits (CBIP)** continues to offer a wide range of opportunities including work experience, apprenticeships, school talks, mock interviews and site visits. Most recent examples of CBIP include a butchery demonstration by Campbell's Meats to Knox Academy and apprenticeship opportunities both with British Gas and Clark Contracts.

Planning for improvement:

- 3.13 **School Hub Meetings** continue to be an effective 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.
- 3.14 **Education/Business partnerships** - A Developing Scotland's Young Workforce Regional Group has been established to specifically improve the relationships between businesses and education. This has been kick-started with a Leavers Fair which was held on 25 April 2016 in Haddington. The fair hosted 30 exhibitors with in excess of 300 opportunities available. The fair was specifically designed to offer real 'live' vacancies for pupils who are about to leave or have left in recent years and are currently not in a positive destination.
- 3.15 **Developing East Lothian's Young Workforce (DELYW)** – In partnership, DSYW funding (£111K) was awarded to a wide variety of initiatives including funding for schools to collectively develop a National 4 model, more paid work experience and modern apprenticeships with the local authority, P6/P7 Stepping Stones programme (transitions), a pilot of a youth employability programme specifically for ESOL pupils and Train the Trainer for mental health support.

Construction Academy

- 3.16 The Construction Academy, opening in Musselburgh in August 2016, and delivered by East Lothian Council in partnership with Edinburgh College and local and regional employers, will build on and enhance the curricular

offer. Locating the project in Musselburgh provides a real opportunity to improve the outcomes of young people in East Lothian's most deprived area and links with a targeted approach by community planning partners to focus on prevention and early intervention in this area. The Centre will provide an additional local option for pupils in the Senior Phase across East Lothian and offer qualification opportunities in relation to future technologies and skills and traditional crafts, alongside development and enhancement of core skills and attitudes for employability.

3.17 **Monitoring and Tracking** – Monthly tracking of all negative leavers is undertaken in partnership with Skills Development Scotland (SDS). In addition to this monthly meeting, a specific meeting is held to track our Looked After cohort. All young people who are not in a positive destination are tracked on an individual basis and strategies in conjunction with SDS are agreed to support and make additional service offers.

4 POLICY IMPLICATIONS

4.1 None.

5 INTEGRATED IMPACT ASSESSMENT

5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy.

6 RESOURCE IMPLICATIONS

6.1 Financial – Criteria changes in the Scottish Government's Opportunities for All Grant for 2016/17 shifting to support more Activity Agreement interventions as opposed to funding for Opportunities for All Co-ordinators post.

6.2 Personnel – None.

6.3 Other – None.

7 BACKGROUND PAPERS

7.1 None.

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DATE	29 April 2016

East Lothian Council - Initial Destinations of School Leavers 2014/15 (Destination Percentages)												
School	Total Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Unemployed Seeking	Unemployed Not Seeking	Unconfirmed	Positive	Other
Dunbar Grammar School	129	39.5	22.5	3.1	29.5			5.4			94.6	5.4
Knox Academy	160	46.9	15.0	0.6	28.1		0.6	5.0	2.5	1.3	91.3	8.8
Musselburgh Grammar School	219	28.3	32.9	5.5	23.7			8.2	0.9	0.5	90.4	9.6
North Berwick High School	174	54.0	14.4	0.6	27.6	0.6		1.7	1.1		97.1	2.9
Preston Lodge High School	179	29.6	24.0	4.5	31.3		0.6	8.9	1.1		89.9	10.1
Ross High School	173	17.9	28.3	6.9	34.1		1.7	5.8	5.2		89.0	11.0
East Lothian Council	1,034	35.4	23.4	3.7	28.8	0.1	0.5	6.0	1.8	0.3	91.9	8.1

Totals may not equal 100% due to rounding

Status Unconfirmed: An unconfirmed status applies to individuals for whom SDS holds a record but it has not been possible to identify an up-to-date status despite multi partner data sharing and tracking of individuals as part of service delivery.

East Lothian Council - Initial Destinations of School Leavers 2014/15 (Destination Figures)

School	Total Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Unemployed Seeking	Unemployed Not Seeking	Unconfirmed	Positive	Other
Dunbar Grammar School	129	51	29	4	38			7			122	7
Knox Academy	160	75	24	1	45		1	8	4	2	146	14
Musselburgh Grammar School	219	62	72	12	52			18	2	1	198	21
North Berwick High School	174	94	25	1	48	1		3	2		169	5
Preston Lodge High School	179	53	43	8	56		1	16	2		161	18
Ross High School	173	31	49	12	59		3	10	9		154	19
East Lothian Council	1,034	366	242	38	298	1	5	62	19	3	950	84

Status Unconfirmed: An unconfirmed status applies to individuals for whom SDS holds a record but it has not been possible to identify an up-to-date status despite multi partner data sharing and tracking of individuals as part of service delivery.

The future's bright for enterprising teenagers

SIX teenagers who successfully completed an innovative course, during which they ran a high-profile campaign to donate gifts for families in need at Christmas, are all moving on to positive destinations.

The Lead a Bright Future programme is a social enterprise commissioned by East Lothian Works, the council's employability

hub, which supports young people from all backgrounds to realise their potential and succeed in their next steps in life. The participants in the course, which ran over 16 weeks up until Christmas, were disengaged from school and many faced challenging circumstances.

Course leader Fiona Ogg said attendance for the programme was excellent, ranging from

80-100 per cent, and all the six participants completed the course.

"That in itself was a huge achievement for the young people" said Fiona. "However, they have also all gone on to positive outcomes and have done so with a sense of pride which came from their successful campaign to help others at Christmas, which benefited more than 100 children

from families across East Lothian.

"It boosted their confidence and helped them to go on and become assets to the community."

The next group of young people have started the current Lead a Bright Future programme and Fiona has high hopes for them.

Following the success and positive feedback of the last campaign, the programme will

continue with a community enterprise project which will be devised by the course participants.

Alison Hood, team leader (employability) at East Lothian Works, said: "It has been so rewarding for the team working with these young people to see them grow into confident, mature people during their participation on the programme."

A design for life for our young people

Special publication to highlight East Lothian Partnership's commitment

SIXTH year Advanced Higher art student Sean Gardner has signed up for the task to design a 12-page version of the East Lothian Children and Young People's Plan 2016-2019.

The plan sets out the East Lothian Partnership's commitment to every child and young person in East Lothian – in particular, how we will help East Lothian's children and young people to be safe, healthy, achieving, nurtured, active, respected and responsible.

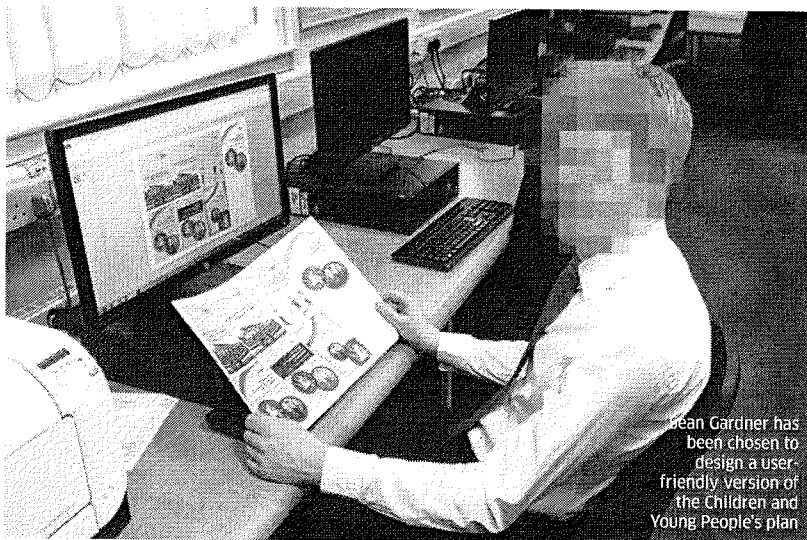
Sean's role is to design a version of the plan that is user-friendly and attracts a wide-ranging readership, including:

- children in upper primary schools
- secondary school students
- parents and carers
- professionals
- local area partners
- politicians.

It will be the main source of information for many readers and an introduction to the full Children and Young People's Plan for others.

Sean, who is hoping to go on to Strathclyde University to study engineering, said: "I was pleased that I could do this project as part of my Advanced Higher Art.

"It's a bit different from the usual stuff that people do, but I will actually be able to see an end-product. I will be quite chuffed seeing it when I pop into North



Sean Gardner has been chosen to design a user-friendly version of the Children and Young People's plan

"There's an old saying that it takes a village to raise a child - in East Lothian we think it takes the whole community"

Berwick library. It's quite a responsibility but I hope I've got it right."

Education and Children's Wellbeing spokesperson Councillor

Shamin Akhtar added: "It's fantastic that Sean has agreed to take this on. He's going to come up with a design that makes people want to pick up the plan and read it.

It's going to be the main source of information for many readers and an introduction to the full Children and Young People's Plan for others.

"There's an old saying that it takes a village to raise a child – in East Lothian, we think it takes the whole community.

"That's why we need a plan and we need everyone to know what's in it so that we can deliver it together."

Tranent repairs success

THE Tranent Conservation Area Regeneration Scheme (CARS) is now a year old and there has been a lot of interest from property owners and tenants wanting to repair and improve their properties.

Jamie Baker, from the council's Strategic Investment and Regeneration team, said: "This is a unique opportunity to access funding to make repairs and enhancements to homes and shop fronts, improving the appearance of the town centre and helping boost the local economy.

"The scheme's focus is on good-quality, long-lasting, conservation-standard repair and enhancement work using traditional building skills and materials. The amount of grant available varies, but can be for up to 70 per cent of the costs. Repairs and improvements to some buildings will start this summer."

The project also involves working with the community to incorporate improvements they would like to see. Funding for repairs and improvements is available now.

TO FIND out more or to check eligibility call 01620 827731 or email CARS@eastlothian.gov.uk