

REPORT TO: Education Committee

MEETING DATE: 21 March 2017

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 most 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, a significant level of detail exists regarding those young people in a negative destination and that considerable resource is prioritised to target engaging with these individuals.
 - iv. Note that a decision has been taken by Scottish Government in partnership with Skills Development Scotland to streamline the publication of 2015/16 SLDR statistics. From 2017 statistics will be released by Scottish Government with the first public release planned for March 2017.

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).

The report details our initial vs follow up school leaver destination return (SLDR) figure for the county (young people in the last leaver cohort, winter 2014 and summer 2015, who have moved into a positive destination). At the time of follow up, East Lothian's positive destination reduced to 91.4%. Whilst disappointing, the reduction of 0.5% equates to 7 young people from the initial SLDR statistic of (91.9%). As highlighted in the table below, there remains an incremental upward trend in East Lothian for the preceding 5 years.

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

SLDR statistics – Initial and Follow Up Positive Destination trends						
	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Initial	86.1%	86.8%	88.1%	89.9%	92.2%	91.9%
Follow up	86.1%	86.4%	89.9%	90.0%	91.2%	91.4%

Note that a decision has been taken by Scottish Government in partnership with Skills Development Scotland to streamline the publication of 2015/16 SLDR statistics. From 2017 statistics will be released by Scottish Government with the first public release planned for March 2017.

3.2 Additional Support into Positive Destinations

As a result of a range of consultative meetings with school representatives, the prevocational prospectus for 2017/18 has been tailored to provide an increase in early intervention programmes.

3.2.1 Prevocational Prospectus – Looking Forward

Go Girls – in partnership with Edinburgh College this short course will provide a range of taster sessions based within a variety of college departments for S2-S3 girls. Delivered from Easter – May, the course aims to raise awareness of a variety of sectors, build confidence and promote discipline.

Introduction to Boxing – delivered in partnership with The Bronx Gym (Tranent) and East Lothian Amateur Boxing Club. The programme is aimed at S2 pupils and is based upon a programme developed by Active Schools and Boxing Scotland to promote physical exercise, nutrition and positive behaviours.

Boom Bap Music – in partnership with Heavy Sound, this course is targeted at S3 boys at risk of disengaging from school, using music in its widest sense as a form of engagement. The programme will include song writing, rapping, sampling, mixing. The pupils will all have the chance to record and design their own album art and receive a CD copy of their music.

Cooking @ Colstoun – developed following on from a very successful partnership between the Colstoun Cookery School and Knox Academy. This entry level course, using cooking as a medium of engagement is targeted at S3/S4 pupils. The focus will be personal development combined with budgeting, healthy eating, basic techniques and health and hygiene.

College retention - a dedicated resource has been committed to work with pupils on the lead up to their transition into college and support their participation once they start their college course to help improve college retention statistics.

3.2.2 Post School Destinations

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:** East Lothian Works Transitions Team provides interventions for young people furthest from the labour market, including young people with disabilities. Working closely with schools to support the most vulnerable pupils through their transitions post school and ultimately into a positive destination.
- **Stage 2/Stage 3:** Learn 2 Work, East Lothian Works programme for care experienced (LAC) young people/young people facing homelessness has worked intensively with 7 people, 3 are still receiving support, 4 have been successfully supported into positive destinations.

- **Stage 3:** Enable Scotland (a charity supporting disabled people) were newly contracted to deliver Employability Fund in East Lothian for 2016, delivering a provision specifically for disabled individuals.
- **Stage 4/Stage 5: Paid Work Experience with East Lothian Council** – Utilising 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 2017 with 9 starts. All participants are required to undertake mandatory employability learning, 8 of the starts have completed the Certificate of Work Readiness (an SCQF Level 4) and 1 is working towards their CSPQ qualification (Customer Services Professional Qualification). In addition to the above, some will also work towards other relevant certificates e.g. child protection training in conjunction with their 6 month paid work experience placement.
- **Stage 5:** - East Lothian Works continued to offer Developing Scotland's Young Workforce subsidies to East Lothian Council departments who wished to employ a Modern Apprentice. Since March 2014 East Lothian Council have recruited 28 apprentices, 13 are currently in post - Revenues (3), East Lothian Works (1), Knox Academy (1) and Property Services (8). Of the remaining 15, 14 are known to have secured positive destinations (11 have secured employment with East Lothian Council and 3 have secured employment elsewhere).

3.3 **Skills Development Scotland** also continues to provide a range of services to schools and beyond, including **Employability Fund** provision and the co-commissioning process for East Lothian's Employability Fund this year will be completed by March 2017.

3.4 **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 range of opportunities offered by Hadden Construction, Cannon UK have extended their school partnership working to include Musselburgh Grammar School (along with Knox Academy, Ross High School and Dunbar Grammar School) and discussions have taken place with Hart Builders/Cruden Homes to provide a 3 week training programme to up skill individuals as Installation/Insulation technicians.

3.5 **Planning for improvement:**

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.

Education/Business partnerships – Developing Scotland's Young Workforce Regional Group in partnership with East Lothian Council and partners has developed 'The Marketplace' tool, an online platform specifically for teaching staff to access a range of opportunities for school pupils, enhancing

relationships between businesses and education. Also, the 'Edinburgh Guarantee' has been extended to include East and Midlothian, now known as 'The Guarantee'. The Guarantee is an online resource for young people, school staff, parents/carers and businesses, hosting employment opportunities and providing information on local support services directly related to employability. Further to this, following on from the success of last year's Jobs Roadshow, this year's Roadshow has been planned for 28 February 2017 in the Corn Exchange in Haddington and is open to all pupils who are about to leave school or who have left school in the last 3 years.

Developing Scotland's Young Workforce funding continues to support a range of interventions across the county including -

National 4 Short Life Working Group (SLWG) – representatives from all secondary schools have worked together to develop a flexible National 4 programme which each school can personalise for their National 4 (non exam leave) cohort.

Cultural Upskilling for the Workplace for ESOL pupils – a pilot has been delivered for 6 Knox Academy pupils, all of whom are English Speakers of Other Languages (ESOL). The short course enabled pupils to gain a greater understanding of the cultural nuances within the UK in relation to employability.

Stepping Stones – a series of workshops for P6/7 pupils with a focus on transitions. These workshops are planned for delivery within the Musselburgh cluster area.

East Lothian Construction & Technology Centre previously reported to committee, the centre opened in August 2017, offering a range of curricular offers with pupils currently attending from all of the 6 secondary schools. The centre also delivers the prevocational programme, 'Introduction to Construction' in partnership with Edinburgh College.

Monitoring and Tracking – Monthly tracking of all leavers with negative destinations is undertaken in partnership with Skills Development Scotland (SDS). In addition to this a specific meeting is held to track our Care Experienced (LAC/Looked After) cohort, in partnership with SDS and the Bridges Project. All young people who are not in a positive destination are tracked on an individual basis and strategies are agreed in conjunction with SDS to target support and further engage this vulnerable cohort.

Information on the outcomes relating to the activity within East Lothian Youth's Work Team is contained within Appendix 2.

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 –Scottish Government have indicated a potential impact on the allocation of the Opportunities for All Grant for 2017/18, however no further information is available at the time of preparing this report.
- 6.2 Personnel – None.
- 6.3 Other – None.

7 BACKGROUND PAPERS

- 7.1 None.

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East Lothian Council School Leaver Destinations 2014/15 (Follow Up Destination Percentages)

School	Return	Higher Education	Further Education	Training	Employment	Voluntary Work	Activity Agreements	Unemployed Seeking	Unemployed Not Seeking	Unconfirmed	Total Leavers	Positive	Other	Percentage Point Change
Dunbar Grammar School	Initial	39.5	22.5	3.1	29.5			5.4			129	94.6	5.4	0.7
	Follow Up	35.2	18.8	2.3	39.1			4.7			128	95.3	4.7	
Knox Academy	Initial	46.9	15.0	0.6	28.1		0.6	5.0	2.5	1.3	160	91.3	8.8	1.8
	Follow Up	46.3	13.1	0.6	32.5	0.6		4.4	1.9	0.6	160	93.1	6.9	
Musselburgh Grammar School	Initial	28.3	32.9	5.5	23.7			8.2	0.9	0.5	219	90.4	9.6	1.4
	Follow Up	26.9	26.0	3.7	33.8		1.4	6.8	0.9	0.5	219	91.8	8.2	
North Berwick High School	Initial	54.0	14.4	0.6	27.6	0.6		1.7	1.1		174	97.1	2.9	-0.6
	Follow Up	50.9	12.7		32.4	0.6		3.5			173	96.5	3.5	
Preston Lodge High School	Initial	29.6	24.0	4.5	31.3		0.6	8.9	1.1		179	89.9	10.1	-1.6
	Follow Up	26.8	19.0	1.1	40.2	1.1		9.5	2.2		179	88.3	11.7	
Ross High School	Initial	17.9	28.3	6.9	34.1		1.7	5.8	5.2		173	89.0	11.0	-4.6
	Follow Up	16.8	26.0	4.0	36.4		1.2	11.0	4.6		173	84.4	15.6	
East Lothian Council	Initial	35.4	23.4	3.7	28.8	0.1	0.5	6.0	1.8	0.3	1,034	91.9	8.1	-0.5
	Follow Up	33.2	19.7	2.0	35.6	0.4	0.5	6.8	1.6	0.2	1,032	91.4	8.6	

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

Outcomes relating to activity within East Lothian Youth's work team

- **Paid Work Experience:** March 2016 – March 2017
22 participants
Outcomes – 9 Employment, 2 Temporary Employment, 2 College, 5 awaiting outcome of their applications with ELC/external organisations, 2 receiving ongoing support to secure employment, 1 inactive to personal reasons, 1 unable to work due to ill health
- **Activity Agreements (AA):** April – December 2016

Quarter 1	10 referrals	23 participating in an AA
	Outcomes – 5 Employed, 2 Employability Fund Stage 2, 1 Further Education 7 in receipt of Aftercare Service	
Quarter 2	9 referrals	22 participating in an AA
	Outcomes – 3 Employed, 2 Community Jobs Scotland Employment, 2 Employability Fund Stage 2, 5 Further Education	
Quarter 3	6 referrals	24 participating in an AA
	Outcomes – 2 Employed, 2 Modern Apprenticeships, 1 Community Jobs Scotland Employment, 1 Employability Fund Stage 2, 2 Unemployed	
- **Pre Activity Agreement:** August 2016 – March 2017
Currently engaging with 27 school pupils
- **Bridges Project** (procured by Education Department)
This one year pilot, commenced in June 2016 is working with 60 young people across all secondary schools. Programme due to be completed by June 2017 at which point an evaluation will be undertaken.
- **Prevocational Programme:** August 2016 – March 2017
226 referrals received
16 have completed (as the majority of programmes are still being delivered).
Outcomes – 3 moved onto Edinburgh College Just Do It programme, 6 returned to school, 1 Employability Fund, 1 College, 2 Employed, 1 Activity Agreement, 1 had a baby, 1 negative
- **Work Experience:** August 2016 – March 2017
97 Referrals have been received
- **Community Benefits in Procurement:** August 2016 – March 2017
65 offers of engagement have been offered since August 2016, including 5 Employment opportunities, 20 Work Experience Placements, 5 Community Projects, 4 Employability Skills Sessions, 3 School Partnerships, 8 Schools Talks and a range of other activities.