

REPORT TO: Education Committee

MEETING DATE: 13 March 2018

BY: Depute Chief Executive (Resources & People Services)

SUBJECT: Developing the Young Workforce (DYW)

1 PURPOSE

- 1.1 To update Committee on a range of recent developments and activities associated with Developing the Young Workforce (DYW).

2 RECOMMENDATIONS

- 2.1 The Committee is asked to:-
- i. Note the range of developments and activities associated with Developing the Young Workforce as outlined in this report.
 - ii. Also to note that work will remain ongoing with regular updates to our Developing the Young Workforce plans, engaging all partners in the planning process and to jointly celebrate and report more of our successes.

3 BACKGROUND

- 3.1 Developing the Young Workforce (DYW) is a seven-year programme (2014-2021) that aims to better prepare children and young people from 3–18 for the world of work. The programme builds on the foundations already in place as part of Curriculum for Excellence and its headline aim is to reduce youth unemployment by 40% by 2021.
- 3.2 The Commission for Developing Scotland's Young Workforce, chaired by Sir Ian Wood, published their final report, Education Working for All, in June 2014. The Government's response to this report was published in the form of the Youth Employment Strategy in December 2014. The strategy includes milestones for the seven-year programme across all sectors, challenging schools, colleges and employers to embrace the

recommendations and implement the measures required to effect lasting change.

3.3 The complexity of delivering on DYW should not be underestimated. The strategic recommendations span the whole of the education and training system and call for more effective joint working between schools, colleges, training providers and employers across the board. Some activities require to be taken forwards at a National level with others more effectively addressed at a local level.

3.4 In summary the Youth Employment Strategy sets out:

- How a high quality intermediate vocational, education and training system, which complements our world class higher education system, can be developed to enhance sustainable economic growth with a skilled workforce;
- How to achieve better connectivity and co-operation between education and the world of work to ensure young people at all levels of education understand the expectations of employers, and that employers are properly engaged;
- How to achieve a culture of real partnership between employers and education, where employers view themselves as co-investors and co-designers rather than simply customers.

3.5 Local implementation of the Youth Employment Strategy requires significant cultural change to develop the young workforce in constructive partnership with all partners involved and for schools, ambitions can be summed up under the following key themes:

- Expanding the offer – increasing the route from schools into employment, or further education which is closely linked to employment
- Promoting and shaping the offer – engaging with young people, parents, teachers and practitioners, partners and employers
- Supporting teachers and practitioners to develop children's and young people's learning about the world of work
- Providing earlier relevant, labour-market focused career advice when young people need it, leading to better outcomes
- Embedding meaningful employer involvement
- Consolidating partnership working with colleges and other training providers
- Young people able to access more vocational options during the senior phase of secondary school, which delivers routes into good jobs and careers, developed through effective partnership between schools, colleges, local authorities and other partners

- Improving opportunities and experiences for all learners, with a focus on reducing gender imbalance on course take-up
 - Development of foundation apprenticeships in schools
 - Stronger partnerships between employers and education
- 3.6 Already in the lifetime of the programme much has been done to shift cultural attitude. There have been reforms to college education; a growth in the number of Modern Apprenticeship opportunities and there is a strong system of vocational qualifications underpinned by the well-established Scottish Credit and Qualifications Framework (SCQF). Career services are better informed by labour market information and Opportunities for All measures are in place - ensuring that all 16-19 year olds are guaranteed an offer of a place in learning or training. All have provided a strong platform to take the strategy forward.
- 3.7 Much has also been done locally. East Lothian Works, East Lothian's employability hub was established in April 2013 and brought together all employability-related services under the East Lothian *One Council Approach*. East Lothian Works is the central point of contact for employment advice and training and works closely in partnership with a number of external partners including Queen Margaret University, Edinburgh College, Skills Development Scotland, DWP Job Centre Plus and a range of Third Sector Agencies, local business and industry.
- 3.8 An East Lothian Partnership Strategic DYW Group is also well established comprising representation from all key sectors and meets bi-monthly to ensure plans are monitored and updated regularly. The group reports progress to East Lothian Sustainability Economy Partnership (SEP) and also East Lothian Children's Strategic Partnership (CSP).
- 3.9 In May 2015 East Lothian Council cabinet agreed the broad principles and approaches of Scotland's Youth Employment Strategy with aspirations to consistently maintain statistics for unemployed young people aged 18- 24 years below that of the national average reported figures over the period. This consistently remains the case and statistics for East Lothian school leavers progressing into positive destinations recently peaked to their highest recorded level of 93.5%. Equally, the Participation Measure for East Lothian has increased by 2.5% to 93.1%, resulting in East Lothian being the second most improved Local Authority for young people aged 16-19 positively participating in education, training or employment.
- 3.10 A recent assessment of partnership progress made against identified milestones also concluded that work plans and actions to date were in line with or ahead of timescales/milestones set and this was bringing about the needed cultural change across the range of organisations and agencies involved, both at local and national levels. By way of example, some key local achievements to date, together with some examples of work in progress and some proposed planned actions for the future are included in Appendix 1.

- 3.11 Also in February 2017, the DYW strategic group engaged in a process of self-evaluation focusing on themes of operational management and leadership. An improvement plan has since been produced and prompted a review of individual partner's business plans ensuring strategic fit with DYW, identifying gaps and any other areas for improvement. Also recommendations to engage staff teams more in the planning process and the plan underwent a further iteration in September 2018 resulting in a revised format produced in consultation with DYW partners.
- 3.12 Recruitment of a Quality Improvement Manager and School Curriculum and Estates Manager has helped to build our capacity and help drive and accelerate the pace towards full strategy implementation.

4 POLICY IMPLICATIONS

- 4.1 Developing the Young Workforce is an integral component in contributing to the delivery of the new Council Plan. Namely, the overarching objective of '*reducing inequalities within and across our communities*' - reducing unemployment and improving the employability of East Lothian's workforce. Also reducing the attainment gap and raising the attainment and achievement of our children and young people.

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 - None
- 6.2 Personnel - None
- 6.3 Other - None

7 BACKGROUND PAPERS

- 7.1 Education Working for All
<http://www.gov.scot/Publications/2014/06/4089/0>
- 7.2 Developing the Young Workforce – Scotland's Youth Employment Strategy
<http://www.gov.scot/Publications/2014/12/7750/downloads>
- 7.3 Draft Council Plan 2017 - 2022

[http://intranet.eastlothian.gov.uk/downloads/file/1940/draft_council_plan_2017 - 2022](http://intranet.eastlothian.gov.uk/downloads/file/1940/draft_council_plan_2017_-_2022)

7.4 East Lothian Council Cabinet – Developing the Young Workforce update

<http://www.eastlothian.gov.uk/meetings/meeting/5512/cabinet>

7.5 Sustainable Economy Partnership (SEP) – Developing the Young Workforce update

http://www.eastlothian.gov.uk/meetings/meeting/5778/east_lothian_partnership-sustainable_economy_partnership

7.6 East Lothian Community Planning Economic Development Strategy

[http://www.eastlothian.gov.uk/downloads/download/1831/east_lothian_economic_development_strategy_2012 -2022](http://www.eastlothian.gov.uk/downloads/download/1831/east_lothian_economic_development_strategy_2012_-2022)

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Appendix 1

Initiative	Achievements to date	Next Steps
<p>Evidence based Progress with Developing Scotland's Young Work Force- in schools</p>	<ul style="list-style-type: none"> • We are in the process of auditing all schools against the KPI's for DSYW. We can use this self-evaluative information to celebrate success, support cross fertilization in terms of best practice and plan for improvement. 	<ul style="list-style-type: none"> • Identify and share best practice in secondary schools. • Promote a consistently higher level of engagement and understanding in EL Primary schools. • Create opportunities for training and development • Nurture employer engagement and sustainable relationships with Business.
<p>School to College partnership</p>	<ul style="list-style-type: none"> • In June 2018 all six secondary schools will be offered a common and greatly extended vocational offer, in partnership with Edinburgh College, QMU and the SRUC. We have 55 skills based courses leading into work, Modern Apprenticeship, Graduate Apprenticeship, Further and Higher education • Every Course is mapped to a positive destination • We are working with the SRUC and the NFU to introduce sector leading agricultural qualifications into East Lothian Schools. • A process for the smooth flow of essential information between partners has been negotiated. This should help us to support ASN and raise attainment through careful monitoring and tracking of progress. • The number of applications to Edinburgh College rose from 183 in 2016/17 to 312 in 2017/18. • Our number of applications for SESAP Academies rose from 42 in 2016/17 to 56 in 2017/18 (24-29 courses) 	<ul style="list-style-type: none"> • To develop an extended Modern Apprenticeships portfolio, in line with ELC workforce Development Strategy. • To further extend the programme to future technologies and sustainable development? • To further develop options for winter leavers and ASN pupils. • To further extend opportunity to pupils of all abilities.

		<ul style="list-style-type: none"> • To seek greater parental and business engagement. • A Service Level Agreement is being constructed to manage rules of partnership engagement.
Foundation Apprenticeships	<ul style="list-style-type: none"> • Initial Education visit to Fife took place in November 2017. NCC working with Derek Brown. • East Lothian Works and Education Follow Up visit took place in December 2017. • East Lothian Education Department successfully secured £404,000 funding, through SDS and Scottish Government to deliver Foundation apprenticeships in: <ul style="list-style-type: none"> Financial Services (Ross High) Blackrock Financial Services Scientific Technologies (Dunbar Grammar) Charles River Laboratories Social Care- Young People and Children (Knox Academy) East Lothian Council 	<ul style="list-style-type: none"> • Schools in partnership with key employers partners are developing courses in line with SQA guidance. • ELC have put contracts out to tender for training providers to assess SVQ work based elements of the courses. These agencies will work closely with schools and employers to create sector leading experiences with real opportunities. • Courses will start in June 2018 and be monitored closely. • Case studies will be collated.
CAT Centre	<ul style="list-style-type: none"> • The construction and Trades Centre has been reconfigured to better align with the common vocational offer and the SCP. • A Principal Teacher of Construction and Technology has been advertised. • Partnerships with local and National Construction partners are in the pipeline. 	<ul style="list-style-type: none"> • A Service Level Agreement is being constructed to manage rules of partnership engagement.

	<ul style="list-style-type: none"> Morrison's Construction donated £1000 of PPE equipment. 	<ul style="list-style-type: none"> New courses will be promoted, recruited and selected. Routes into work, Further and Higher Education, Modern and Graduate Apprenticeships are in development. The profile of partnership working is to be raised with parents and stakeholders. Partnerships with other Local authorities are being discussed. Meeting to be arranged with MacTaggart Scott.
East Lothian Curriculum/Coursing Boot Camps	<ul style="list-style-type: none"> The Education Plan is for all East Lothian pupils to access experiences and opportunities with a renewed sense of equity and excellence. Because we have evolved so much in the previous year, it has become essential to upskill and train schools coursing teams, to ensure that a parents and pupils, no matter what school they attend receive the same quality of information pertaining to choices. Boot Camps took place on the 5/6th February 2018 	<ul style="list-style-type: none"> Evaluation of Boot Camps. Evaluation of school coursing procedures.
Career Education Standard Training	<ul style="list-style-type: none"> All Secondary Schools, with the exception of one, have received SDS Career Education training. All Secondary Head teachers have received Career Education and Market Intelligence training from SDS. 	<ul style="list-style-type: none"> Primary colleagues and leadership to undergo Career Education and Market

		Intelligence training.
<p>Oxford Evening and Internship Opportunities</p> <p>13rd March, North Berwick High School, 6.30pm.</p>	<ul style="list-style-type: none"> • For the First time ever, East Lothian will be hosting an Oxford University Information Evening • Schools are promoting the summer internship programme. 	<ul style="list-style-type: none"> • NCC is investigating a holiday internship, sponsored by an Oxford College, for able pupils in the Broad General Education.
Esgoil	<ul style="list-style-type: none"> • Education and Estates visit to Esgoil. • East Lothian Council now have a reciprocal staffing and IT infrastructure development agreement with Esgoil. 	<ul style="list-style-type: none"> • IT and Education to run a successful pilot at Preston Lodge high School. • Esgoil training visit to be arranged. • Staffing network to be identified and formed. • Teacher training and ongoing support to be arranged.
P7 STEM Transition Events	<ul style="list-style-type: none"> • The Ross High Cluster all attended a P7 STEM transition Event in 2017. This initiative was nominated for a 'Game Changers Award' and held by Scottish Government as an example of excellent partnership practice. We were invited to speak at the Edinburgh College Celebration of Success, sharing a platform with Jamie Hepburn, Minister for Employability and Training and Anette Bruton, Principal of Edinburgh College. 	<ul style="list-style-type: none"> • It was agreed that we would like to run this project in P7 and S2, across clusters- to ensure progression in STEM skills for all EL pupils. Transport costs are a very real barrier to equity. • Musselburgh Grammar Cluster have signed up to engage with Edinburgh University Bush Centre on a P7/S2 Bovine

		DNA transition project.
School Estate	<ul style="list-style-type: none"> • Dunbar Grammar: Professional Kitchen- links with MacDonald Hotels and the Scottish Chefs network to create talent streams and a community resource. • Ross High School: • Wallyford Secondary School • North Berwick High School • Aberlady Primary: 	<ul style="list-style-type: none"> • Please see the Flash report for all ongoing projects.
Common School Day	<ul style="list-style-type: none"> • The current school day across Primary and Secondary Estates is inefficient in terms of P1/2 curriculum, Learning and Teaching, Parental wait times, School to college partnership and transport costs. 	<ul style="list-style-type: none"> • We are working with HTs and EL transport to consult upon an aligned model.
Career Pathways Information Sheet	<ul style="list-style-type: none"> • In partnership with SDS we have produced our first publication of 'Career Pathways'. This newsletter highlights all of the strong work going on in East Lothian and helps families to identify opportunities and useful connections. 	<ul style="list-style-type: none"> • To review and improve the publication.
BESA	<ul style="list-style-type: none"> • BESA presented Modern Apprenticeship opportunities in: Facilities Management Gas Engineering Refrigeration or Air Conditioning Engineering Heating and Ventilation Engineering 	<ul style="list-style-type: none"> • Assessment centres to be taken to all six secondary schools.
CBIP and Marketplace	<ul style="list-style-type: none"> • Morrison's Construction provided £1000 of PPE equipment and are looking at work placements and apprenticeship opportunities at the CAT Centre. • North Berwick High School leading the way on Marketplace engagement. • East Lothian Work and Education looking at the Modern Apprenticeship offer. • The use of Marketplace as a resource was discussed, in detail, with all Guidance, Employability and Senior Managements teams- at the EL Bootcamps. 	<ul style="list-style-type: none"> • Renewed focus on CBIP opportunities on contracts over £50,000 • Marketplace engagement to be supported, promoted and monitored. • A strategic discussion about how all teachers can easily access these opportunities will

		<p>need to take place with school leadership.</p> <ul style="list-style-type: none"> • Training and weekly updates ongoing.
Participation Measure	<ul style="list-style-type: none"> • Positive Destinations stand at 93.5%. The participation Measure has increased by 2.5% to 93.1%. East Lothian is the second most improved Scottish Local Authority for young people aged 16-19 who are positively participating in education, training or employment. 	<ul style="list-style-type: none"> • Continue to explore pathways and opportunities for all East Lothian young people.
Career Ready	<ul style="list-style-type: none"> • Initial talks are taking place with Career Ready. Edinburgh and Midlothian are really benefitting from this employability model. https://careerready.org.uk/resource/impact-report-2017-scotland 	<ul style="list-style-type: none"> • Investigate School • Investigate costs and funding.
Business Start-up and entrepreneurial opportunities for young people	<ul style="list-style-type: none"> • Initial discussions with Edinburgh City Chamber. • Introduction to Orbit 	<ul style="list-style-type: none"> • Explore opportunities.
Newlands Junior College	<ul style="list-style-type: none"> • Early Intervention (S2) and employability pathways for children at risk of a negative destination. The Newlands model has a 97% success rate. Glasgow Council have just commissioned three further colleges. • Education and Estates team visited Newlands. • Initial discussions with the Senior Management Team from Newlands. They have already met with Fiona Robertson 	<ul style="list-style-type: none"> • Children's Services and ASN teams to visit Newlands. • Follow up meeting with Angela Leitch and Douglas Proudfoot.
LEAPs and Robertson's Trust	<ul style="list-style-type: none"> • NCC will take the lead in this area 	<ul style="list-style-type: none"> • Investigate opportunities