

Positive Destinations, Developing the Young Workforce (DYW) and Lifelong Learning and Employability**Report by Dr Grace Vickers, Head of Education, Education, Communities and Economy****1 Purpose of Report**

The purpose of this report is to outline the progress Midlothian Council and partners have made in relation to positive destination of school leavers, as validated in the Summary Statistics for Attainment, Leaver Destinations and Healthy Living, No6. 2016 Edition published 22nd June 2016. This report will also present a summary of the work of the DYW Board and the Lifelong Learning and Employability Service.

2 Background**2.1 Positive Destinations in Midlothian**

The Scottish Government have produced information on the destinations of school leavers who left school during or at the end of the school year. The leaver returns provide school leaver destinations at the start of October which is three months after the summer leave date, and at the start of April, which is 6 months after the initial leaver follow up report.

In Midlothian, a record number of Midlothian school leavers have gone onto a sustained positive destination for 2014/15. In this follow up survey of April 2016 the percentage of leavers sustaining a positive destination was 93% which is an increase of 3.0% on the previous year. This is Midlothian's highest recorded sustained destinations to date and is 1.0% higher than the national average. The table below highlights a 5 year very positive trend showing an 8.6% improvement when comparing 2010/11 to 2014/15.

Summary Comparison Table

| Uplift period | 2010/11 | 2011/12 | 2012/13 | 2013/14 | 2014/15 |
|---|----------------|----------------|----------------|----------------|----------------|
| Sustained Leavers Destinations SG (June)* | 84.4% | 86.4% | 88% | 90% | 93% |

*<http://www.gov.scot/Topics/Statistics/Browse/SchoolEducation/leavedestla/follleavedestat/attainmentandleavers1415>

Positive destinations overall has increased the table below demonstrates the changes in positive destinations categories for Midlothian as defined by Scottish Government.

| Year | LA Name | Positive Destination | Higher Education | Further Education | Training | Employment | Voluntary Work | Activity Agreement | Unemployed Seeking | Unemployed Not Seeking | Unknown |
|-------------|----------------|-----------------------------|-------------------------|--------------------------|-----------------|-------------------|-----------------------|---------------------------|---------------------------|-------------------------------|----------------|
| 2014/15 | Midlothian | 93.0 | 27.8 | 20.1 | 2.2 | 39.0 | * | * | 5.1 | * | * |
| 2014/15 | Scotland | 92.0 | 36.8 | 23.4 | 2.7 | 27.8 | 0.5 | 0.7 | 5.7 | 1.6 | 0.6 |
| 2013/14 | Midlothian | 90.0 | 29.2 | 22.9 | 2.2 | 33.3 | 0.7 | 1.7 | 8.0 | 1.8 | * |
| 2013/14 | Scotland | 91.7 | 38.2 | 24.3 | 2.5 | 25.5 | 0.4 | 0.7 | 6.5 | 1.5 | 0.3 |

In addition to the Scottish Government figures, Community Planning Partnerships will be provided with supplementary data from SDS which informs the CPP report which will be published on the first of July 16.

The comparison of follow up 2015 to follow up 2016 has improved by 3.0%.

The points below illustrate in more detail the changes highlighted in the table.

- a) Employment has seen the biggest increase by 5.7% which is now 11.2% above the Scottish average
- b) Further Education has reduced by 2.8% and is below the national average
- c) Higher Education has reduced by 1.4% and is below the national average
- d) Training has stayed the same
- e) Unemployed seeking has reduced by 2.9% and is better than the national average
- f) Further data will be released in terms of voluntary work, unemployed not seeking, activity agreements and unknowns.

Overall there continues to be a positive direction of travel. Work associated with positive destinations remains a priority for Midlothian Council and its partners. We continue to work closely with our schools, LLE and partner agencies to ensure positive outcomes for all leavers. There is a need to consider the implications of the statistics in relation to the total number of young people choosing Further and Higher Education and the additional supports in place to help young people sustain their destination within these categories.

Midlothian is ambitious on behalf of our young people and through the Developing Midlothian Young Workforce Board DMYWB will focus on continuous improvements and offers within the eight areas below:

- Increasing vocational pathways in the senior phase
- Strengthening school/college partnerships
- Improving young people's employability skills
- Reviewing work experience
- Introducing foundation apprenticeships in schools
- Promoting pathways in science, technology, engineering and maths
- Strengthening school-business partnerships
- Supporting young people at risk of negative destinations

2.2 Developing Scotland's Young Workforce

The Commission for Developing Scotland's Young Workforce (DSYW) published its final report in June 2014 with 39 recommendations covering 6 main areas. These are:

- Better preparing school leavers for the world of work
- College education focused on employment and progression in learning
- Modern Apprenticeships focused on higher level skills and industry needs
- More employers engaging with education and recruiting more young people
- Advancing Equalities
- Successful Implementation.

The Opportunities for All Board has refocused and is now the strategic partnership group responsible for implementing DSYW and is called Developing Midlothian's Young Workforce Board, the remit and membership of the group has been updated to reflect DSYW. The group is a sub group of the Improving Opportunities Theme of Midlothian Community Planning Partnership.

2.3 Priorities Moving Forward, Progress and Developments

In October 2014, the existing Opportunities for all Board a sub group of Midlothian Community Planning Partnership was brought to a close. This partnership group had made significant improvement securing more positive destinations for young people over a 5 year period. In November 2014 the Developing Midlothian Young Workforce Board was launched. This partnership group is a formal sub group of the Community Planning Partnership in Midlothian.

There is a clear remit for this board and it has excellent cross sector representation including businesses, public sector, third sector and parents. Young people are being recruited to be an online advice group and contribute to focus groups on key DYW themes.

The board mapped the current work across the 39 DYW recommendations. They identified 8 DYW priorities for the next two years which require focused attention. These are detailed below:

Priority 1: Vocational Pathways

The Report recommends increasing vocational pathways available to students in the senior phase of secondary schools. This will involve:

- Developing new curriculum models which provide young people with vocational education pathways
- Increasing staff awareness of the labour market and future skills requirements
- Increasing parental understanding of vocational opportunities and pathways

Priority 2: Positive Destinations

There is a range of additional interventions that sit within our drive to improve leaver destinations. This includes:

- Early intervention and support for young people at risk of disengaging from education
- Support for young people making the transition to employment or further education
- Robust target setting, monitoring and tracking procedures

Priority 3: School/College Partnerships

The Report recommends that school/college partnership working should be strengthened so that vocational pathways can be developed and delivered in partnership with colleges and other training providers. This will involve:

- Increasing participation in the school/college partnership programme
- Increasing participation in the south East Scotland sector academies programme
- Expanding the college vocational provision for schools

Priority 4: Employability Skills

The Report recommends that preparing all young people for employment should form a core element of the work of schools, with a key focus on developing employability skills. This will involve:

- Guidance and training for staff in Employability skills (Skills for Work)
- Resources to support the delivery of Employability Skills in schools

- Increased work around applying literacy and numeracy skills to the workplace

Priority 5: Work Experience

The Report recommends that a modern standard should be established for the acceptable content and quality of work experience. This will involve:

- Guidance and training for staff in the new standard for work experience
- Creating a new work experience model which provides greater flexibility and personalisation

Priority 6: School- Business Partnerships

Every secondary school in Scotland and its feeder primaries should be supported by at least one business in a long-term partnership. This will involve:

- Mapping of current school-business provision and identification of gaps
- Deployment of the Edinburgh 'Market Place' resource in Midlothian
- Participation in Regional Investment Groups
- Support for establishing partnerships between Midlothian schools and businesses

Priority 7: STEM

The Report recommends that a focus on Science, Technology, Engineering and Maths (STEM) should sit at the heart of the development of Scotland's Young Workforce. This will involve:

- Development of partnership working with Midlothian's Science parks
- STEM promotional campaign for schools and parents and work to increase female uptake for STEM subjects
- Increased partnership working with Universities

Priority 8: Modern Apprenticeships

Modern apprenticeships should be developed in those industry sectors of the economy where young people have the best chance of building a long term career. Foundation apprenticeships will enable young people to undertake accredited apprenticeships whilst at school. This will involve:

- Guidance and training for staff in modern apprenticeships
- Raising awareness of modern apprenticeships amongst pupils and parents
- Piloting a foundation apprenticeship in Midlothian during session 2015/16

Work has commenced on producing a scorecard to track our performance relating to DYW and the newly developed Midlothian DYW strategy.

The board has jointly taken responsibility for allocation of the DYW funding to the following projects. The majority of these are now underway. The Skills Workforce Analysis and the Work Experience review reports will be ready by May/June 2016.

The following projects are being taken forward:

- The workforce planning model aims to provide robust labour market intelligence around the demand for and supply of skills in Midlothian and associated areas, which can then inform partners' decision-making on learning and development areas linked to growth and skills gaps such as ICT and Care. This will also include the production of related learning materials which can be used directly with parents, young people and businesses.
- Review work experience in the context of DYW and produce an action plan, currently over 1,000 students taking part in work experience using a variety of formats for S4 one week to longer term one afternoon a week interventions.
- Academies Programme – the successful academies programme has run for several years. Over 100 young people attend from Midlothian. Unfortunately the funding for transport for this programme has been stopped. Therefore the DMYB would wish to fund a proportion of the transport costs in order to provide time to explore other financial options in relation to transport.
- Secondary Schools (6 Combined Bid): DYW Parent Event, Vocational courses and Equipment S3, Expand enterprise activity BGE, Young Eng/Science Club and S4 Summer School.
- PAVE – development of outreach programmes for delivery in Midlothian Schools – Pilot 3 schools.
- Primary Schools – Develop career materials across early years and primary to ensure the new I can statements are met. Provide training on curriculum materials and map existing business contact with primary schools.
- Map and Maximise the STEM opportunities available locally within Midlothian Project.
- Pilot Project - target young people who are care experienced. Conduct short phased focus groups with young people, carers and staff to identify interventions which would support them to secure and sustain a positive destination. Conduct desk top research on supports/opportunities available in other authorities. Implement pilots of the suggestions recommendations. Weekly surgeries have been introduced and training and guidance for foster carers on positive destinations and DYW.
- Schools to receive funding to pilot/or create future vocational pathways including Skills for Work courses. These will be shared and replicated where appropriate increasing the opportunities available.
- Increase delivery of the Volunteering Skills Award - SCQF Levels 3-5. Building capacity for a variety of organisations to offer this qualification increasing choice and flexibility for young people.

The Midlothian DYW Board is also a member of the Regional Invest in Youth Group and is working in partnership to take forward the objectives outlined in the submission to Scottish Government. All new staff have now been appointed to the regional invest in youth group. This will result in exciting opportunities such as the roll out of the 'market place'. The recent joint Job Fair in April 16 had over 200 live jobs and approximately 200 young people attended.

2.4 Lifelong Learning and Employability (LLE) Service progress 2015/16

In January 2016 the new LLE Service was launched which replaces a number of previous teams for example Community Learning and Development, Midlothian Training Services and supported employability support for groups and individuals.

The service has one outcome which is to improve outcomes for all ages to build skill for learning, life and work.

The service has a dedicated responsibility for supporting young people to achieve and sustain a positive destination. We are also responsible for work with adults to gain accreditation and or employment. This provides a seamless support network across the employability pipeline.

In the financial year 2015/2016 the service provided opportunities for over 6,000 individuals. We have engaged through our main projects with over 4,800 young people (260 more than 2014). 200 young people provided feedback on the issues important to them which we will support them to take action on. As a service we ran 135 projects which supported local people to achieved 555 accreditations.

In 2015/16 we have introduced a variety of new measures as a service to support both young people and adults. Key initiatives and successes over 15/16 financial year are highlighted below:

- Introduced ten new support pathways for young people (over 70 young people have achieved a positive destination from these pathways).
- Over 150 adults with a disability have received one to one support to take their next steps, 41 secured employment, 37 went onto training or short courses, 26 onto further education and 29 into volunteering.
- Created a new partnership with the Skills and Recruitment centre at Kinnaird Park to link to their talent bank and associated job vacancies.
- Co-located the new teams in four local areas to provide target work.
- Increased our LLE offer in the schools vocational booklet
- Established a new PAVE 2 provision for young people out with school for those who would be in S4, S5 or S6.
- Worked with the regional group to take forward key initiatives which are business drive for example the job fair.
- Increased our joint work and data analysis to target those at risk of a negative destination by targeting individuals and having dedicated weeks of action.
- Co-ordinated with partners the Midlothian Employment Action Network Conference where over 80 partners and businesses were represented.
- Secured nearly one million of European Employability Funding with 60% match and 40% grant which has gone to tender.
- We have supported 36 adults with mental health issues to work towards gaining employment through specialist group and one to one support. 77% secured a positive outcome, including employment, volunteering or college.

3 Report Implications

3.1 Resource

The services and provision outlined is operated from existing resources and external funding/ring fenced funding such as opportunities of all from Scottish Government. There has been no confirmation of DYW funding for 16/17 from Scottish Government. There has been a reduction in funding available for employability programmes from UK to Scottish Government and new employability programmes will be put in place as part of the new devolved powers

3.2 Risk

Whilst we are ambitious to achieve the 95% target agreed for positive destination we cannot take for granted the sustained effort and resources that will be required to achieve this, within the context of national reduction in employability support programmes.

3.3 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- ☒ Community safety
- ☒ Adult health, care and housing
- ☒ Getting it right for every Midlothian child
- ☒ Improving opportunities in Midlothian
- ☒ Sustainable growth
- ☐ Business transformation and Best Value
- ☐ None of the above

3.4 Key Priorities within the Single Midlothian Plan

Positive Destinations and reducing the inequality gap

3.5 Impact on Performance and Outcomes

This work is a key priority for Midlothian Community Planning Partnership.

3.6 Adopting a Preventative Approach

Key elements of our current and future approaches for DMYW, Positive Destinations and LLE are to work with younger students including nursery and primary and families to assist them to make positive transitions in a preventative manner.

3.7 Involving Communities and Other Stakeholders

Involving all sectors of our communities in support of young people and involving young people in designing and coproducing our approach and future opportunities is vital.

3.8 Ensuring Equalities

The approach undertaken will continue to target those at risk of not achieving a positive destination from identified equalities groups and ensure individual needs are proactively taken into account when supports and opportunities are developed. From the LLE service review the ratio of staff in areas of deprivation has increased.

3.9 Supporting Sustainable Development

3.10 IT Issues

None

4 Recommendations

Midlothian Council is recommended to:

- Note the five year positive trend in supporting young people to achieve a sustained positive destination and support the renewed efforts required to increase those achieving a positive destination.
- Note this is Midlothian's highest recorded sustained destinations to date and is 1.0% higher than the national average.
- Congratulate pupils, parents, staff and all partners on delivering such a positive increase in sustained destinations.

- Note the focus areas for attention prioritised by the Developing Midlothian's Young Workforce Board (DSYWB) and the progress made to date.

22 June 2016

Report Contact:

Name Annette Lang, Education Manager Lifelong Learning
Tel – 0131 271 3923
Annette.lang@midlothian.gov.uk