

**Developing Midlothian's Young Workforce and Positive Destinations****Report by Mary Smith, Director, 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 the recommendations contained within Developing Scotland's Young Workforce (previously known as the Wood Commission). This report will also present a summary of the main areas of planned action to support young people to achieve a positive destination.

**2 Background****2.1 Positive Destinations in Midlothian**

Each year, Skills Development Scotland (SDS) provides information on the destinations of school leavers who left school during or at the end of the academic year. The leaver returns by SDS 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, the proportion of leavers who were in a positive destination in October 2014 was 93.9% - almost 5% higher than at the same time in 2013. In the follow up survey of March 2015 the percentage of leavers sustaining a positive destination had dropped by 4.2%. The Midlothian follow up figure was 1.8% lower than the national average.

<b>Midlothian Schools</b>	<b>Initial 2012/13</b>	<b>Follow Up Mar 2014</b>	<b>% change</b>	<b>Initial 2013/14</b>	<b>Follow Up Mar 2015</b>	<b>% change</b>
Higher Education	29.3	27.8	-1.5	28.8	28.7	-0.1
Further Education	24.4	23.0	-1.4	25.2	22.9	-2.3
Training	7.3	5.9	-1.4	6.4	2.3	-4.1
Employment	25.4	29.5	4.1	30.3	33.5	3.2
Voluntary Work	0.3	0.6	0.3	0.9	0.7	-0.2
Activity Agreement	2.5	0.7	-1.8	2.4	1.7	-0.7
Unemployed Seeking	8.9	10.2	1.3	5.2	8.1	2.9
Unemployed Not Seeking	1.7	1.8	0.1	0.9	2.0	1.1
Unknown	0.3	0.5	0.2	0.0	0.1	0.1
<b>Positive Destinations</b>	<b>89.2</b>	<b>87.6</b>	<b>-1.6</b>	<b>93.9</b>	<b>89.7</b>	<b>-4.2</b>

Traditionally there is a fall in positive destinations between the annual survey in the autumn and the follow up in March. Although there was a fallback in March follow up figure, it is important to note that the follow up figure was 2.1% higher than at the same comparative point in March 2014 and that the number of young people achieving and sustaining positive destinations has increased incrementally for each of the past 5 years. The follow up survey also shows that the numbers in employment have increased and the numbers in higher education has remained steady.

Our Research into the fall in numbers of young people without a positive destination showed;

- (a) 16 young people withdrew from further education during the year. The reasons cited were inappropriate coursing, finance, travel issues and in some cases poor health. Reports indicate that an increase in college support, together with enhanced transition support for students, would have helped to sustain these young people at college.
- (b) 16 young people withdrew from training courses and did not progress into either employment or the next stages of training. Most were involved in training provided by Employability Fund training partners and feedback from students and SDS indicates that more could have been done to support the transition of these young people, particularly within the different stages of the strategic employability skills pipeline.

To address particular issues in drop out from further education and training we are implementing a programme of College Transition Pathways – short courses which are delivered free in the community by Edinburgh and Newbattle Colleges. These are award bearing courses at SVQ Level 3 and 4 in, for example, construction, rural skills, health & social care, retail and music and give young people experience of these possible college destinations before they enrol.

The appointment of 3 additional transition support workers (now totalling six staff) will also help to ensure that students finding it difficult to sustain college courses are well supported and transition issues are addressed early in the process thus supporting the young person to sustain a positive destination.

We will also work closely with Skills Development Scotland and training providers to ensure that young people involved in Employability Fund training courses are given adequate training and support.

Positive destinations for our young people remains a priority for Midlothian Council and we have set an ambitious target of 95% for 2014/15 leavers. We continue to work closely with our schools and partner agencies to ensure positive outcomes for all leavers. Many of these interventions are set out in the next section of this report and relate to the work around Developing Midlothian's Young Workforce:

- 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 Developing Scotland's Young Workforce and is called Developing Midlothian's Young Workforce Board (DMYWB), the remit and membership of the group has been updated to reflect Developing Scotland's Young Workforce. The group is a sub group of the Improving Opportunities Theme of Midlothian Community Planning Partnership.

The DMYWB has undertaken a mapping exercise to establish the current work which supports the recommendations of Developing Scotland's Young Workforce.

Midlothian has for several years been actively working within these areas covered by the recommendations, the mapping illustrates we are already taking action against 28 of the recommendations and have commenced work in others:

<b>Summary of Current Practice and New Actions Against Key Recommendations</b>		
<b>DSYWF recommendation Numbers</b>	<b>Key Area</b>	<b>Current practice</b>
1, 18 , 28	Vocational Pathways	846 young people participated in courses offered through the schools vocational directory. Winter leavers courses offered by Edinburgh College, 89 young people have participated in the sector academies offered by Queen Margaret University.
2, 14	Preparing Young People for Work  Regional Invest in Youth Group	A range of employability workshops available through the directory and within PSE in schools. There are mentoring programmes in all schools; there are five intensive courses for S4 and S5. Volunteer Midlothian are supporting a significant number of young people into volunteering and have achieved the Investors in Young People Award (the only one in Midlothian currently). As well as preparation for the Career Ready programme.  Midlothian has joined the regional group lead by businesses to submit an action plan and funding proposal to Scottish Government, this will also give us access to wider resources such as a market place programme to facilitate links with schools and businesses developed by the Scottish Government. The Chamber of Commerce and Federation of Small and Medium sized enterprises are being invited to be involved.
3	Work Experience	Over 1,000 pupils are supported to undertake work experience every year, this is co-ordinated for schools through one member of staff and admin dedicated to work experience from Lifelong Learning and Employability. There are a range of extended work experiences in place. Review meetings have been held with teaching staff to explore additional formats for delivery i.e. extended

		work experience one day per week, per term or throughout the academic year etc.
6	Schools and College Working in Partnership	70 young people in 14/15 participated in school college partnership courses. 89 pupils have taken part in the sector academies offered by Queen Margaret University. 65 primary school children have participated and graduated from Queen Margaret's Children's University programme.
7, 8 , 9, 20, 21, 25	Modern Apprenticeships	<p>Midlothian Council through Lifelong Learning and Employability are currently the managing agent for Modern Apprenticeships. 29 apprenticeships are currently on our contract for the MA programme and we have 21 places available in the contract for 15/16.</p> <p>Currently there are no Foundation Apprenticeships open to Midlothian Pupils, pilots have been held in West Lothian and Fife. A financial sector foundation apprenticeship is available to Edinburgh pupils but not Midlothian. We have been advised by SDS that the Foundation Apprenticeship Scheme will be extended and Midlothian will explore the creation of a STEM Programme.</p>
11, 14, 12	Apprenticeships and access to work based learning for all young people including within Science, Technology, Engineering and Maths	<p>Work is underway to review the current methods for securing and funding apprenticeships within the local authority. Several recent service reviews within the local authority have established an apprenticeship post such as planning.</p> <p>Schools to different degrees engage with STEM industries, through a variety of means, visit, speakers etc. Go4set is a specific opportunity which has been piloted by Newbattle Community High School. However this is not systematic across the authority.</p> <p>The work on the new regional 'invest in youth' group will have a direct impact in this area.</p>
13,15, 23	Business and Industry Partnership within Schools	Many of our schools have developed mature partnerships with business over a number of years. This has involved interviews, coaching, visits and class presentations. Access to the new market place tool as part of the regional invest in youth group and planned mapping will enable us to quantify this across the authority and develop further.
22,24	Incentivising and Supporting more employers to recruit young people for example through community benefit	Midlothian Council has increased the number of young people accessing opportunities through community benefit clauses particularly within capital builds such as schools but also within service contracts such as care at home.

13, 26, 27, 28, 33, 36, 37, 38 39	Equality Developing the talents of all young people	School Hub meetings are taking place in all schools to address the needs of all young people, and an ASN working group has been established and the Vocational Directory ensures that there is targeted provision for equality groups.
-----------------------------------	---	--

There is shown in Appendix 1, a list of the Key Areas for Development in relation to the recommendations made by the Commission for Developing Scotland's Young Workforce (DSYW) in June 2014, concerning Vocational Pathways, School/College Partnerships, Employability, Work Experience, Modern Apprenticeships, Science, Technology, Engineering and Maths (STEM): and School – Business Partnerships; and a range of additional interventions that sit within the drive to improve leaver destinations.

## 2.3 Priorities Moving Forward

DMYW Board has been successful in recruiting a wider membership from a variety of partners for example Standard Life and NHS, however we have been less successful in securing the involvement of parents. This group has taken responsibility for strategically allocating the associated funding (£97,000 in 2014/15, further funding 2015/16 anticipated).

The group have prioritised to have focused attention in the following key areas over the next two years (see appendix one for further details):

- Vocational Pathways:
- School/College Partnerships
- Employability
- Work Experience
- Modern Apprenticeships:
- Promoting pathways in Science, Technology, Engineering and Maths (STEM)
- School- Business Partnerships:
- Positive Destinations

These will be addressed through a strategic implementation plan for the next two years, although it is important to note that DSYW is over the next 7 years.

### 2.3.1 Progress and Developments - January to June 15

- Our schools are continuing to implement strategies designed to improve positive destinations and this remains a key priority in school improvement plans.
- Our schools have implemented more effective processes for monitoring and tracking student progress through local partnership hubs and the National Data Hub.
- We are actively managing and increasing partnership work to manage the list of young people at risk of not achieving a positive destination on a case basis through monthly joint planning with Skills Development Scotland.
- We are contributing to the establishment of the regional investment in youth group with City of Edinburgh and East Lothian.
- Partnership Learning and Career Pathways are being developed covering ten subject areas, five piloting by September 2015 with a pledge that those completing will be guaranteed an interview for entry level into college.
- The potential of a guarantee interview into internally advertised internal posts within the local authority is being investigated. This also includes delivery by Edinburgh College and Newbattle Abbey College

- We are realigning our resources within Lifelong Learning and Employability Midlothian Council to increase staff time and resources to work with young people on positive destinations across the employability pipeline.
- We have realigned resources to support coordination and promotion in a central location of the opportunities available which will form part of the new Midlothian Pledge.
- We have identified a model for internship within the local authority.
- We have increased the number of business mentors and are participating in the career ready programme.
- We have and are continuing to increase the range of work experience available on a flexible access basis.
- A strategic school's curriculum planning group has been formed to develop new senior phase curriculum models.
- Community Benefit has been included in several of the planned school capital developments.
- The Routes Programme delivered by PAVE is being revised to target non attending third year as an early intervention programme for the young people at highest risk of negative destinations.
- The allocation process for activity agreements is being revised to ensure that there is a maximisation of allocation.

### **3 Report Implications**

#### **3.1 Resource**

The former CLD and Employment Services within the Council have been subject to a service review aligning provision to meet the diverse needs of the Midlothian Community. Schools and The Lifelong Learning and Employability Service alongside Community Partners will have a key role in the delivery of services to support positive destinations.

The DMYW Board will take responsibility for allocation of ring fenced funding for Developing Scotland's Young Workforce with ratification from the Education, Communities and Economy Directorate.

#### **3.2 Risk**

Whilst we are ambitious to achieve the 95% target agreed for positive sustained destination we cannot take for granted the effort and resources that will be required to achieve this. We must ensure that all Council services and our Community Planning Partners are fully engaged in supporting young people to achieve positive destinations as we move forward.

#### **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

#### **3.5 Impact on Performance and Outcomes**

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

### **3.5 Adopting a Preventative Approach**

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

### **3.6 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.

### **3.7 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. As such, an Equality Impact Assessment has been commissioned (See Draft Appendix 2) with the aim of demonstrating that the process is robust, compliant and well targeted. Further consultations and discussions will take place in this respect.

### **3.8 Supporting Sustainable Development**

### **3.9 IT Issues**

None

## **4 Recommendations**

- Note the focus areas for attention prioritised by the Developing Midlothian's Young Workforce Board (DSYWB) and the progress made to date.
- Note the year on year progress made on supporting young people to achieve a positive destination and support the renew efforts required to increase those achieve a positive destination.
- Endorse the actions contained in Appendix 1 in respect of the key areas for development in relation to the recommendations which emanated from the Commission for Developing Scotland's Young Workforce in June 2014.

**2 July 2015**

#### **Report Contact:**

Name Mary Smith

mary.smith@midlothian.gov.uk

## **Appendix 1**

### **KEY AREAS FOR DEVELOPMENT**

#### **Vocational Pathways:**

**The Report recommends increasing vocational pathways available to students in the senior phase of secondary schools. This means increasing the availability of industry-recognised vocational courses and programmes and promoting them strongly with parents and pupils, alongside traditional academic qualifications. The following actions will help Midlothian to address this recommendation.**

- 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

#### **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. The following actions will help Midlothian to address this recommendation.**

- 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

#### **Employability:**

**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. The following actions will help Midlothian to address this recommendation.**

- Guidance and training for staff in Employability skills (Skills for Work)
- Resources to support the delivery of Employability Skills in schools
- Expanding the use of My World of Work in schools
- Increased focus on accredited programmes, such as Career Ready, Work Readiness
- Increased work around applying literacy and numeracy skills to the workplace

#### **Work Experience:**

**The Report recommends that a modern standard should be established for the acceptable content and quality of work experience. Midlothian is currently reviewing its long-established provision for work experience and the following actions will help Midlothian to address this recommendation.**

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

#### **Modern Apprenticeships:**

**The Report recommends that 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. The proposal to implement foundation apprenticeships will mean that young people will be able to undertake accredited apprenticeships whilst at school. The following actions will help Midlothian to address this recommendation.**



- 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

#### **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. The following actions will help Midlothian to address this recommendation.**

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

#### **School- Business Partnerships:**

**The Report recommends that businesses across Scotland should be encouraged and supported to enter into 3-5 year partnerships with secondary schools. Every secondary school in Scotland and its feeder primaries should be supported by at least one business in a long-term partnership. The following actions will help Midlothian to address this recommendation.**

- 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

#### **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 and use of risk matrix
- Increased use of Partnership hubs to promote early intervention and multi-agency working
- The creation of a 'Midlothian Pledge'