

To: YOUTH AND EQUALITIES COMMITTEE		Subject: DEVELOPING THE YOUNG WORFORCE IN NORTH LANARKSHIRE SCHOOLS AND ESTABLISHMENTS DURING SESSION 2015/16: PROGRESS REPORT
From: HEAD OF EDUCATION (SKILLS, LIFELONG LEARNING & YOUTH EMPLOYMENT)		
Date: 8 April 2016	Ref: LMcM/KR	

## 1. Introduction

The purpose of this report is to provide an overview of progress being made within schools and establishments to develop North Lanarkshire's Young Workforce.

## 2. Background

"Education Working For All! Commission for Developing Scotland's Young Workforce Final Report" sets clear and ambitious targets for schools, local authorities, employers and colleges.

The report acknowledges the highly acclaimed higher education sector, but states that an "ill-informed culture sees vocational education as a significantly inferior option."

In order to develop a highly educated, skilled and well-motivated young workforce, work needs to be done to enhance the parity of esteem between academic and vocational education and establish much clearer pathways for those young people for whom higher education is not the best option. During session 2015/16, significant work has been undertaken around the development of North Lanarkshire's young workforce details of which are outlined in Section 3 of this report.

## 3. Considerations

### 3.1 Audit of Developing the Young Workforce (DYW) Activity

An audit was carried out in all 23 Secondary and 10 Additional Support Needs Establishments to gather baseline information on:

- the number and quality of existing Education Business Partnerships
- the range of enterprise and employability courses, programmes and activities being delivered
- current work experience activity
- provision of careers information, advice and guidance
- wider achievement

*Outcome: findings used to inform DYW Implementation Plan and for DYW target setting.*

### 3.2 DYW Consultation

Through focus group activity, staff meetings and pupil council conferences an extensive consultation was carried out on the Scottish Government Report 'Education Working for All! Developing the Young Workforce'.

The consultation targeted key stakeholders including:

- Primary and Secondary Head Teachers;
- Primary and Secondary pupils in all schools (including ASN establishments);
- Parents Councils; and
- Key delivery partners including The Prince's Trust, SkillForce and The Outward Bound Trust.

*Outcome: findings have been collated and analysed to assist in shaping the council's Implementation Plan.*

### 3.3 DYW Career Long Professional Learning

*"There's a clear requirement for better career information and advice and broader preparation for the world of work... new teachers need to better understand employability and modern work skills and our existing teachers' CPD programmes within the new Professional Update process, must focus much more on this."*

*"Initial teacher training and continuous professional development should include modules which help teachers deliver a broader understanding of employment and enterprise as part of the CfE Broad General Education and Senior Phase."*

*"Education Working For All! Commission for Developing Scotland's Young Workforce Final Report"*

During session 2015/16 **every** member of staff within all secondary and ASN establishments participated in a 2-hour staff development opportunity "DYW Bootcamp" which focused upon:

- awareness raising of this national and council priority, the key themes of the report and the implications for schools;
- DYW and pupil voice; and
- DYW from an employer's perspective.

These sessions were (and continue to be) delivered during in service days and through twilight meetings. Feedback has been extremely positive, and Education Scotland has taken the North Lanarkshire materials and shared across other local authorities as an example of best practice.

*Outcome: As a result of these sessions, schools have created DYW working groups and committees to take forward this area of work, and some have included DYW in school improvement plans.*

**Looking ahead.....** similar sessions have been devised to be delivered to Primary staff and to be included in the probation teachers' training calendar in 2016/17. A DYW Bootcamp II session has been devised as an extension to the work carried out in Secondary and ASN schools this year. This will give ALL teachers information enabling them to make important links between local labour market intelligence, post school pathways and curriculum planning and design.

### **3.4 DYW Champions in Schools**

In order to support the council's work around DYW, secondary schools have received full funding for a dedicated member of staff for one day per week (0.2fte) from September 2015-June 2016.

For the ASN sector a DYW Education Support Officer has been seconded 4.5 days per week (0.9 fte) to support this work across all establishments.

DYW 'champions' have now been in post for 2 terms and have been involved in a wide range of activities including:

- Employer engagement and establishing meaning School/Employer Partnership with 3-5 year plans
- partnership working (with employers, third sector, colleges, careers advisers, economic development officers) to support the DYW agenda
- raising the profile of DYW across the whole school and leading, chairing DYW committees/steering groups
- targeting and supporting young people's participation in events and DYW programmes such as Scottish Apprenticeship Week, Future Starts, Streetleague Employability Programme
- sourcing and supporting young people on flexible and meaningful work placements including interns and long term placements
- matching job opportunities to young people through information provided by Planning and Regeneration Services on jobs available on North Lanarkshire's Jobs Portal

A report on DYW case studies of best practice has been produced highlighting the breadth of activity taking place within schools on DYW. An impact assessment is being carried out on this work to assist in deciding whether this support should be extended for a further year.

### **3.5 DYW and Skills Development Scotland**

*"Skills Development Scotland has an important role in terms of helping teachers better understand the modern labour market and providing resources and materials to support the delivery of career management skills in schools."*

*"A key measure in school output is positive destinations. The principle is absolutely right, but care must be taken on the quality of what is accepted as a positive destination."*

*"Education Working For All! Commission for Developing Scotland's Young Workforce Final Report"*

LLS has worked with SDS to provide earlier and more meaningful careers information advice and guidance to young people and parents to ensure that when young people leave school they enter the post-school destination which is best for them.

This work has been trialled and tested and tested in 5 'demonstrator' schools and is now being reviewed and evaluated. On completion of the evaluation, a revised and improved careers information advice and guidance offer will be extended to ALL Secondary Schools and ASN establishments in 2016/17.

Support materials are currently being developed by SDS and LLS to support the delivery of DYW in Primary and Secondary Schools.

Training sessions and individual support sessions are being offered to school on 16+ data hub to ensure timely and accurate gathering of data around intended

destinations of young people. This will assist schools and SDS in tailoring CIAG to meet the needs of all learners.

### **3.6 DYW and Newlands Junior College**

In August 2015, 8 North Lanarkshire young people were successful in securing a place at Newlands Junior College in Glasgow. 7 boys and one girl, all from the Motherwell area, excelled at interview and in an aptitude test and all accepted their offer of a place.

The college offers an alternative learning environment on a bespoke, state-of-the-art campus to young people aged 14-16 years.

All students experience a curriculum which features academic and vocational learning alongside a range of personal and social development opportunities.

With a small cohort and strong industry connections, learners who complete the 2-year course are guaranteed either a Modern Apprenticeship or a positive progression to college or university.

A year 1 evaluation has just been carried out, with 7 of the 8 young people progressing well on the course. One boy has already been 'spotted' by an employer who has guaranteed him a job at the end of the course. The girl who enrolled on the course returned to her source school in North Lanarkshire after a short period at Newlands Junior College.

### **3.7 DYW Winter Leavers' Get Ready for Work Week Conference**

National data tells us that young people unable to leave school in June and who are required to stay in school until December, are three times more likely to move in to a negative destination at the point of exit from school.

To combat this, a GRFW Winter Leavers' Conference was organised to support up to 115 targeted young people in the senior phase from all schools.

LLS were well supported by Planning and Regeneration Services, New College Lanarkshire, SDS SkillForce, Routes to Work, Streetleague and The Prince's Trust as well as by a number of local employers.

The four day conference included interactive workshops, employer-led sessions, motivational and mindset activities, Q and A sessions with existing modern apprentices, mock interviews, developing CVs, registering on the NL jobs portal, college taster sessions and importantly being supported to complete job applications.

The conference was a huge success, with 3 young people gaining employment, 8 being guaranteed interviews for Modern Apprenticeships and a number moving on to college.

A similar Summer Leavers' Conference is planned for May 2016, with an additional fifth day added where young people will spend a day in their chosen sector. In addition, a group of young people have been appointed to assist with the 'events management' as a work placement opportunity.

### **3.8 DYW and Alternative Study Leave Programmes**

To support those young people in the senior phase who are ineligible for study leave during the month of May a range of 'senior phase and post school pathways' programmes have been put in place to provide meaningful learning opportunities for young people with an emphasis on DYW.

### **3.9 DYW and Wider Achievement**

Schools continue to offer an extensive range of employer endorsed wider achievement opportunities and awards to young people in the Broad General Education and Senior Phase with more than 12,000 young people recorded as having achieved one or more nationally recognised wider achievement awards, all endorsed by the Confederation of British Industry. All of these awards have a strong focus on developing the core skills required for learning, life and work in young people.

### **3.10 DYW and Work Placements and School/Employer Partnerships**

Taking account of the new national standards for work placements and school/employer partnerships work is being done to support schools to develop flexible work placement arrangements and strong and effective school employer partnerships which will provide meaningful opportunities and experiences to support the development of the young workforce.

In addition, a paper has been written with a proposal for a structure through which NLC will enter into a school/employer partnership with all secondary and ASN establishments.

### **3.11 DYW and School/College Partnerships**

Work has been undertaken across schools to ensure equity and to improve vocational learning opportunities offered to young people. LLS and schools have been working in partnership with New College Lanarkshire to improve the range of courses available within the senior phase.

A small group of young people are in their second year of a Foundation Apprenticeship in engineering. This is being delivered by New College Lanarkshire and East Kilbride Training Group. This work is being evaluated to inform how this is taken forward in 2017/18.

Partnership links have been established with City of Glasgow College which will allow approximately 30 North Lanarkshire young people to participate in one of 9 Foundation Apprenticeship opportunities covering a range of sectors including engineering, health and social care, IT and financial services.

Open nights for parents and young people have been arranged with both New College Lanarkshire and City of Glasgow College.

### **3.12 DYW and other projects/activities**

- Participation in Lanarkshire Business Week
- A range of activities were planned to raise awareness of MAs during Scottish Apprenticeship Week. These were attended by staff and young people from all schools.

The focus of these was on awareness raising, an employers' perspective, hearing from current MAs, applying for job opportunities and equalities.

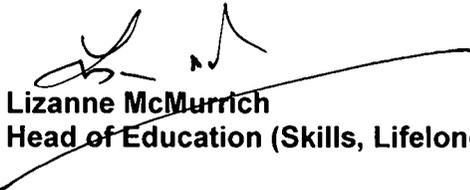
- Strong partnerships with The Prince's Trust and Streetleague have provided over 150 young people from 10 Secondary Schools and ASN establishments to engage in extensive employability and industry engagement programmes. This work, in its early stages has already resulted in young people successfully gaining employment.

This will be extended to reach all schools in session 2016/17.

- Thirteen schools participated in a very successful Dragons' Lair event organised in partnership with Planning and Regeneration Services, Business Gateway and local employers/entrepreneurs. Over 100 young people participated in this programme designed to develop entrepreneurial skills and raise aspiration and ambition in young people.

#### **4. Recommendations**

It is recommended that the committee note the contents of the report.



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