

## NORTH LANARKSHIRE COUNCIL

## REPORT

<b>To:</b> Education Committee	<b>Subject:</b> Participation Measure for 16-19 Year Olds in Scotland	
<b>From:</b> Head of Education (Skills, Lifelong Learning & Youth Employment)		
<b>Date:</b> 7 April 2016	<b>Ref:</b> LMcM/AC/LE	

## 1. INTRODUCTION

The purpose of this report is to provide Committee with information on the Participation Measure for 16-19 year olds, developed by Skills Development Scotland (SDS) in partnership with the Scottish Government, and to update on key initiatives established in partnership with SDS to support North Lanarkshire's young people into positive post school destinations.

## 2. BACKGROUND

### 2.1 Participation Measure

This new measure being developed by SDS and the Scottish Government will inform the Scottish Government's National Performance Indicator, "to increase the proportion of young people in learning, training and work". It will also support the overall ambitions of Opportunities for All and allow an assessment of the impact and support provided by partner agencies on the 16-19 age group. This will help young people access the support, learning and training they need as they move towards employment.

The data shared between key partners is used to produce the Participation Measure and shows the current activity that 16-19 year olds are participating in at a national and local authority level.

The key benefits of this approach for the Council and its partners are:-

- **Young People** – receive effective support and services tailored to their needs ensuring they get the help and guidance they need to move into and sustain positive destinations.
- **Local Authorities** – more accurate and complete reporting and up to date information allows local authorities to be proactive and support those who need it most.
- **Schools** – data at an individual level allows for a focus on the small percentage that do not move into positive destinations. The best routes can be identified to help young people who need it the most and will help schools understand the impact of their curriculum and the destinations that their pupils move onto.

- **Colleges** – having access to a wider set of information from a range of partners will help colleges identify if a specific student needs additional support and could inform provision.

An example of the 2014/15 data is included in Appendix 1 of this report.

There are plans to include 19-25 year olds data in the participation measure in the future but this is dependent on data sharing agreements being revised with the Department for Work and Pensions (DWP) and established with HMRC.

## 2.2 School Leaver Destination Return

The School Leaver Destination Return (SLDR) is a statistical return undertaken by Skills Development Scotland on behalf of the Scottish Government. The return is based on young people who left school between 1<sup>st</sup> August 2014 and 31<sup>st</sup> July 2015.

As part of the development work for the participation measure, it was agreed that SDS would continue to supply school leaver destination data to the Scottish Government's Education Analysis Unit (SGEAS) for their annual national statistics publication and to update Insight, the online benchmarking tool for Scottish local authorities and secondary schools.

Within the context of Opportunities for All, the follow up of 16-19 year olds, including school leavers, is an integral part of SDS's approach to managing customers from school through their initial and subsequent transitions. Given the greater focus on all 16-19 year olds, the practice of following up leavers at two specific points within the year has been replaced by ongoing follow up throughout the year. Although this is a change in the follow-up process, the results remain comparable with previous years.

The percentage of 2014/15 leavers entering a positive destination in North Lanarkshire is **92.9%**, a rise of 1.6% in comparison to 2013/14.

## 3. CONSIDERATIONS

### 3.1 Focus for North Lanarkshire

The Education, Skills and Youth Employment service has worked with colleagues at SDS to identify and deliver a series of carefully targeted actions to not only refine and analyse data more effectively but also to actively focus support towards vulnerable young people. Examples of the work being carried out are outlined in the next section of this report.

3.1.1 Data Collection via pupil questionnaire for S3 (identified as being at risk of not entering a positive destination) and all S4/S5/S6 to be collated by January. Questionnaire requests contact details, likely leaving date, route and preferred career area if known (once initial information has been input in to the SEEMiS management information system changes can be made or data stays the same in subsequent years). Schools will be supported with the inputting of data by North Lanarkshire Council and Skills Development Scotland staff.

3.1.2 Use of Data includes analysing Higher Education/Further Education dropout rates (since 2014/15 initial leaver destination data, 161 pupils have dropped out).

- identify pupils that require 1:1 early intervention including Looked After Young People;
- identify pupils requiring handover to SDS work coach or post school career coach earlier in school year and winter leavers;
- highlight possible need for training places;

- inform bespoke workshops with specific sectors and employer engagement;
- compare initial destination with current status;
- identify gaps in provision and opportunities, particularly for young people with Additional Support Needs; and
- compare preferred route with what individual is now doing.

3.1.3 Focus on individual via 16+ meetings in school which include school contact, SDS careers adviser, North Lanarkshire Development Officer and SDS Participation Co-ordinator to ensure appropriate plan is in place for year of leaving.

3.1.4 Continuous Professional Development sessions with senior management and teachers in school with a focus on Labour Market Intelligence and post school pathways to ensure pupils are receiving relevant careers advice from all staff they have contact with. To be delivered by SDS Participation Co-ordinator and North Lanarkshire Development Officer.

3.1.5 Career Management Skills (CMS) to be embedded in school curriculum and post school programmes. Plans to pilot a pupil self-assessment prior to validating risk status with school staff. The scaling questions asked are based on CMS ( self, strengths, horizons and networks) and will help to embed these concepts within school as will be used in S4/S5 and S6. Activity already undertaken with post school partners to raise awareness of CMS.

3.1.6 Youth Activity Plan to be developed by Participation Co-ordinator (Skills Development Scotland) and Engagement Officer (Planning and Regeneration North Lanarkshire) and will be a focus on partnership delivery and referral arrangements locally of activity to support young people. This will be an online resource.

3.1.7 Skills Development Scotland Post School Case Management continues to ensure that individuals are being tracked and supported in to a positive and sustained destination when they leave school or drop out of initial destination.

### **3.2 Review of Employability Services in Scotland**

From 1 April 2017, employment support services in Scotland will change. New powers to provide employment support for disabled people and those at risk of long term unemployment will be devolved to Scotland.

This means the current Work Programme and Work Choice schemes run by the UK Department for Work and Pensions (DWP) will be replaced by Scottish services to provide support, work experience and training to help Scotland's people find work, and stay in work.

The Scottish Government's public consultation on the programme has now closed and consideration of proposals is at a preliminary stage. SDS has met with representatives from trades unions and all are agreed there is a real opportunity to develop something in Scotland which will integrate with and complement other public service offers on skills and employment and that by working in partnership, and with service users, SDS can help to design the kind of service we aspire to.

### **3.3 Skills Development Scotland: Developing Young Workforce**

As part of their work to support developing the young workforce in North Lanarkshire, SDS has established an Early Demonstrator School Project. The Early Demonstrator high schools include; Airdrie Academy, Brannock (Additional Support Needs unit), Coltness, Our Lady's (Cumbernauld) and Our Lady's (Motherwell) with roll out to all schools planned for academic year 2016/17.

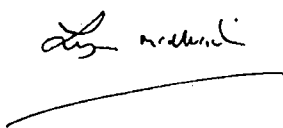
The programme provided by SDS includes:-

- group sessions delivered to S1/S2 and S3 pupils;
- active involvement in Parent Contact events to strengthen parental awareness of Career Management Skills and career pathways. 'My World of Work' sessions and labour market intelligence was also included in these events;
- parents and S2/S3 pupils (depending on subject/option choice stage) offered 1:1 appointments with a careers adviser;
- SDS Work Coach facilitating small group sessions with targeted S3 pupils (most at risk of not achieving a positive destination without significant support) based on improving confidence and motivation of individuals;
- group work to meet the needs of a targeted group (participants in Brannock High School (ASN unit) is planned; and
- planned involvement during P7-S1 transition activity.

#### 4. RECOMMENDATIONS

The committee is asked to note:

- (i) the developing partnership work with Skills Development Scotland;
- (ii) remit for information to the Youth and Equalities Committee; and
- (iii) otherwise note the content of the report.



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Skills Development Scotland  
Participation Measure: Count by age and local authority  
(Experimental Statistics - data being developed)

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Corrected: 02/09/2015

Local Authority	All 16-19 Year Olds								
	Total Cohort (16-19)	Participating Status Grouped				Not participating Status Grouped			Unconfirmed Status (16-19)
		Participating (16-19)	Participating in Education (16-19)	Participating in Employment (16-19)	Participating in Other Training & Development (16-19)	Not Participating (16-19)	Not participating Unemployed Seeking (16-19)	Not participating Unemployed not Seeking (16-19)	
Aberdeen City	7,051	6,153	4,368	1,648	137	355	244	111	543
Aberdeenshire	11,353	10,394	7,370	2,900	124	400	274	126	559
Angus	5,143	4,612	3,506	1,010	96	240	167	73	291
Argyll & Bute	3,805	3,497	2,580	826	91	179	121	58	129
Clackmannanshire	2,192	1,833	1,292	456	85	262	185	77	97
Dumfries & Galloway	6,731	5,876	4,372	1,374	130	401	278	123	454
Dundee City	5,999	5,083	3,898	1,009	176	649	428	221	267
East Ayrshire	5,580	4,922	3,951	810	161	339	268	71	319
East Dunbartonshire	5,391	5,046	4,275	701	70	146	114	32	199
East Lothian	4,388	3,835	2,804	895	136	271	212	59	282
East Renfrewshire	5,343	5,050	4,496	510	44	161	135	26	132
Edinburgh City	14,536	12,744	9,732	2,439	573	866	639	227	926
Eilean Siar	1,249	1,174	849	299	26	40	32	8	35
Falkirk	6,792	5,918	4,113	1,548	257	532	398	134	342
Fife	15,808	13,431	10,808	2,294	329	1,306	991	315	1,071
Glasgow City	22,183	18,327	13,860	3,672	795	2,008	1,660	348	1,848
Highland	10,695	9,795	7,083	2,503	209	390	239	151	510
Inverclyde	3,548	3,158	2,532	541	85	259	199	60	131
Midlothian	3,975	3,390	2,399	864	127	275	215	60	310
Moray	4,331	3,820	2,852	887	81	228	137	91	283
North Ayrshire	6,360	5,571	4,443	973	155	402	306	96	387
North Lanarkshire	16,637	14,297	10,999	2,877	421	1,326	1,030	296	1,014
Orkney Islands	977	907	632	251	24	37	24	13	33
Perth & Kinross	5,810	5,264	4,053	1,111	100	256	187	69	290
Renfrewshire	8,065	7,076	5,712	1,241	123	500	390	110	489
Scottish Borders	5,058	4,514	3,567	867	80	260	191	69	284
Shetland Islands	1,092	1,038	655	367	16	28	13	15	26
South Ayrshire	4,969	4,403	3,670	644	89	301	238	63	265
South Lanarkshire	14,336	12,497	9,560	2,528	409	1,028	749	279	811
Stirling	4,222	3,804	2,984	743	77	280	217	63	138
West Dunbartonshire	4,264	3,601	2,743	731	127	413	342	71	250
West Lothian	8,492	7,349	5,637	1,479	233	546	419	127	597
<b>Scotland</b>	<b>226,375</b>	<b>198,379</b>	<b>151,795</b>	<b>40,998</b>	<b>5,586</b>	<b>14,684</b>	<b>11,042</b>	<b>3,642</b>	<b>13,312</b>

Cells marked with a \* are deemed disclosive and have been suppressed to protect the identity of individuals.