

North Lanarkshire Council

Report

Policy and Strategy Committee

approval noting

Ref YW/PO'N

Date 21 March 2019

School Leaver Destinations 2017/18 and Pathways Programme (Employability Review)

From Joint Interim Executive Director of Education & Families

Email oneillpauline@northlan.gov.uk **Telephone** 01236 812559

Executive Summary

This report presents Elected Members with an update on the initial school leaver destinations (ILDR) for North Lanarkshire young people who left school in academic session 2017/18.

It then sets out a proposal to pilot a new model of curricular delivery which seeks to enhance the alignment of learning and training to labour market intelligence. It is specifically designed to support young people who traditionally would exit education as 'winter leavers'. The proposal would provide a package of learning and training in key employability skills, enable vocational pathways and facilitate participation in extended work-related learning experiences.

The 'Pathways Programme' is part of a wider employability review and supports workforce development within North Lanarkshire (growing our own), Developing the Young Workforce (DYW) and closing poverty related gaps which can lead to long-term unemployment. It draws on the recent Scottish Government 15 – 24 Learner Journey Review (August 2018) which highlighted the importance of effective curricular pathways and packages of support for all young people.

Young people at risk of labour market marginalisation, including such categories as statutory, winter leavers, Looked after Children and those with Additional Support Needs who attend and engage with the programme will be supported directly into employment (or other relevant post-school pathways that will lead to employment) and will then be given a sustained programme of support to enable them to manage the transition from school into a guaranteed positive, sustainable destination.

Recommendations

It is recommended that the Policy and Strategy Committee:

- (1) consider the contents of the report,
 - (2) note the information on school leaver destinations,
 - (3) approve the proposal to implement a curriculum redesign pilot (Pathways Programme) and the allocation of initial funding,
 - (4) note a future report will be presented to committee highlighting the outcome of the pilot, including recommendations for a sustainable model to drive improved outcomes for targeted groups of young people.
-

Supporting Documents

- Council business plan to 2020**
- Improving economic opportunities and outcomes
 - Supporting all children to realise their full potential
 - Improving the council's resource base
 - Education Working for All! Developing Scotland's Young Workforce
 - 15-24 Learner Journey Review

- Appendix 1** Initial School Leaver Destinations 2016/17 and 2017/18
Appendix 2 Winter Leavers' Programme Timeline

1. Background

- 1.1 North Lanarkshire has a strong track record in supporting young people of school leaving age into a positive post-school destination. More importantly, an increasing percentage of young people are sustaining these positive destinations and making a positive contribution to society and economic growth. The School Initial Leaver Destination Report (ILDR) for 2017/18 was published on 27 February 2019. It indicated that 93.5% of young people who left North Lanarkshire schools between 23 September 2017 and June 2018 (including winter leavers) entered a positive post-school destination. This represents a 1.7% increase on the previous year – meaning that over seventy young people fewer left school and became unemployed than in the previous year. This is the best performance to date and places North Lanarkshire as the 8th most improved local authority in Scotland. This increase in performance reflects significant improvement in a number of North Lanarkshire schools, signalling strengths in curricular progression and support.
- 1.2 However, there remains work to be done for targeted groups of young people, including those termed as winter leavers. (See appendix 1). Whilst the overall results profile is strong, analysis has shown that a third of leavers who become unemployed have additional support needs and a number of them are looked after. A disproportionate number are statutory leavers, especially those in the winter leavers' category.
- 1.3 'Winter Leaver' is a category of statutory leavers. This is a group of young people whose birthday falls between 1 October and the last day in February. They must remain in compulsory education beyond the summer until the last day of school in December. National research indicates that as a result, they can feel penalised and the term 'winter leaver' is often associated with frustration, disengagement, non-attendance and feelings of unfairness. We know that winter leavers are three times more likely to enter a negative post-school destination than their summer leaving peers. Many face multiple barriers to success which can include having additional support needs. Some of them are also care experienced young people, who can be referred into the proposed programme.
- 1.4 Currently North Lanarkshire schools work collaboratively and creatively to provide a curriculum and interventions to support winter leavers in their final term at school from August-December by sourcing extended and flexible work placements, offering vocational learning opportunities and encouraging young people to access wider achievement opportunities and accredited national units of work. Since 2016 the authority has delivered an annual 5-day conference in early December for winter leaving young people who have not yet secured a positive post-school destination. The results and impact of this work have been positive with a number of young people securing a positive post-school pathway

as a result. However, within the We Aspire context, and the increased ambition it expresses for our young people, Education and Families, supported by other Council Services, sees the importance of improving from this strong position, as part of the drive to ensure all young people have a positive economic future.

2. Report

- 2.1 One key plank of the proposed programme is to ensure positive pathways for winter leavers. Under the envisioned scheme, Secondary Schools will be tasked to identify winter leaving young people who have not secured a positive post-school pathway. Subsequently, the Pathways Programme will begin in May with young people engaging in a range of full time work-related learning taster classes, coordinated by key staff. It is anticipated that these will be delivered by Further Education establishments, training providers and employers. This assists with curriculum planning and design for the programme which will be delivered from August-December 2019.
- 2.2 A Pathways Programme hub will be established in each of the North, South and Central localities with three temporary posts being created to co-ordinate and manage the associated programmes (linking closely with senior school leaders in localities to deliver packages of support, curricular pathways and required partnerships). Whilst young people will remain on their school roll, the curriculum will be delivered outwith the school campus. The funding for these young people will follow the child and be used to pay for the model. Young people will matriculate in August, allowing them to enjoy some of the benefits of being a student/trainee, as well as a sense of maturity, preparing them more fully for the world of work. The school will retain the Named Person functions, however, the Learner Journey Coordinator will oversee the day to day provision, facilitating mentoring, pastoral and curricular support.
- 2.3 Young people will engage in up to three courses linked to growth sectors with an emphasis on health and social care, early education and childcare and construction, and also including business administration, hospitality and digital literacy. Further learning will take place around enterprise, employability skills and mental wellbeing. The curriculum will include extended and flexible work placements within relevant sectors, which could lead to work trials for young people. Curriculum inserts will be delivered by a variety of teams from across the Council including Talent and Organisational Development, Employability and Apprenticeship Teams, as well as Supported Employment.
- 2.4 Every young person will be allocated a mentor who will commit to supporting the young person for one hour per week with a focus on employability and skills for learning, life and work. Mentors will be local employers including North Lanarkshire Council employees. This will be coordinated within Education and Families by Learner Journey Coordinators and supported by the Council's Talent and Organisational Development, Enterprise and Employability Teams.
- 2.5 The Service has set ambitious outcome targets for this programme. Each person who attends the course will be offered a pathway to employment or a modern apprenticeship. There will be a focus on early education and childcare and health and social care. An engagement plan with the construction sector is being developed to identify employability and employment opportunities for young people on the programme.

- 2.6 For young people who are not work-ready at the end of the programme, the offer of an alternative and more relevant and seamless post-school pathway will be guaranteed. Identified young people will benefit from follow-up support from the Council's Supported Employment Team and Routes to Work.
- 2.7 Whilst the programme is designed to focus on the needs of Winter Leavers specifically, it should be understood that this model may be applicable to a wider group of targeted young people who benefit from pathways and packages.
- 2.8 Following evaluation of the pilot programme, if successful, a case will be made for it to be extended in future years to support further groups of targeted young people.

3. Equality and Diversity

3.1 Fairer Scotland

The programme directly addresses recommendations 4 and 6 set out in the Council's Fairness Commission Report.

3.2 Equality Impact Assessment

The programme is focused on advancing equalities for young people with barriers to learning and employment.

4. Implications

4.1 Financial Impact

The pilot programme will run from 1 April 2019 to 31 March 2020. The confirmed costs will be determined by the actual number of young people who participate. The Service currently estimates approximately 70 young people will engage in the first tranche of the pilot programme. However, it should be understood, that the pilot would aim to build an operating model within this financial envelope to cater for a greater number of young people. The table below highlights the estimated project costs based on a notional 70 participants.

Forecast Expenditure	£
Training Providers	140,000
NLC Staffing	230,000
Pupil Travel	84,000
Pupil Meals & Subsistence	24,000
Total	478,000

The funding for the pilot will be sourced from aggregating external grant funding alongside core Service budgets and a contribution from schools. The grant funding will include the Care Experienced Children & Young People Fund, SAC and European Social Fund (Employability).

The Service is awaiting confirmation of approved 2019/20 programmes linked to these grant streams, and as a result the final funding package for the pilot will be referenced in the Service's future revenue monitoring reports.

4.2 **HR/Policy/Legislative Impact**

Statutory winter leavers are young people whose birthdays fall from October 1st onwards, who cannot therefore leave school until the following term.

4.3 **Environmental Impact**

No negative environmental impact is anticipated.

4.4 **Risk Impact**

Without this programme there is a risk that this group of young people will enter a negative post-school destination which may lead to long term unemployment, with all the associated health and mental health consequences. A full risk assessment will be carried out.

5. **Measures of success**

- 5.1 All young people who attend and engage with the programme will leave school and enter employment, a Modern Apprenticeship or a relevant post-school pathway which will lead to employment.
-

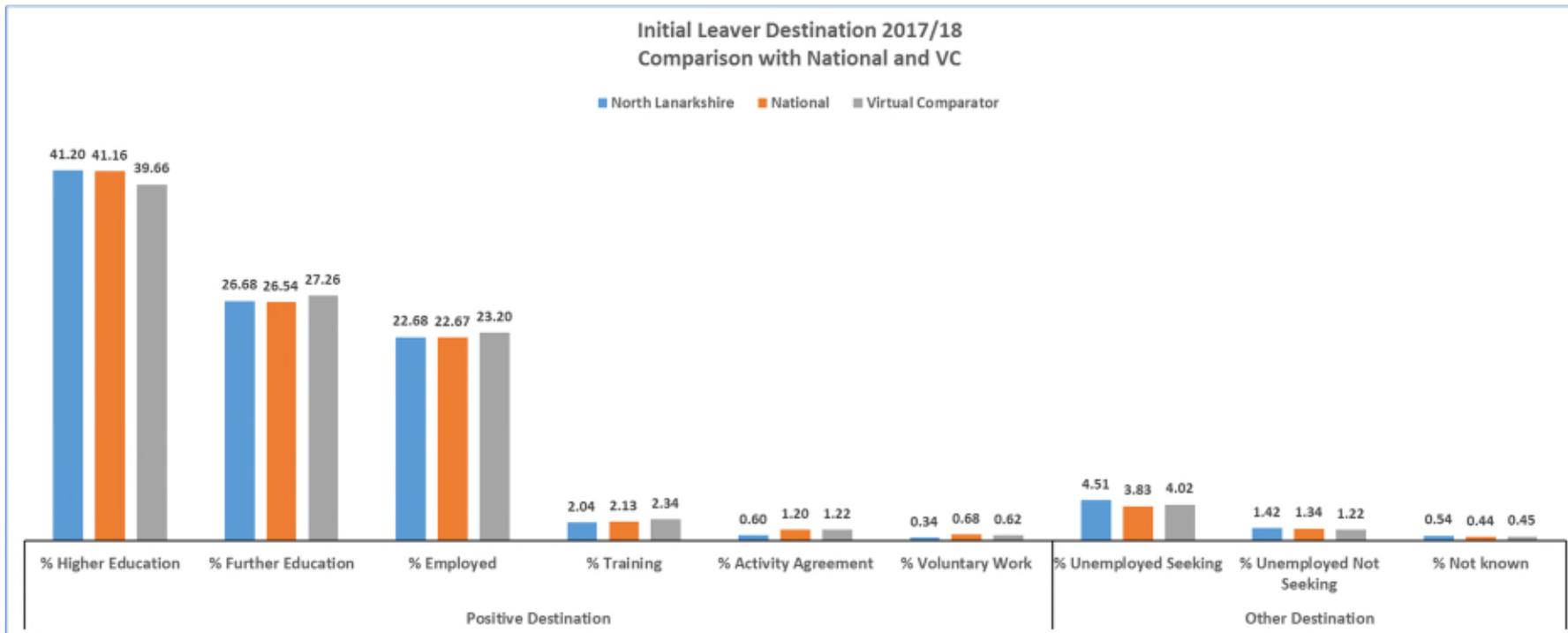
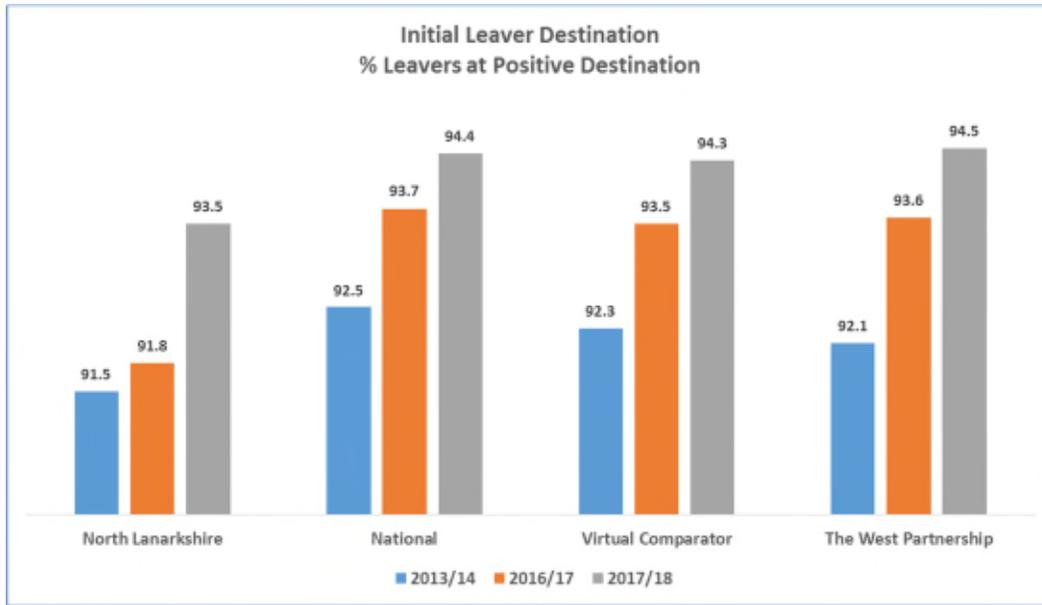


Derek Brown
Joint Interim Executive Director of Education & Families



Alison Gordon
Joint Interim Executive Director of Education & Families

Appendix 1



Draft Winter Leavers' Programme Outline

Appendix 2

May and June

- Finalising WL numbers and enrolling pupils into the programme
- Induction activities and profiling of individuals
- Taster sessions
- Parent/Carer engagement.

June to August (summer break)

- Work placement and vocational training
- Summer engagement programme of activity to build life skills and confidence.

August to December

- Intensive programme of delivery
- Focus will be on employability skills, building vocational skills and qualifications towards SVQ2/SVQ3, enterprise, mental wellbeing and post school career/life planning.

January onwards (post school)

- Individuals will be supported into employment or a pathway to employment (College, training including Modern Apprenticeship)
- *Routes to Work* or *Supported Employment* will continue to support young people identified as requiring further support.