

North Lanarkshire Council Report

Education and Families Committee

approval noting

Ref JO'N/PO'N

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Developing the Young Workforce - Employability

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Executive Summary

The Developing the Young Workforce (DYW) Delivery Plan 2019-2021 was approved at Education and Families Committee in May, where it was agreed that further reports should be brought to committee highlighting programmes and options offered and providing updates on progress made around the plan and the Employability Review.

The plan extends beyond Education and Families taking a whole Council approach to ensuring the effective delivery of the National Improvement Framework priority, "improvement in employability skills and sustained positive post-school leaver destinations for **all** young people". It reflects the vision set out in the Plan for North Lanarkshire and the Education and Families workplan.

The publication and promotion of the DYW Delivery Plan was one of the first key actions undertaken as part of North Lanarkshire's Employability Review.

Recommendations

It is recommended that members:

1. note the content of the report.
2. acknowledge progress made to date in promoting the plan to internal and external stakeholders and in executing actions set out within.

The Plan for North Lanarkshire

Priority Support all children and young people to realise their full potential

Ambition statement (6) Raise attainment and skills for learning, life, and work to enhance opportunities and choices

1. Background

- 1.1 North Lanarkshire Council has a track record in delivering a curriculum which provides children and young people with skills, qualifications and experiences they require if they are to succeed in life beyond school and in an increasingly competitive job market. One indicator of this is the increasing number of young people entering and sustaining positive post-school destinations; contributing positively in communities, society and towards economic growth. In 2017/18 93.5% of North Lanarkshire young people entered a positive post-school destination – a 1.7% increase on the previous year.
- 1.2 Almost 68% of Senior Phase school leavers continued their education within Higher or Further Education establishments – a figure higher than the national average. This promising picture reflects a trend which is key to widening access and participation, closing the poverty-related attainment gap and enabling inclusive growth.
- 1.3 The percentage of young people leaving school and entering employment mirrors the national average 22.7% and illustrates a 2% increase on the previous year. This directly relates to the work underway in schools, working with partners to ensure equity of opportunity and a wide range of learner journey pathways where this is no wrong or preferred path.
- 1.4 The DYW Delivery Plan is a live blueprint with clear actions and is also intrinsically linked to the council's Employability Review. These findings will be presented to members of the Policy and Strategy Committee during committee cycle 4.
- 1.5 This report provides members with information on work undertaken since the delivery plan was approved by the Education and Families Committee on 21/05/19 to progress this council priority

2. Report

- 2.1 Following the approval of the DYW Delivery Plan at a previous Education and Families Committee in May 2019, the plan was officially launched at a Heads of Establishment Conference where DYW/Employability was a key conference theme. This coincided with a social media campaign via facebook and twitter promoting the plan.
- 2.2 The DYW Delivery Plan extends beyond Education and Families across the whole Council and beyond to include partners. It has been widely shared and promoted via the Education and Families NIF Learner Journey Strategy Group and with partners including Skills Development Scotland, DYW LED, New College Lanarkshire, Lanarkshire Business Gateway and Routes to Work.
- 2.3 Since May 2019 there has been an increased focus on DYW as a priority for children and young people 3-18, with all schools identifying a DYW champion/lead practitioner and an expectation that there will be a DYW/School Improvement action included on all School Improvement Plans.

- 2.4 The Plan is organised within three sections: the universal entitlement (for all children and young people 3-18 years), the additional offer (supporting targeted children and young people) and the intensive offer (for those children and young people most at risk of disengaging from learning and entering a negative post-school destination).
- 2.5 **The Universal Entitlement** for all children and young people focuses on the entitlements set out in the Career Education Standard, Work Placement Standard and School/Employer Partnership Guidance.
- 2.5.1 Since May 2019, a mapping exercise has been undertaken across all Secondary School clusters (including Primary Schools, ASN Schools and Early Years Establishments) identifying work being undertaken to ensure the entitlements are fulfilled and identifying future cluster actions.
- 2.5.2 A further audit was undertaken within Secondary Schools aligning DYW/Employability activity to national drivers – DYW Recommendations, 15-24 Learner Journey Review and Scotland’s Youth Employment Strategy.
- 2.5.3 This information gathered will feed into and continue to inform the Employability Review.
- 2.6 **The Additional Offer** has seen considerable progress made across schools and through a variety of council-wide programmes and strategies. Our competitive enterprise initiative Dragons’ Lair, aimed at young entrepreneurs in S3 from across all secondary schools saw more schools than ever participate this year. 18 Secondary Schools brought 30 teams of young people to the Lanarkshire Business Gateway Atrium to embark on this curriculum opportunity from September-November.
- 2.6.1 Considerable progress have been made in the work taking place around ‘The Apprenticeship Family’ since May 2019. For session 2019-2021, there are approximately 500 Foundation Apprenticeships being delivered in the Senior Phase of Learning across 11 of the 12 frameworks available. Around 200 are being delivered in one academic year with the remainder being delivered over two academic sessions.
- 2.6.2 The retention rate for the 160 young people who embarked on a Foundation Apprenticeship in 2018, saw 116 young people continue in to the second year of the course.
- 2.6.3 Of the 3 council Quantity Surveying Graduate Apprentices who embarked on their courses in September, two were recruited from Secondary Schools.
- 2.7 **The Intensive Offer** for those children and young people with multiple and complex barriers to learning and subsequently employment, considerable progress has been made since May 2019. There has been a full review of the Additional Support Needs Sector, and as part of the Employability Review work is underway to develop the Skills Academy Approach more widely to build a strong, fit-for-purpose workforce for the Council and North Lanarkshire.
- 2.7.1 The Winter Leavers’ Programme approved at Policy and Strategy Committee in February 2019, is now underway and supporting more than 90 winter leaving young people across all 23 Secondary Schools. These young people have been identified as those most at risk of leaving school in December 2019 and entering a negative post-school destination. The statistics around winter leavers are alarming and within this ambitious employability focused curricular programme we aspire to see all of

those who engage and participate enter Further Education, training or employment on completion of the programme.

- 2.7.2 Remaining on the roll of their school, these young people are participating in a full-time 16 week employability focused curriculum with 6 months follow up support built in.
- 2.7.3 The programme is delivered from three work-based learning environment using a co-ordinated multi-disciplinary approach. Young people are working on developing skills for life and work, gaining industry relevant awards and qualifications, following a personalised curriculum linked to their aspirations and labour market intelligence. All are participating on an extended work placement for at least one day per week and some are on work trials. Mental health and wellbeing forms a central part of the curriculum. Each young person is matched with an employability mentor (mostly internal council staff), who during the summer holidays embarked on mentor pathways training to allow them to contribute to the programme. Feedback from schools, parents and young people at the mid-point of the programme is positive. Already there are 11 young people who have secured a positive post-school destination.
- 2.8 The promotion of Science, Technology, Engineering and Maths is at the heart of Developing the Young Workforce and good progress has been made in this area. The NIF STEM Strategy group is established and has finalised the STEM Strategy for Education and Families. As part of this work 4 sub groups have been set up to focus on curriculum, career long professional learning, partnerships and equity. In addition, there are 2 STEM teachers seconded to the Pedagogy Team to push this key area of work.
- 2.8.1 As part of our **Intensive Offer**, a group of S1 young people at risk of disengaging from learning will embark on the Young STEM Leader Programme. This will be piloted in one Secondary School in the first instance with a view to it being rolled out more widely.
- 2.8.2 We are working to ensure that every school and establishment engages with the national STEM Ambassador Programme.
- 2.9 Across early years establishments, Primary and Secondary Schools Developing the Young Workforce is enabling schools to take a more joined up, straightforward approach which places children and young people at the centre of design and delivery of their own learner journey, which builds a more effective person-centred pathway.

3. Equality and Diversity

3.1 Fairer Scotland Duty

This work is aligned to recommendations 2-6 set out in the Council's Fairness Commission Report.

3.2 Equality Impact Assessment

This work has at its heart advancing equalities for those children and young people facing complex and multiple barriers to learning and employment.

4. Implications

4.1 Financial Impact

Funding for the pilot has been confirmed for the current financial year, as highlighted in a previous report to the Policy and Strategy Committee in March this year, and will come from various sources including SAC, Developing the Young Workforce grant funding as well as from other Education and Families Service budgets. The Service is working with colleagues from Corporate Finance to identify suitable long term funding options for future years and potential expansion and consideration will be given to maximising synergies with external grant funding. This information will be presented in future reports.

4.2 HR/Policy/Legislative Impact

N/A

4.3 Environmental Impact

None

4.4 Risk Impact

Without this work taking place there is a risk that:

- young people leave school without the skills, qualifications and experiences to allow them to access a relevant career pathway and contribute to local and national economic growth;
- predicted skills shortages in key sectors will not be resolved;
- the percentage of young people entering a negative post-school destination and potentially long term unemployment may rise
- young people are unable to make informed choices about their post-school pathways.

5. Measures of success

5.1 An increase in positive post-school destinations.

5.2 An increase in sustained post-school destinations.

5.3 Children and young people accessing a curriculum which provides them with the skills, experiences, qualities and qualifications to enable them to flourish and enjoy social prosperity and the many benefits of employment, whilst at the same time contributing to local and national and economic growth.

6. Supporting documents

6.1 Career Education Standard

<https://education.gov.scot/documents/dyw2-career-education-standard-0915.pdf>

Work Placement Standard

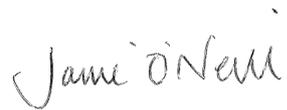
https://education.gov.scot/documents/dyw_workplacementstandard0915.pdf

School/Employer Partnership Guidance

<https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2015/09/developing-young-workforce-guidance-school-employer-partnerships-guidance-schools/documents/00485674-pdf/00485674-pdf/govscot%3Adocument>

No One Left Behind – Review of Employability Services

<https://www.gov.scot/publications/one-left-behind-review-employability-services/>

A handwritten signature in black ink that reads "Janie O'Neill". The signature is written in a cursive style with a small dot above the 'i' in "O'Neill".

Janie O'Neill
Head of Education (North)