

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE21 June 2017Report by Director of EducationPROGRESS REPORT ON DEVELOPING THE YOUNG WORKFORCE IN  
EAST RENFREWSHIRE**PURPOSE OF REPORT**

1. The purpose of the report is to update elected members on the progress made with Developing the Young Workforce in East Renfrewshire.

**RECOMMENDATIONS**

2. Elected members are asked to:
- a. note and comment on the Developing the Young Workforce in East Renfrewshire progress report; and,
  - b. approve the updated draft implementation plan for 2017 – 2020.

**BACKGROUND**

3. The Wood Commission on Developing Scotland's Young Workforce was set up in January 2013 and its final report, *Education Working for All!*, was published in June 2014. '*Developing the Young Workforce*', *Scotland's Youth Employment Strategy*, was published by the Scottish Government in December 2014 in response to the Wood Commission's findings and recommendations.

4. The strategy and implementation plan set out how the Scottish Government would implement the recommendations of the Commission for Developing Scotland's Young Workforce to drive the creation of a world class vocational education system to reduce youth unemployment by 40% by 2021.

5. During school session 2014-15 Education engaged with Environment, SDS, WorkER, the college sector and other partners to address the main recommendations of the national strategy and to devise an implementation plan which would meet the needs of the young workforce in East Renfrewshire. The *Developing the Young Workforce in East Renfrewshire - Implementation Plan 2015-2020* was approved by Education Committee in August 2015.

6. DYW is a key priority within the Council's Outcome Delivery Plan 2017-2020, Education Department Local Improvement Plan and School Improvement Plans.

7. Progress and implementation of DYW is overseen by the East Renfrewshire Local Employability Partnership (LEP). During 2016-17 the LEP has evaluated the progress that has been made over the first two years of the implementation plan to identify strengths in current provision and areas where further improvement is required. A summary of the progress made is attached in Appendix 1.

## REPORT

8. SOA 2 of East Renfrewshire's Single Outcome Agreement is that "*Residents are fit and active and have the skills for learning, life and work*". The Outcome Delivery Plan 2017-2020 sets out a number of key activities to achieve Intermediate Outcome 3 ("*Residents have the skills for employment through increased take up of education and training opportunities*") including the continued development of the curriculum 3-18 and the delivery of a range of employability programmes and support.

9. Within the local and national context East Renfrewshire is taking forward DYW through a detailed five year (2015-2020) implementation plan. This plan takes full account of national guidance and the *Employability Strategy for East Renfrewshire 2016-2019*.

10. The summary of progress 2015-2017 (Appendix 1) sets out the improvements that have been made within East Renfrewshire across schools, colleges and employers to prepare young people for their working lives. The report provides evidence of progress, key achievements and next steps under four key themes, namely, schools, colleges, apprenticeships and employers.

11. DYW has provided a catalyst for refocusing attention on the development of skills for work, as well as life and learning, for all young people whatever their ambitions. Key highlights include:

- Learners have very good opportunities to develop skills for learning, life and work through relevant, real-life contexts;
- Effective use is made of the national data hub to increase participation in education, training or employment for 16-19 year olds;
  - National participation was 90.4%; ERC participation was 96.4%, the highest of all local authorities in 2016
  - 96.6% of East Renfrewshire school leavers were in a positive destination in 2015-16, the highest result to date
- Schools and colleges have developed the range of vocational options available for pupils in the senior phase; in 2016-17 510 senior phase pupils were participating in a wide range of vocational courses from SCQF Levels 1 to 8
- An increase in the proportion of secondary and special school leavers attaining vocational qualifications (latest data published nationally):
  - 2013-14
    - 14.9% attaining SCQF level 2 or better
    - 7.8% attaining SCQF level 5 or better
  - 2014-15
    - 16.4% attaining SCQF level 2 or better

- 8.6% attaining SCQF level 5 or better
- An expansion in the range of apprenticeship opportunities;
- Enhanced employer engagement ensuring strong links with East Renfrewshire Council community benefits and DYW West.

12. To reflect the work that has taken place and areas for further improvement the DYW Implementation Plan has been reviewed and updated; a copy of the updated draft plan for 2017-2020 is attached in Appendix 2.

13. The timescale for the ongoing implementation of the plan is school sessions 2017 – 2018 through to 2019 – 2020. The LEP will continue to report on the progress it has made to Council through the Outcome Delivery Plan and to Education Committee through the annual standards and quality report. In addition, the LEP will report on the progress made in delivering the activities associated with the Fairer East Ren Plan (Employability Support) to the Performance and Accountability Review (PAR).

## **CONSULTATION**

14. All partners were engaged in reviewing progress and with the development of the updated Implementation Plan. They have shaped and approved the draft document in Appendix 2.

## **FINANCIAL AND EFFICIENCY IMPLICATIONS**

15. The Scottish Government made additional funding available at the end of the 2014-15 and 2015-16 financial years. East Renfrewshire's share of the national funding was approximately £170,000.

16. The funding has been used to support the appointment of a (seconded) Development Officer and school based DYW activity. Going forward the resourcing for DYW priorities will be met from existing departmental and devolved school budgets.

## **RECOMMENDATIONS**

17. Elected members are asked to:

- a. note and comment on the Developing the Young Workforce in East Renfrewshire progress report; and,
- b. approve the updated draft implementation plan for 2017 – 2020.

## Convener Contact Details

Councillor P O'Kane, Convener for Education and Equalities

Tel: Home 07718 697115

Local Government Access to Information Act 1985

## Report Author

Mark Ratter, Head of Education Services (Quality Improvement and Performance)

Tel: 0141 577 3103

[Mark.Ratter@eastrenfrewshire.gov.uk](mailto:Mark.Ratter@eastrenfrewshire.gov.uk)

## Appendix

1. Developing the Young Workforce - Summary of Progress 2015-2017
2. Developing the Young Workforce – Updated Implementation Plan 2017-2020

## Background papers

1. Developing the Young Workforce in East Renfrewshire – Implementation Plan 2015-2020
2. Outcome Delivery Plan 2017-2020
3. Education Department Local Improvement Plan 2017-2020
4. East Renfrewshire Employability Strategy 2016-2019



## Developing the Young Workforce in East Renfrewshire

# Summary of Progress 2015 to 2017



BLANK PAGE

## Contents

Introduction

2

East Renfrewshire Developing the Young Workforce  
Progress Headlines

3

Progress in Schools

4

Progress in Colleges

9

Progress with Apprenticeships

12

Progress with Employers

15

Glossary & Further Information

18

BLANK PAGE



# Introduction

The Wood Commission on Developing Scotland's Young Workforce was set up in January 2013 and its final report, *Education Working for All!*, was published in June 2014. '*Developing the Young Workforce*', *Scotland's Youth Employment Strategy* was published by the Scottish Government in December 2014 in response to the Wood Commission's findings and recommendations.

The strategy and implementation plan set out how the Scottish Government would implement the Recommendations of the Commission for Developing Scotland's Young Workforce to drive the creation of a world class vocational education system to reduce youth unemployment by 40% by 2021.

During school session 2014-15 Education engaged with Environment, SDS, Work EastRen, the college sector and other partners to address the main recommendations of Developing the Young Workforce (DYW) and to devise an implementation plan which would meet the needs of the young workforce in East Renfrewshire. The *Developing the Young Workforce in East Renfrewshire - Implementation Plan 2015-2020* was agreed by Education Committee in August 2015. This plan takes full account of national guidance and the local context including the Employability Strategy for East Renfrewshire 2016-2019.

The ERC DYW Implementation Plan was designed to deliver Wood's recommendations and lead to the following key changes:

- more opportunities for young people to undertake learning which connects more directly to employment;
- a broader range of qualifications for young people in the senior phase delivered in partnership with colleges and other providers;
- more partnerships between schools, colleges and employers to inform curriculum design and delivery and provide work related learning;
- adoption of Foundation Apprenticeships for young people in the senior phase; and
- greater understanding for young people and parents about the world of work, routes into work, career planning and employment opportunities.

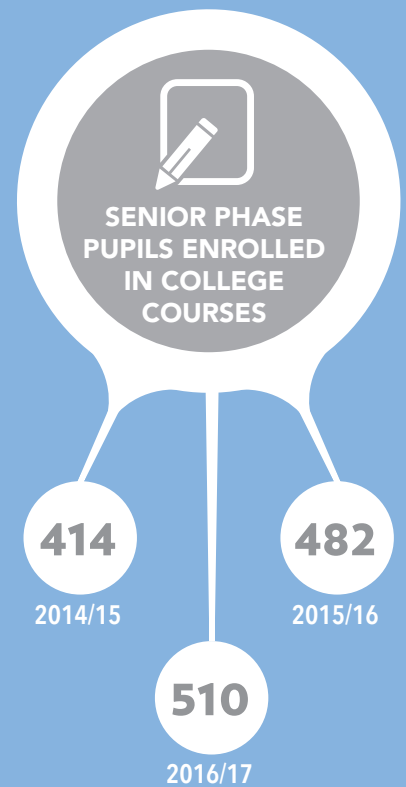
This report sets out the improvements being made within East Renfrewshire across schools, colleges and employers to prepare young people for their working lives. It details the way in which, two years into implementation, we have made an impact on work-based and work-relevant opportunities for our children and young people.

# East Renfrewshire Developing the Young Workforce: Executive Summary of Progress

## Headlines include:

- Learners have very good opportunities to develop skills for learning, life and work through relevant, real-life contexts
- Effective use is made of the national data hub to increase participation in education, training or employment for 16-19 year olds
  - National participation was 90.4%; ERC participation was 96.4%, the highest of all local authorities in 2016
  - 96.6% of East Renfrewshire school leavers were in a positive destination in 2015-16, the highest result to date
- Schools and colleges have developed the range of vocational options available for pupils in the senior phase; in 2016-17 510 senior phase pupils were participating in a wide range of vocational courses from SCQF Levels 1 to 8
- An increasing number of senior phase pupils enrolled in vocational courses at a college:
  - 2014-15 – 414
  - 2015-16 – 482
  - 2016-17 – 510
- An increase in the proportion of secondary and special school leavers attaining vocational qualifications (latest data published nationally):
  - 2013-14
    - 14.9% attaining SCQF level 2 or better
    - 7.8% attaining SCQF level 5 or better
  - 2014-15
    - 16.4% attaining SCQF level 2 or better
    - 8.6% attaining SCQF level 5 or better
- An expansion in the range of apprenticeship opportunities including increases in:
  - The number of Modern Apprenticeships offered by East Renfrewshire Council
  - The number of 16-19 year olds indicating Modern Apprenticeships as their intended preferred route post-school
- The introduction of Foundation Apprenticeships, with 100% retention rate after year one
- Enhanced employer engagement ensuring strong links with East Renfrewshire Council community benefits and DYW West
- Focus on gender imbalance highlighting current and future employment opportunities
- Local Employability Partnership established May 2016 to oversee progress and implementation of the DYW agenda in East Renfrewshire

# PROGRESS IN SCHOOLS





## Progress in Schools

The Deputy First Minister and Cabinet Secretary for Education & Skills has made it clear that DYW is one of the three key pillars of education policy in Scotland, alongside Getting it Right for Every Child and Curriculum for Excellence.

This is also mirrored in East Renfrewshire with DYW a key priority within the Outcome Delivery Plan 2017-2020, Education Department Local Improvement Plan 2017-2020 and School Improvement Plans.

Achieving our ambitions for the young workforce has focused on the following themes:

### **In partnership with Colleges and Employers providing a wide range of vocational opportunities for young people in the senior phase**

The Education Department, schools and colleges have continued to increase vocational opportunities in the senior phase. In 2016-17 510 senior phase pupils were undertaking a work related vocational qualification from SCQF Levels 1 to 8. Schools have also developed the senior phase and now offer a number of vocational courses within a school setting via College outreach programmes.

In 2016-17 ERC schools introduced Foundation Apprenticeships (a work-based two-year learning opportunity for senior-phase pupils, broadly equivalent to one Higher), with 100% retention rate after year one.

### **Supporting teachers and practitioners to develop children's and young people's learning about the world of work and employability skills**

In partnership with SDS, a programme of training has been delivered to Secondary HTs and to school staff regarding the Career Education Standard, ensuring young people benefit from guidance from school staff who are knowledgeable about labour market information and career pathways.

ERC Education Department reviews have provided evidence that learners have very good opportunities to develop skills for learning, life and work through relevant, real-life contexts.

For example, the Skills Academy programme at Busby Primary School provides children from early years to P7 with opportunities to learn about the world of work and relate their learning to real life experiences. For example, children undertake hospitality training at a local restaurant. As a result learners are progressively developing a wide range of employability and career management skills while the school is establishing partnerships with local businesses.

Staff in Woodfarm High School, again using the Career Education Standard (CES), carried out an audit to ensure the entitlements for young people were embedded within the curriculum. As a result, in partnership with employers and parents, learners are fully engaged in maximising opportunities to enhance career education across all aspects of learning. This includes initiatives such as the S6 Career Ambassadors programme, business breakfasts, presentations to challenge career stereotypes, S2 STEM project and a 'Skills week' across all subjects.

In the Mearns Castle cluster a group focusing on Developing the Young Workforce audited practice across the cluster in order to strategically plan a shared approach. They focused on the implementation of the Career Education Standard across the cluster; an innovative development which received national recognition at the Scottish Learning Festival.

Community benefits are helping schools embed meaningful employer engagement into the curriculum and introduce new employer partnerships. Recently a "Females into Building Environment" event was held where 10 employers and 100 S2 pupils attended. 42 pupils provided feedback saying they were interested in this type of career and would like more information.

The Skills Development Scotland web service "My World of Work" provides expert information and advice for young people on future careers. It is designed to help teachers, young people and practitioners make informed, confident decisions about their future. The online site is built to complement the service that Skills Development Scotland offer schools which has been extended to provide careers information, advice and guidance from P7 onwards. Young people can access information about future opportunities – from job profiles, vacancies and courses, to growth industries.





Schools continue to use the national data hub with Skills Development Scotland providing earlier involvement to include quality careers guidance to pupils. Schools now have a better understanding of how to interrogate data hub information to offer a more flexible approach to support.

### **Engaging with young people, parents, teachers and practitioners, partners and employers to improve understanding of DYW agenda and provide work relevant learning**

Schools have held a wide range of events to engage with pupils, parents, teachers and practitioners, partners and employers to increase understanding of employability, work related learning and vocational pathways. For example an innovative event “Bring your Parents to Work Day” was held by Williamwood High School, with the support of the Parent Council. The school welcomed a large number of parents and volunteers into the school to engage with S1 pupils. This was a careers conference, aiming to provide pupils with the opportunity to find out more about a wide range of different career options, preparing them for the world of work.

Introducing a more flexible work placement programme which takes account of the Work Placement Standard and is focused on a young person’s needs is a high priority for East Renfrewshire; this includes providing high quality work placements for young people with disabilities. The current offer to S4 pupils is an out of school experience for a one week block to gain an understanding of a real working environment, usually in the sector they are interested in. A recent review of current provision included feedback from an online pupil survey and school focus groups where pupils indicated they would welcome the opportunity to participate in more than one work placement and not necessarily in S4.

To meet the needs of vulnerable young people, an early intervention offer exploring the world of work, college and a work placement is available to schools. This is offered in partnership with Skills Development Scotland and Community Learning and Development and supported by the Family Firm Coordinator.

## East Renfrewshire Schools - Key Achievements

- Learners have very good opportunities to develop skills for learning, life and work through relevant, real-life contexts
- Effective use of the national data hub to increase participation in education, training or employment for 16-19 year olds
  - The Participation Measure was published in August 2016 capturing information and activity regarding 16 to 19 year olds
  - National participation was 90.4%; ERC participation was 96.4%, the highest of all local authorities
  - 96.6% of East Renfrewshire school leavers were in a positive destination in 2015-2016, the highest result to date
- In 2016-17 the number of pupils in the senior phase who were participating in a wide range of vocational courses from SCQF Levels 1 to 8 rose to 510
- An increase in the number of senior phase pupils enrolled in college courses:
  - 2014-15 – 414
  - 2015-16 – 482
  - 2016-17 – 510
- An increase in the proportion of secondary and special school leavers attaining vocational qualifications (latest data published nationally):
  - 2013-14
    - 14.9% attaining SCQF level 2 or better
    - 7.8% attaining SCQF level 5 or better
  - 2014-15
    - 16.4% attaining SCQF level 2 or better
    - 8.6% attaining SCQF level 5 or better

### From 2017-18 onwards we will see:

- A broader range of vocational opportunities in the senior phase including the expansion of Foundation Apprenticeships
- Further development of school-employer partnerships
- A more flexible approach to work placement
- The introduction of a supported work placement programme for young disabled people
- Mentoring support for care experienced young people and those in care
- Ongoing support for teachers and practitioners to develop children's and young people's learning about employability, careers and vocational opportunities

# PROGRESS IN COLLEGES



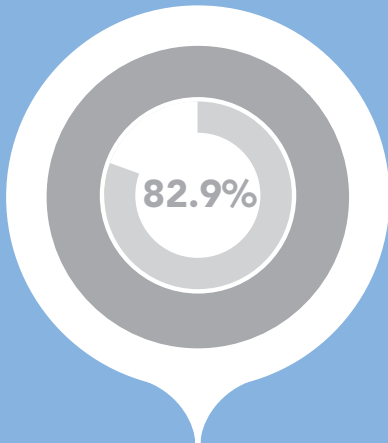
New vocational opportunities with partners and employers expanding the offer for senior phase pupils across Scotland



East Renfrewshire senior phase vocational education ranging from SCQF Level 1 to 8



Scottish Funding Council published data shows nationally there were **2,393** senior phase enrolments on college courses **in 2014/15** compared to 2,101 in 2013/14 - an **increase of 14%**



National figures report **82.9%** of 16 to 24 year old college leavers **progressed** either to higher study, training, work or Modern Apprenticeships in 2014/15



Capacity building to develop more opportunities for young people along with targeted employer engagement





## Progress in Colleges

College Outcome Agreements (COA) demonstrate that colleges are continuing to develop their curriculum to meet employer and regional skills needs. Outcome Agreements contain DYW plans which outline how regions will prioritise STEM provision, enhance employer engagement and develop pathways from school through college and into employment as part of their wider contribution to DYW.

Achieving our ambitions for the young workforce has focused on the following themes:

### **In partnership with schools and employers providing a wide range of opportunities for young people in the senior phase**

Our college partners Glasgow Clyde College, City of Glasgow College, Glasgow Kelvin College, and West College Scotland offer senior phase vocational pathways from SCQF level 1 to 8 across all East Renfrewshire schools. A "Vocational Partnership Group" provides strategic oversight of the programme.

In 2016-17 Foundation Apprenticeships were introduced to East Renfrewshire pupils; seven pupils were successful with their application studying across three partner colleges.

Colleges are a key partner on the East Renfrewshire Local Employment Partnership (LEP) ensuring alignment of delivery and provision.

### **Improving opportunities and experiences for all learners, with a focus on reducing gender imbalance in course take-up**

In August 2016 the Scottish Funding Council (SFC) published its Gender Action Plan. This sets out the framework, timelines and actions required to address gender imbalance within further and higher education. Our partner colleges have implemented the Gender Action Plan, focusing on addressing sector imbalances.

Colleges have aligned provision with the economic needs of the region, including a focus on STEM.

West College Scotland achieved national STEM Assured status September 2016. The validation report identified that the College had 'Exceptional performance & leading practice in the Sector' for Strategy and Planning in STEM provision. This included new STEM courses being offered to East Renfrewshire including the West College Scotland outreach programme.

In 2015-16 Glasgow Clyde College school taster programme was STEM focused including sessions in engineering, science and computing. The taster sessions were designed in partnership with East Renfrewshire Education Department to address the gender imbalance as all learners were encouraged to complete all taster sessions across a range of sectors.

### Colleges - Key Achievements

- Colleges have created new vocational opportunities with partners and employers expanding opportunities for senior phase pupils across East Renfrewshire
- Introduction of Foundation Apprenticeships, with 100% retention rate after year one
- Provision is aligned with economic needs and regional planning
- In 2015-16 Glasgow Clyde, Glasgow Kelvin and City of Glasgow College worked collaboratively to make Glasgow the first STEM assured region in the UK as awarded by the NEF institute

### From 2017-18 onwards we will see:

- A well-established range of courses and activities which develop the skills, knowledge, competence and confidence required to progress towards and into sustainable work
- Publication of improved college quality and performance information
- Ongoing implementation of the Gender Action Plan including plans to address regional sector imbalances
- College Outcome Agreements showing evidence of well-developed partnerships with secondary schools, local authorities and employers
- Increased access to development opportunities across the early years sector



# PROGRESS IN APPRENTICESHIPS



- Business Administration
- Children and Young People
  - Facilities Services
  - Hospitality
  - Youth Worker
  - Electrician
  - Plumber
- Highway Maintenance



**177**

East Renfrewshire young people progressed from school to a Modern Apprenticeship 2015/16

**195**

East Renfrewshire pupils have indicated their intended preferred route is a Modern Apprenticeship 2016/17



Development of Graduate Level Apprenticeships



## Progress with Apprenticeships

Achieving our ambitions for the young workforce has focused on:

### **Expansion of apprenticeship opportunities**

After consultation with Scottish Government provided a response to the introduction of the UK Apprenticeship Levy with a commitment to developing a distinctly Scottish approach to apprenticeships. The aim is to ensure wider skills development and to drive closer engagement with industry to enhance productivity and economic growth.

In 2015-16 the national data hub reports that 177 East Renfrewshire young people progressed from school to a Modern Apprenticeship; in 2016-17 195 East Renfrewshire pupils indicated their intended preferred route is a Modern Apprenticeship. East Renfrewshire Council recognises the benefits that Modern Apprenticeships bring to the workplace and has committed to increasing Modern Apprenticeship opportunities. In 2017-18 the Education Department will recruit 13 Children and Young People Modern Apprentices, an increase of five from the previous year.

Skills Development Scotland has made it simpler for young people, their parents and employers to find out about apprenticeship opportunities through a dedicated website from [www.apprenticeships.scot](http://www.apprenticeships.scot). For the first time the site allows young people to search for live apprenticeship vacancies and employers to upload vacancies for free.

Foundation Apprenticeships were introduced as a possible pathway into Modern Apprenticeships for young people while still at school. Progress has been made in increasing the range of Foundation Apprenticeships available aligned to future industry demand, providing more opportunities to a greater number of pupils and bringing industry and education closer together.

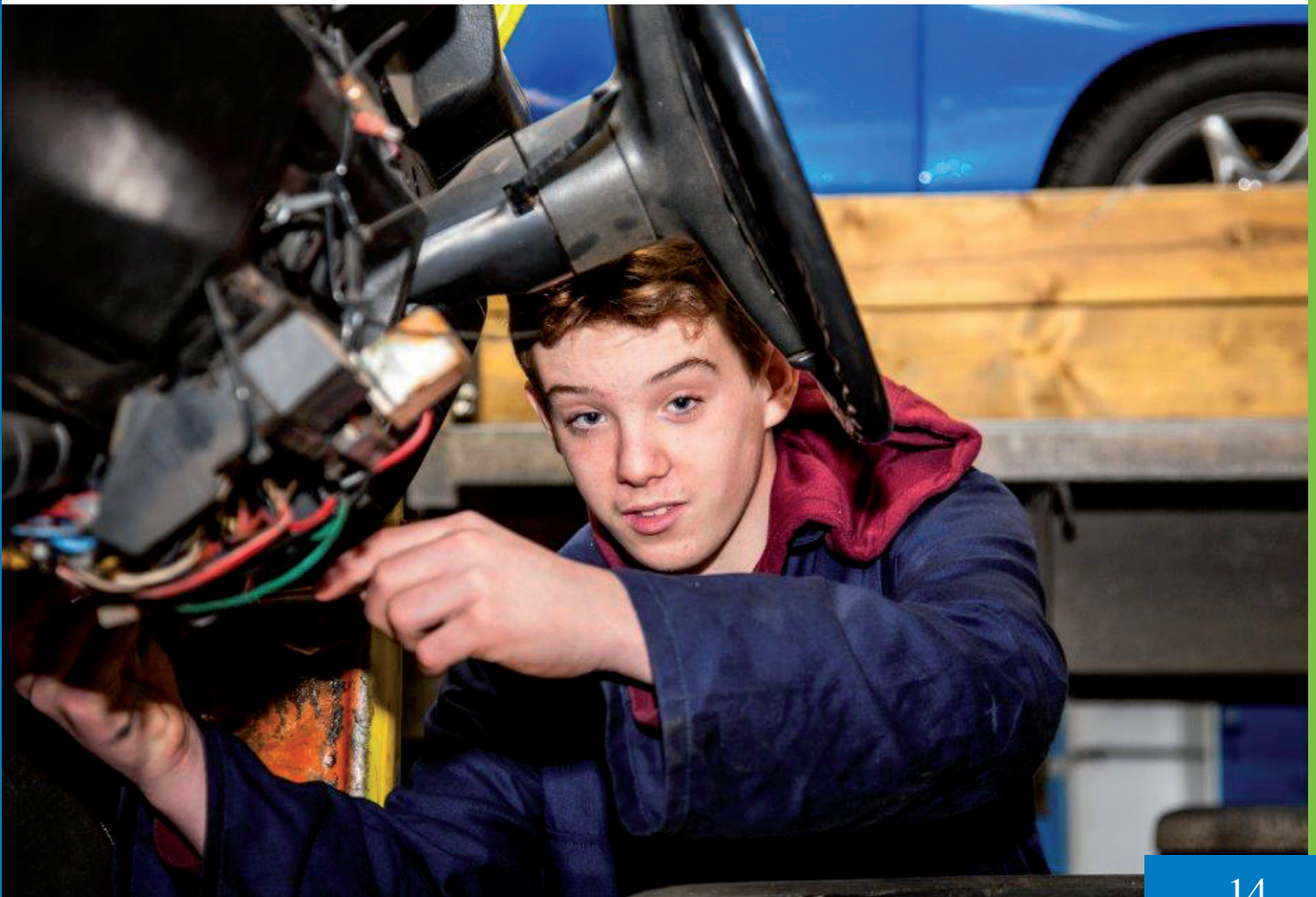
The introduction of a small number of new Graduate Level Apprenticeships has provided a new way into degree level study (up to Master's level) for individuals who are currently employed, or who want to go straight into work. The apprenticeships combine academic knowledge with skills development to enable participants to become more effective and productive in the workplace.

### Apprenticeships Key Achievements

- An expansion in the range of apprenticeship opportunities including increases in:
  - The number of Modern Apprenticeships offered by East Renfrewshire Council
  - The number of 16-19 year olds indicating Modern Apprenticeships as their intended preferred route post-school
- Scottish Apprenticeship Advisory Board (SAAB) established to provide industry leadership into plans to grow, widen and enhance the apprenticeship offer in Scotland

### From 2017-18 onwards we will see:

- Foundation Apprenticeships embedded in the senior phase offer
- Skills Development Scotland expanding and evaluating Graduate Level Apprenticeships pathfinders
- Strengthened employer leadership in apprenticeships through the work of the Scottish Apprenticeship Advisory Board (SAAB)



# PROGRESS WITH EMPLOYERS



Building strong links with employers through community benefits



Focus on gender imbalance with "Females into Building Environment" event

LOCAL  
EMPLOYABILITY  
PARTNERSHIP  
ESTABLISHED  
MAY 2016



## Progress with Employers

Achieving our ambitions for the young workforce has focused on:

### **Developing stronger partnerships**

The DYW West regional group was established in 2016 and has focused on school industry partnerships, work inspiration, work placements, recruitment and equalities. They have been engaging with schools and employers to gain a better understanding of their needs and support the development of school-employer partnerships.

East Renfrewshire has improved engagement between employers, schools and colleges via the online platform "Gateway". This provides schools with a method of recording all employer engagement and offers of support for employer engagement opportunities ensuring equity of access to all employer opportunities for all young people across East Renfrewshire.

East Renfrewshire has been improving opportunities and experiences for young people by delivering routes into employment through effective partnership working. All high schools are entering into partnership agreements with employers to engage with pupils and teachers to increase the recruitment of more young people directly from school.

East Renfrewshire Economic Development Officer – Community Benefits has been ensuring the community benefits clause is applied to the procurement tender process. This has encouraged more employers to support the development of our young workforce and has provided schools with access to new employer partnerships offering a range of activities including attendance at school events and site visits for pupils.

To support the first year of employment, local employers have access to the Skills Development Scotland Scottish Employer Recruitment Incentive (SERI) funding via Work EastRen.

Progress has been made with Work EastRen and Health and Social Care Partnership who have been working with local employer Greenhouse Cafe at Eastwood Health Centre on a pilot café work placement opportunity for young disabled people to develop their employability skills in a real life context.

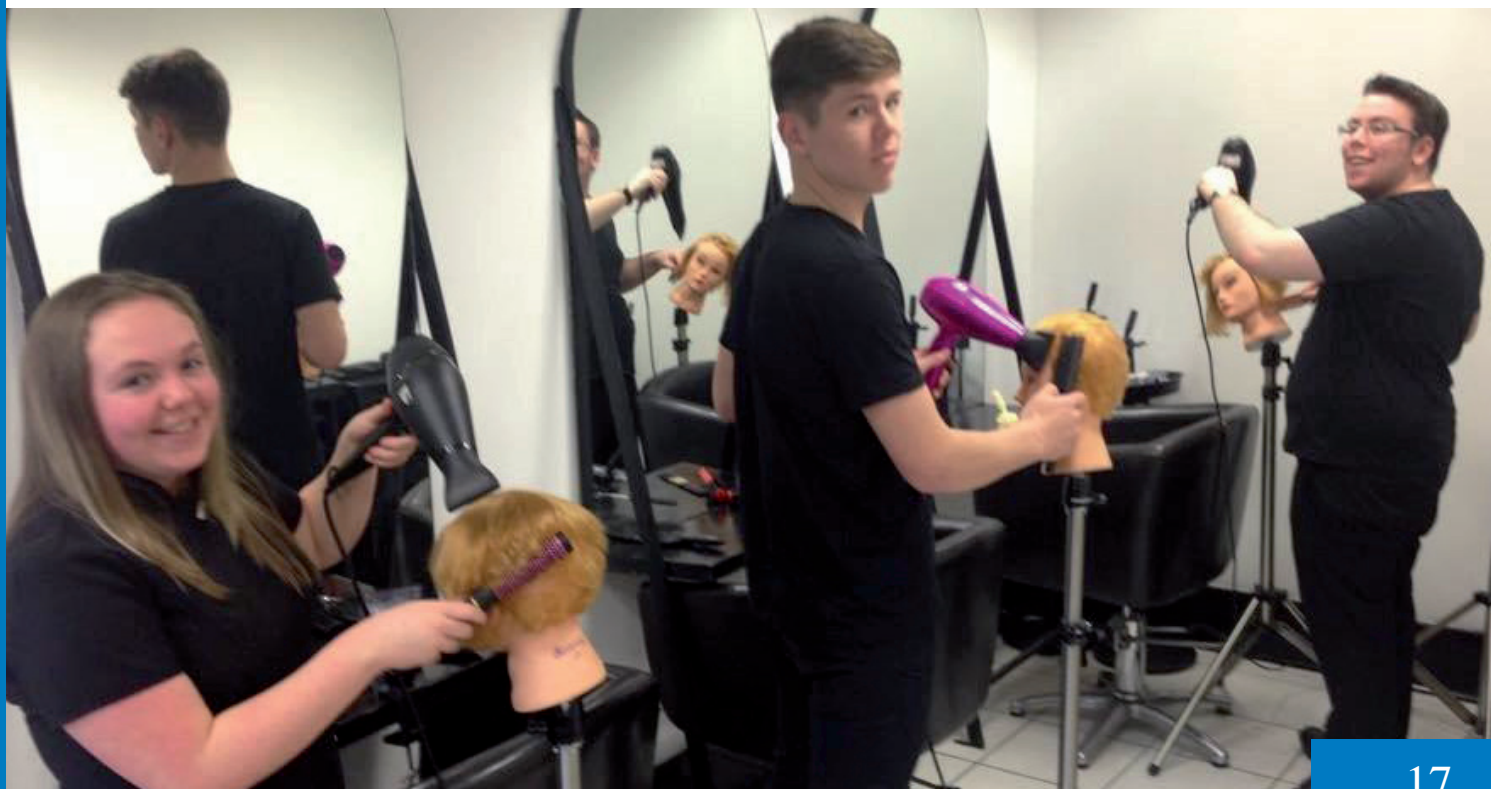
To meet the demands of workforce planning and addressing the skills gap, particular focus has been on raising awareness of gender imbalance in certain careers. Following the recent “Females into Building Environment” event, the DYW West team is working on a similar event for young males focusing on the Children and Young People and Hair and Beauty sectors.

### Employers Key Achievements

- Continued to develop our approach to employer engagement ensuring strong links with East Renfrewshire Council community benefits officer and DYW West
- Focus on gender imbalance highlighting current and future employment opportunities
- Local Employability Partnership established May 2016 to oversee progress and implementation of the DYW agenda in East Renfrewshire

### From 2017/18 onwards we will see:

- Rollout of a digital matching platform called “Marketplace” to facilitate better engagement between schools and employers
- Provision aligned with economic needs and regional planning, with a focus on science, technology, engineering and maths (STEM) where appropriate
- Increased focus on gender imbalance
- Improved employment opportunities and high quality work placements for care leavers and young people with a disability





# Glossary and Further Information

## **National Data Hub**

The data hub holds information on 16 to 24 year olds that can be shared securely between partners, including Local Authorities, Colleges, the Scottish Funding Council, the Student Awards Agency for Scotland and the Department for Work and Pensions.

The details held in a central area include expected school leaving dates, where young people intend to go after school, whether this is into a job, Modern Apprenticeship, college or university, and information on those who are receiving career services and welfare benefits.

## **Participation Measure**

Scotland's youth employment is at its highest since 2005 and a new Participation Measure for 16-19 year olds has been developed to provide a more comprehensive and detailed understanding of the activities young people are taking part in. The Participation Measure was published in August 2016 capturing information and activity regarding 16 to 19 year olds.

The Participation Measure provides detailed information on activity for 16 to 19 year olds rather than just school leavers, who only account for a quarter of the 16 to 19 year old population.

The Participation Measure, developed in partnership with the Scottish Government, improves the quality of information currently available and will help focus resources and policies to help young people make a successful transition towards employment.

The data gathered will inform policy planning, and allow stakeholders and local authorities to improve service delivery. It will also help provide a more tailored service to our young people.

## **Activity Agreements**

Activity Agreements are being delivered to young people in East Renfrewshire through Education in partnership with Skills Development Scotland, Young Persons' Services, Family Firm and many more partners. Activity Agreements are for those young people who may not, without additional support, make a successful transition to work, further education or training.

## **Foundation Apprenticeships**

Foundation Apprenticeships provide a work-based learning opportunity for senior-phase secondary school pupils. Lasting two years, pupils typically begin their Foundation Apprenticeship in S5. Young people spend time out of school at college or with a local employer, and complete the Foundation Apprenticeship alongside their other subjects like National 5s and Highers.

Foundation Apprenticeships are currently available in eight subjects including civil engineering, software development and financial services. Foundation Apprenticeships are linked to growth sectors of the Scottish economy, so young people are gaining industry experience which will help them kick-start a successful career in their chosen field. For University application they are generally considered as an additional Higher.



### Further Information – Key Documents

1. Developing the Young Workforce in East Renfrewshire – Implementation Plan 2015-2020  
<http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=15118&p=0>
2. East Renfrewshire Education Department Local Improvement Plan 2017-2020  
<http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=19360&p=0>
3. Outcome Delivery Plan 2017-2020  
<http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=19746&p=0>
4. East Renfrewshire Employability Strategy 2016-2019  
<http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=16816&p=0>

DEVELOPING THE YOUNG WORKFORCE IN EAST RENFREWSHIRE

Updated Implementation Plan 2017-2020

DRAFT

BLANK PAGE

## 1. Introduction

In June 2014, the Wood Commission for Developing Scotland's Young Workforce published its report, Education Working for All! (EWfA!). The EWfA! report made 39 recommendations to tackle youth unemployment in Scotland (Appendix 1). EWfA! sets out a vision of an ambitious, motivated, highly skilled and well qualified young workforce in Scotland, with the ultimate goal of reducing Scotland's youth unemployment to match the best in Europe.

In response, the Scottish Government worked with local government and other partners to draw up and publish in December 2014 a national seven year implementation plan, Developing the Young Workforce (DYW) – Scotland's Youth Employment Strategy. DYW addresses youth unemployment by ensuring a greater focus is placed on employability within Scottish education for all young people. In the DYW plan, the Scottish Government accepted all of EWfA!'s 39 recommendations and set itself a headline target of achieving **by 2021 a 40% reduction in the 2014 level of youth unemployment**. The DYW implementation plan is presented in five sections, viz. schools, colleges, modern apprenticeships, employers and equality. A brief summary of each of these sections is set out below:

**Schools:** Within the broad general education phase (3-15 years) of Curriculum for Excellence there will be a more industry influenced focus on employability through career education, careers advice and teacher education. Clearer and improved vocational pathways, starting in the senior phase, which lead to industry recognised qualifications, will be introduced. These will be achieved through the regional and local structured creation of senior phase vocational pathways along with interventions to support re-engagement and measuring attainment across academic and vocational routes.

**Colleges:** Colleges will be fully focused on employability and respond to industry's skills needs at the regional and national levels. They will do this by focusing on college outcome agreements, higher level skills/STEM and employment services. Colleges will work with schools and employers to deliver learning for young people in the mainstream of the senior phase of school education that is directly relevant to getting a job.

**Modern Apprenticeships (MAs):** Apprenticeship opportunities for young people to achieve a flexible set of qualifications up to and including degree level while in work will be created. Illustrative projects to achieve this will be higher level MAs which are targeted on economic growth, Science Technology Engineering and Maths (STEM) and access to apprenticeships and pre-apprenticeship training.

**Employers:** The DYW plan aims to get employers actively engaged in young people's education. Work has already started on the establishment of industry led Regional Invest In Young People Groups (RIYPGs), which are intended to be a resource for education, providing a straightforward route for employers to become involved and for schools, colleges and other practitioners to access their support.

**Equality:** The DYW plan contains a coherent set of actions that will help more of our young people take their place in the labour market, find a role in their communities and ensure that all young are valued. Specific measures are set out in the DYW plan to ensure that young people who are disabled, BME, care leavers or vulnerable are included. The plan also sets out to address gender issues in the young workforce.

The DYW plan also includes 11 Key Performance Indicators (KPIs), reflecting areas where a particular focus is needed (Appendix 2).

DYW provides a catalyst for refocusing attention on the development of skills for work, as well as life and learning, for all young people whatever their ambitions. Every young person should have access to high quality work-related opportunities, including the option of acquiring vocational qualifications in the senior phase of school education. This will require a step change in provision of work related learning in both the broad general education (3-15 years) and senior phase. Central to all of this will be an increased understanding of the value of work-related education amongst practitioners, parents and young people themselves.

## 2. East Renfrewshire

Strategic outcome 2 of East Renfrewshire's Single Outcome Agreement is that "residents are fit and active and have the skills for learning, life and work". In the Outcome Delivery Plan 2017-2020, to achieve Intermediate 03 ("residents have the skills to maximise employment opportunities"), the Council will:

- provide an individualised 5 stage structured pathway into sustained employment;
- deliver a City Deal Employability programme for Employability Support Allowance Clients;
- provide customised training for employer's needs;
- Increase our marketing and communication activity around employability support and therefore accessibility; and
- continue to develop the curriculum 3 – 18 to reflect the Developing the Young Workforce focus.

Within the context of SOA 2, and the actions that are set out above, East Renfrewshire will continue to take forward DYW through the updated *Developing the Young Workforce in East Renfrewshire – Implementation Plan 2017-2020*. The ERC plan takes full account of *Developing Scotland's Young Workforce - Education Working for All* (Wood Commission Report, June 2014), *Developing the Young Workforce (DYW) – Scotland's Youth Employment Strategy* (Scottish Government, December 2014) and the *Employability Strategy for East Renfrewshire 2016-2019*.

The *Developing the Young Workforce in East Renfrewshire – Implementation Plan 2017-2020* is set out below. Progress with DYW for years one and two, 2015-16 and 2016-17 respectively, has been reported separately; years three to five have been updated to take account of the context within East Renfrewshire and the national expectations. The Education department provides the strategic lead on DYW and has appointed a (seconded) DYW Development Officer to oversee and coordinate all DYW development activity. The plan continues to require a long term and sustained commitment and effort across all parts of the Council, its partners and employers.

Note

Each year of the plan is from April to March. <b>2017/18 - YEAR 3</b>			
Activity	Department/Agency	Timescale	Outcome
1. Provide a broader range of vocational opportunities including Foundation and Modern Apprenticeships.	Education, Colleges, SDS and Work EastRen	By March 2018	Senior phase pupils progress to improved destinations and career pathways.
2. School-employer partnerships are developed in all schools and clusters.	Education, SDS, Economic Development and DYW West	Throughout 2017-18	Employers use the digital platform Marketplace and are more effectively engaged with Education to recruit young people.
3. A supported work placement programme for young disabled people is introduced.	Education, HSCP, Work EastRen and Employers	By March 2018	All young disabled people experience high quality work placements while at school.
4. Mentoring support for young people in care is introduced.	Education, HSCP and Work EastRen	From August 2017	Young people in care experience a positive transition to education and/or employment.
5. Scottish College for Educational Leadership (SCEL) to develop a programme to provide emerging school staff leaders with a wide ranging understanding of industry and careers.	SCEL	March 2018	School leaders are knowledgeable about industry and careers.
6. Graduate Level Apprenticeships, aligned with the skills required to support economic growth, are introduced through early pilot activity.	SDS	Throughout 2017-18	Senior phase pupils progress to improved destinations and career pathways.
7. Training is provided for school staff on new vocational pathways, including NC and HNC courses, Foundation and Modern Apprenticeships, gender imbalance, BME and other vulnerable groups.	SDS and Education	Throughout 2017-18	Young people benefit from guidance from school staff who are knowledgeable about developing vocational pathways and equalities issues.
8. STEM strategy is developed for ERC schools.	Education	March 2018	Increased STEM-related career choices within National Data hub for Preferred Route/Occupation.
9. A more flexible approach to work placement is introduced.	Education	Throughout 2017-18	Respond to Work Placement review findings to implement a more flexible approach to work placements.

<b>2017/18 - YEAR 3</b>			
<b>Activity</b>	<b>Department/Agency</b>	<b>Timescale</b>	<b>Outcome</b>
10. Multi agency assessments and planning to support recruitment of care leavers and young disabled people are put in place.	Economic Development, Work EastRen , HSCP and Education	Throughout 2017-18	Young people with a disability will leave school with improved destinations and career pathways.
11. ERC Family Firm model is reviewed to explore opportunities to include a broader cohort.	Economic Development and Work EastRen	Throughout 2017-18	The CPP Employability Pipeline provides young disabled participants with the support they need to gain more advanced qualifications.
12. The active participation of Family Firm clients on the CPP Employability Pipeline is ensured.	Economic Development and Work EastRen	Throughout 2017-18	More Family Firm clients engaged in Stages 1-5 of the CPP Employability Pipeline.
13. Education for employability and careers is enhanced within the Broad General Education (3-15 years) in schools.	Education and SDS	Throughout 2017-18	Pupils understand and can articulate skills for learning, life and work.
14. Targets and performance data are introduced for school leavers attaining vocational qualifications.	Education	March 2018	Increase in the proportion of senior phase pupils attaining work-related vocational qualifications.
15. In partnership with colleges, schools introduce HNC courses as part of the senior phase.	Education and Colleges	March 2018	Senior phase pupils achieve qualifications that are relevant to vocational pathways.
16. ERC's Sustainable Procurement Policy (community benefits clauses) is applied so that young people benefit from employment opportunities related to local economic development, incl. City Deal.	Economic Development, Work EastRen and Education	Throughout 2017-18	Young people progress to sustainable jobs.
17. Supported employment opportunities in the third sector are provided for care leavers and other groups of young people who face significant barriers to employment.	Economic Development, HSCP, and Work EastRen	Throughout 2017-18	Increased employment opportunities via Community Jobs Scotland for young people who face significant barriers to employment.
18. The number of disabled and BME young people on Modern Apprenticeships is increased.	SDS	March 2018	More young people from groups who experience inequality progress to positive employment.



<b>2018/19 and 2019/20 - YEAR 4 and YEAR 5</b>			
<b>Activity</b>	<b>Department/Agency</b>	<b>Timescale</b>	<b>Outcome</b>
1. Planning of Modern Apprenticeships is improved to align opportunities more closely with key areas of growth.	Education, SDS and Work Eastren	Aug 2018	Senior phase pupils progress into Modern Apprenticeships which lead to employment.
2. Increase the percentage of employers recruiting young people directly from Education.	Work Eastren	Dec 2019	Increase to 35% the percentage of employers recruiting young people directly from Education.
3. Introduce and raise the profile of Graduate Level Apprenticeships with pupils, staff and parents.	SDS, Work EastRen and Education	Throughout 2018-19	Increased awareness among stakeholders of Graduate Apprenticeships. Senior phase pupils progress to improved destinations and career pathways.
4. Education for employability and careers is further enhanced within the Broad General Education (3-15 years) in schools.	Education and SDS	Throughout 2018-19 and 2019-20	Pupils understand and can articulate skills for learning, life and work.
5. Provide a broader range of vocational opportunities including Foundation and Modern Apprenticeships.	Education, Colleges, SDS and Work EastRen	Throughout 2018-19 and 2019-20	Senior phase pupils progress to improved destinations and career pathways.
6. School-employer partnerships are further developed in all schools and clusters.	Education, SDS, Economic Development and DYW West	Throughout 2018-19 and 2019-20	Employers use the digital platform Marketplace and are more effectively engaged with Education to recruit young people.

BLANK PAGE

Education Working for All! – Recommendations

**SCHOOLS**

1. Pathways should start in the senior phase which leads to the delivery of industry recognised vocational qualifications alongside academic qualifications. These pathways should be developed and delivered in partnership with colleges and, where necessary, other training providers. Their delivery should be explicitly measured and published alongside other school performance indicators.
2. A focus on preparing all young people for employment should form a core element of the implementation of Curriculum for Excellence with appropriate resource dedicated to achieve this. In particular local authorities, Skills Development Scotland and employer representative organisations should work together to develop a more comprehensive standard for careers guidance which would reflect the involvement of employers and their role and input.
3. A modern standard should be established for the acceptable content and quality of work experience and guidelines should be made available to employers. This should be developed by Education Scotland in partnership with employer bodies and Skills Development Scotland. This should involve input from young people. Work experience should feature in the senior phase benchmarking tool (Insight) and in Education Scotland school inspections.
12. A focus on Science, Technology, Engineering and Mathematics (STEM) should sit at the heart of the development of Scotland's young workforce.
13. Support for young people at risk of disengaging from education, and for those who have already done, so should focus on early intervention and wide ranging, sustained support. This should relate to labour market demand and should be focused on helping young people engage on the labour market relevant pathways that we have highlighted.

**COLLEGES**

4. Colleges' key role in the development of Scotland's young workforce should be recognised and managed through Regional Outcome Agreements.
5. The new regional colleges should have a primary focus on employment outcomes and supporting local economic development. This should be underpinned by meaningful and wide ranging partnerships with industry and should be at the forefront of Regional Outcome Agreements and their measurement.
6. A commitment to supporting the development of Scotland's young workforce through the enhancement of vocational education pathways should feature prominently in the National Performance Framework, Community Plans and College Regional Outcome Agreements.

**MODERN APPRENTICESHIPS**

7. Modern Apprenticeships should be aligned with the skills required to support economic growth.
8. Development of Modern Apprenticeship access processes and progression pathways should be prioritised.
9. An industry-led quality improvement regime should be introduced to oversee the development and promotion of Modern Apprenticeships.
10. If employers can be encouraged to offer significantly more good quality apprenticeships, the Scottish Government should consider a carefully managed expansion of the annual number of Modern Apprenticeship starts.

**EMPLOYERS**

14. The Scottish Government should support the creation of regional industry-led Invest in Youth Groups across Scotland to provide leadership and a single point of contact and support to facilitate engagement between employers and education.
15. 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.
16. Scotland's leading industry sector groups and companies should be encouraged to work with the Scottish College for Educational Leadership (SCEL) to develop a programme to provide emerging school staff leaders with a wide ranging understanding of industry and careers.
17. Employers and national industry sector groups should form partnerships with regional colleges to ensure course content is industry relevant and full advantage is taken of work based learning and employment opportunities.
18. In the development of future industry Skills Investment Plans and Regional Skills Assessments, and in the updating of existing plans, there should be a specific focus on youth employment and the development of vocational pathways starting in the senior phase.
19. A nationally defined Invest in Youth Accolade should be developed to recognise industry's engagement in the development and employment of Scotland's young workforce.
20. A small business Modern Apprenticeship recruitment incentive package should be developed to equip and support smaller and micro businesses to recruit and train more young people.
21. Voluntary levy schemes to recruit and train young people in skills shortage areas should be encouraged. Groups of employers should be supported to work in collaboration, with the Scottish Government providing co-funding.
22. Procurement and supply chain policies in both the public and private sectors should be applied to encourage more employers to support the development of Scotland's young workforce.

23. Public sector employers should be encouraged by the Scottish Government and local authorities to be exemplars in a national Invest In Youth Policy and this should be explicitly reflected in their published corporate plans.
24. Growth businesses and Inward Investment companies in receipt of public funding should be encouraged and supported to employ young people.
25. Financial recruitment incentives should be re-examined and carefully targeted to achieve the most benefit in providing sustainable employment for young people.

## **EQUALITY**

26. Scotland should embed equality education across Curriculum for Excellence.
27. Promotion and communication of career options should actively target equalities groups to promote diverse participation across gender, black & minority ethnic groups, young people with disabilities and care leavers. The promotion of Modern Apprenticeship opportunities should be to the fore of this activity.
28. Senior phase vocational pathways should be designed to encourage more gender balance across occupations.
29. The Scottish Funding Council and colleges should develop an action plan to address gender disparities within college education. This should be underpinned by realistic but stretching improvement targets. The Scottish Funding Council should report on this annually.
30. Skills Development Scotland (SDS) should develop an action plan to address gender disparities within Modern Apprenticeships. This should be underpinned by realistic but stretching improvement targets. SDS should report on this annually.
31. A targeted campaign to promote the full range of Modern Apprenticeships to young people and parents from the BME community should be developed and launched to present the benefits of work based learning as a respected career option and alternative to university.
32. Skills Development Scotland should set a realistic but stretching improvement target to increase the number of young people from black & minority ethnic groups starting Modern Apprenticeships. Progress against this should be reported on annually.
33. Career advice and work experience for young disabled people who are still at school should be prioritised and tailored to help them realise their potential and focus positively on what they can do to achieve their career aspirations.
34. Funding levels to colleges and Modern Apprenticeships training providers should be reviewed and adjusted to reflect the cost of providing additional support to young disabled people, and age restrictions should be relaxed for those whose transition may take longer.
35. Within Modern Apprenticeships, Skills Development Scotland should set a realistic but stretching improvement target to increase the number of young disabled people. Progress against this should be reported on annually.
36. Employers who want to employ a young disabled person should be encouraged and supported to do so.

37. Educational and employment transition planning for young people in care should start early with sustained support from public and third sector bodies and employers available throughout their journey toward and into employment as is deemed necessary.
38. Across vocational education and training, age restrictions should be relaxed for those care leavers whose transition takes longer.
39. In partnership with the third sector, the Scottish Government should consider developing a programme which offers supported employment opportunities lasting up to a year for care leavers.

DRAFT

DYW Key Performance Indicators

KP 1	Be one of the top five performing countries in the EU for youth unemployment by reducing the relative ratio of youth unemployment to 25-64 unemployment to the level of the fifth best country in the EU by 2021.
KP 2	Be one of the top five performing countries in the EU for youth unemployment by reducing the youth unemployment rate to match the fifth best country in the EU by 2021.
KP 3	Increase the percentage of school leavers attaining vocational qualifications at SCQF Level 5 and above by 2021.
KP 4	Increase the percentage of young college students moving into employment or higher level study by 2021.
KP 5	The number of Modern Apprentices at Level 3 and above to be increased. The target is for 20,000 out of a total of 30,000 Modern Apprentice starts to be at this level by 2021, i.e. two-thirds.
KP 6	Increase the percentage of employers recruiting young people directly from education to 35 per cent by 2018.
KP 7	Reduce to 60 per cent the percentage of Modern Apprentice frameworks where the gender balance is 75:25 or worse by 2021.
KP 8	Increase by five percentage points the minority gender share in each of the 10 largest and most imbalanced superclasses by 2021.
KP 9	Increase the number of Modern Apprentice starts from minority ethnic communities to equal the population share by 2021.
KP 10	Increase the employment rate for young disabled people to the population average by 2021.
KP 11	Increase positive destinations for looked after children by four percentage points per annum resulting in parity by 2021.

BLANK PAGE