

EAST RENFREWSHIRE COUNCIL

EDUCATION COMMITTEE

23 June 2022

Report by Director of Education

EDUCATION DEPARTMENT UPDATE ON DEVELOPING THE YOUNG WORKFORCE  
AND IMPLEMENTATION PLAN 2022 - 2025

**PURPOSE**

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

**RECOMMENDATIONS**

2. Education Committee is asked to:
  - a. note and comment on Developing the Young Workforce progress in East Renfrewshire; and,
  - b. approve the updated draft implementation plan for 2022 – 2025.

**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. Developing the Young Workforce (DYW) is a key priority within the Council's Outcome Delivery Plan 2021 - 2024, Education Department Local Improvement Plan and School Improvement Plans.

5. East Renfrewshire Council's Community Plan, has a population outcome that all "residents are healthy and active and have the skills for learning, life and work". In the Fairer East Ren Plan 2018-2028, it makes the commitment to ensure "residents have the skills to maximise employment opportunities".

6. Progress and implementation of DYW is overseen by the East Renfrewshire Local Employability Partnership (LEP). During 2021 - 2022 the LEP has evaluated the progress that has been made over the 1 year implementation plan to identify strengths in current provision and areas where further improvement is required. A copy of the progress sketch note can be found as appendix 1.

7. Although initially the continued Public Health advice concerning Covid-19 and impacted on opportunities available to young people to develop their skills for learning, life and work, mitigations in response to the pandemic including online learning and staggered attendance,

allowed young people to re-engage positively in vocational learning and pursue their chosen pathways.

8. The Scottish Government identified an overarching set of Key Performance Indicators (KPIs) for the DYW programme of activity, with each DYW Regional Group agreeing an individual set of KPIs, tailored to suit their specific areas of focus, with the National Group. A copy of the KPIs for East Renfrewshire can be found as part of appendix 2.

## **REPORT**

9. The DYW progress sketch note (Appendix 1) sets out some of the improvements that have been made within East Renfrewshire. The note provides evidence of progress, key achievements and performance.

10. Vocational education continues to contribute to the achievement and attainment of young people in the senior phase and support them to develop skills for work. The range of vocational opportunities on offer provided high quality opportunities targeted to meet the broadest range of pupil needs, with courses ranging from SCQF Levels 1 to 8.

11. The vocational facilities at Barrhead High School continued to provide excellent opportunities for young people, with partners and staff across the local authority accessing facilities to support children and young people, parents and wider council staff.

12. The progress of our young people is closely monitored to ensure successful outcomes for every young person undertaking a vocational course. This tracking is possible due to the support of college partners and training providers who work in partnership with us to maintain pupil progress and intervene when appropriate, offering further support as required.

13. The number of pupils participating in the senior phase vocational programme significantly increased in the five year period from 2015-16 to 2019-20. In session 2020- 21, physical restrictions and changes to course delivery resulted in fewer young people participating in vocational courses. 348 young people were enrolled in senior phase vocational courses, a decrease of 38% compared with 2019-20, however current figures enrolled for session 2022 – 2023 show an increase of numbers to 533.

14. The number of Foundation Apprenticeship courses available for our young people has increased over recent years to include more frameworks across a broader range of sectors and more shorter-duration courses, with an increasing number of pupils choosing Foundation Apprenticeships at SCQF Level 4-6.

## **CONCLUSION**

15. DYW has provided a catalyst for the ongoing focusing of attention on the development of skills for work, as well as life and learning, for all young people whatever their ambitions.

### ***Key strengths:***

- Learners have more opportunities to develop skills for learning, life and work through relevant, real-life contexts
- Our very effective practice in utilising national data hub to increase participation in education, training or employment for 16-19 year olds has been recognised by Education Scotland as excellent practice

- The Annual Participation Measure (APM) highest recorded nationally for 2021 was 92.2%; ERC participation was 97.2%
- 97.4% of East Renfrewshire school leavers were in a positive destination in 2020-21, the second highest result to date
- Colleges have created new vocational courses with partners and employers expanding opportunities for senior phase pupils across East Renfrewshire

### ***Areas for Improvement***

- Further improve opportunities within the curriculum for children and young people to develop the skills for life, learning and work.
- Continue to engage with a range of partners to ensure a broader range of learner pathways
- Improve opportunities and outcomes for all children and young people

16. To reflect the key strengths and areas for improvement the DYW Implementation Plan has been reviewed and updated. The updated plan is reflective of the current context and covers a 3 year period.

17. The plan focuses on 3 key areas:

- Curriculum
- Collaboration
- Equity

A copy of the updated draft plan for 2022 -2025 is attached in Appendix 2.

18. The timescale for the ongoing implementation of the plan is school sessions 2022 – 2023, 2023 – 2024, 2024 -2025. The LEP will continue to report on the progress it has made to Council through the Community 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).

### **CONSULTATION**

19. 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.

### **FINANCE AND EFFICIENCY**

20. The Scottish Government provides annual funding to support DYW School Coordinator's activity. For session 2021/2022 ££158,789 has been made available.

21. All other resourcing for the DYW Development Officer post and DYW priorities is met from existing departmental and devolved school budgets.

## RECOMMENDATIONS

22. Elected members are asked to:

- a. note and comment on Developing the Young Workforce progress in East Renfrewshire; and,
- b. approve the updated draft implementation plan for 2022 – 2025.

Mark Ratter  
Director of Education  
23 June 2022

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## PARTICIPATION MEASURE 2021

16-19 year olds were participating in education, employment or training



- Scotland 92.2%
- ERC 97.2%  
an increase from 96.4% 2016 ▲



## VOCATIONAL TRAINING PROGRAMME

## MY EXPERIENCE SO FAR QUESTIONNAIRE 2021



82% STRONGLY AGREED/AGREED ✓

"I am learning about what happens in the workplace"

"I am learning about working with others"

"I am learning about the skills and attitudes employers want"

94% STRONGLY AGREED/AGREED ✓

"I am on the right course for me"



91% STRONGLY AGREED/AGREED ✓

"So far, the training I have received has been excellent"

"So far, my lecturer/tutor/assessor has been very helpful"

82% STRONGLY AGREED/AGREED ✓

"The Vocational Programme will help me get a college or university place when I leave school"



East Renfrewshire Council  
Developing the Young Workforce

# PROGRESS 2021-2022



## INITIAL LEAVER DESTINATIONS..

.. IN A POSITIVE DESTINATION

- Scotland 95.5%
- ERC 97.4%

.. IN HIGHER EDUCATION/ FURTHER EDUCATION/ TRAINING

- Scotland 72.1%
- ERC 81.9%



.. UNEMPLOYED

- Scotland 4.2%
- ERC 2.6%
- 0% unknown/unconfirmed

## DATA SHARING



ANTICIPATED LEAVE DATES

- Scotland 85%
- ERC 98%

PREFERRED ROUTES

- Scotland 79%
- ERC 98%



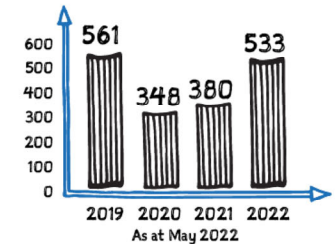
PREFERRED OCCUPATIONS

- Scotland 78%
- ERC 98%



## VOCATIONAL RECRUITMENT

Note!



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# Developing the Young Workforce Action Plan

2022-2025

# Developing the Young Workforce Action Plan

## Curriculum

**We will expand opportunities across the curriculum for all children and young people to develop skills for learning, skills for life and skills for work.**

## Collaboration

**We will foster partnerships, creating a learning system that prepares all children and young people for the world of work.**

## Equity

**We will promote diversity, inclusion and equity at all levels of Developing our Young Workforce.**



**We will expand opportunities across the curriculum for all children and young people to develop skills for learning, skills for life and skills for work.**

## How will we know?

- Increased awareness among stakeholders of opportunities within the apprenticeship family
- Senior phase pupils progress into Modern Apprenticeships
- Increased STEM related career choices within the National Data hub for Preferred route / occupation
- Increased STEM related Work Placements within WORKIT
- Increased senior phase pupils attaining SCQF Level 6 vocational qualifications and improved progression to career pathways
- Increased employer contributions to curriculum
- Increased apprenticeship placements

## Key Activities

- Support and challenge schools to create a clear vision for Developing the Young Workforce, including an increase in the different curriculum pathways and vocational opportunities available to our learners
- Extend and develop employer engagement opportunities within the curriculum
- Enhance education for employability and careers within the Broad General Education and the Senior Phase
- Continue, coordinate and expand work-related and work-based learning (DYW School Co-ordinators)
- Promote and support the implementation of the refreshed ERC Stem Strategy
- Continue to analyse data for leaver destinations and vocational qualifications to develop the Senior Phase offer in schools and plan to ensure that no-one is left behind (NOLB)
- Raise the profile of the apprenticeship family with pupils, staff and parents
- Align vocational, apprenticeship and employment opportunities more closely with key areas of growth within the community

**We will foster partnerships, creating a learning system that prepares all children and young people for the world of work.**

## How will we know?

- Employers and school partnerships established, employers effectively engaged with Education resulting in a broader range of learner pathways
- More employers recruiting young people directly from Education
- Data from RUBI CRS and Target Operating Model (TOM) used to plan and report on school employer partnerships

## Key Activities

- Devise a local partnership agreement that embodies “No Wrong Door” to ensure that young people have seamless access to individual support, advice, guidance and engagement with employers
- Develop all levels of education-employer partnerships with regional and national employers, including Small and Medium Sized Enterprises
- Establish and support at least one Influencing Partnership for each secondary school
- Develop and deliver in collaboration with partners a comprehensive CLPL programme for staff
- Increase the percentage of employers recruiting young people directly from Education.
- Increase the number of employers actively engaged in supporting and preparing young people for the world of work

## We will promote diversity, inclusion and equity at all levels of Developing our Young Workforce.

### How will we know?

- Schools and Health and Social Care Partnership (HSCP) will continue to use existing ERC and third sector programmes to support transitions post school
- More young people from groups who experience inequality progress to positive destinations and employment.
- Young people, including those from key equity groups, will leave school with improved positive destinations and career pathways

### Key Activities

- Identify and target support towards young people who would most benefit from increased work based learning and employer engagement
- Support and challenge schools, partners and employers to provide high quality work related and work based learning for all key equity groups
- Facilitate multi agency relationships and planning to ensure recruitment of young people from key equity groups, including care experienced
- Increase the number of disabled and BME young people undertaking Modern Apprenticeships
- Target support to those young people who require it – Positive Pathways (NOLB)
- Devise and enact an employer engagement plan that fits the needs of all young people

# DYW School Coordinator Key Performance Indicators

## **KPI 1 – Local Partnerships**

By working with all those engaged in careers, employment and DYW in the school, devise a local partnership agreement that embodies “No Wrong Door” to ensure that young people have seamless access to individual support, advice, guidance and engagement with employers.

## **KPI 2 – Employer Partnerships**

Work alongside the DYW Regional Group to develop all levels of education-employer partnerships with regional and national employers, including Small and Medium Sized Enterprises. Establish and support at least one Influencing Partnership for each secondary school.

## **KPI 3 – Targeting work based learning and employer engagement opportunities at those who would benefit the most**

Working with school staff, SDS advisors, CLD and other services to identify young people who would most benefit from increased work based learning and employer engagement. Working with this data and that of local LMI, devise and enact an employer engagement plan that fits the needs of these young people.

## **KPI 1 – DYW Regional Groups and School Coordinator - Employer Engagement and Local Partnerships**

DYW Regional Groups, including School Coordinators, to increase employer engagement opportunities, and the number of employers actively engaged in supporting and preparing young people for the world of work. In addition, by working with all those engaged in careers, employment and DYW in the school, devise a local partnership agreement and local working arrangement that embodies “No Wrong Door” to ensure that young people have seamless access to individual support, advice, guidance and engagement with employers.

## **KPI 2 (regional groups only) Young Person’s Guarantee Framework**

DYW Regional Groups to support employers with the completion of the Young Person’s Guarantee 5 Asks of Employers proforma.

# Developing the Young Workforce Key Performance Indicators cont.

## **KPI 3 – DYW Regional Groups – Apprenticeships and other Government Initiatives**

In collaboration with Skills Development Scotland (and other learning providers) increase the number of employers offering job and apprenticeship opportunities to young people.

## **KPI 4 – DYW Regional Groups and School Coordinators - Equalities**

By working collaboratively with specialist partners, increase work-based learning and employer engagement opportunities for those who would benefit most.

Working with school staff, SDS advisors, CLD and other specialist services / partners to identify and support young people who would most benefit from increased work-based learning opportunities and employer engagement.