

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE10 June 2021Report by Director of EducationEDUCATION DEPARTMENT REPORT ON DEVELOPING THE YOUNG WORKFORCE**PURPOSE**

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 2021 – 2022.

**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 2020 - 2023, Education Department Local Improvement Plan and School Improvement Plans.

5. East Renfrewshire Council's Outcome Delivery Plan 2020 - 2023, 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 2018-2021, it makes the commitment to ensure "residents have the skills to maximise employment opportunities".

6. Within the local and national context East Renfrewshire progressed DYW through a detailed five year (2015-2020) implementation plan. This plan took full account of national guidance and the Employability Strategy for East Renfrewshire 2016-2019.

7. In June 2017 a summary of the progress 2015-2017 was discussed at Education Committee by elected members. This report sets out the improvements that have been made 2017 – 2020 within East Renfrewshire across schools, colleges and employers to prepare young people for their working lives.

8. Progress and implementation of DYW is overseen by the East Renfrewshire Local Employability Partnership (LEP). During 2020 - 2021 the LEP has evaluated the progress that has been made over the final 3 years of the implementation plan to identify strengths in current provision and areas where further improvement is required. A copy of the progress report can be found as appendix 1.

## REPORT

9. The DYW progress report (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.

10. 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 highlights include:

- 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
- National participation for 2020 was 92.1%; ERC participation was 96.7%
- 96.2% of East Renfrewshire school leavers were in a positive destination in 2019-20
- In 2020 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 561
- An increase in the proportion of secondary and special school leavers attaining vocational qualifications (latest data published nationally):
  - 2018-19
    - 21.2% (ERC) 17.1% (National) at SCQF Level 5 or better
    - 10.9% (ERC) 4.6% (National) at SCQF Level 6 or better
  - 2019-20
    - 28.3% (ERC) 22.5% (National) at SCQF Level 5 or better
    - 15.8% (ERC) 8.4% (National) at SCQF Level 6 or better
- Colleges have created new vocational opportunities with partners and employer expanding opportunities for senior phase pupils across East Renfrewshire
- Foundation Apprenticeships are embedded into the senior phase offer

11. To reflect the work that has taken place and areas for further improvement the DYW Implementation Plan has been reviewed and updated. The updated plan is reflective of the current context and covers a 1 year period; a copy of the updated draft plan for 2021 -2022 is attached in Appendix 2.

12. The timescale for the ongoing implementation of the plan is school session 2021 – 2022. 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

13. 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

14. Resourcing for DYW priorities, including the funding of the DYW Officer post is met from existing departmental and devolved school budgets. In addition Scottish Government grant funding has been available until March 2022 to support the DYW co-ordinator role within schools.

## RECOMMENDATIONS

15. 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 2021 - 2022.

Mark Ratter  
Director of Education  
10 June 2021

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# Developing the Young Workforce in East Renfrewshire Summary of Progress 2018-2020



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Developing the Young Workforce in East Renfrewshire

# 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.

Education continuously collaborates with Environment, SDS, Work EastRen, the college sector and other partners to address the main recommendations of Developing the Young Workforce (DYW) and to revise the implementation plan.

- Foundation Apprenticeships at level 4 and 6 are now embedded in the senior phase offer along with a range of courses and activities which continue to develop the skills, knowledge, competence and confidence required to progress towards and into sustainable work
- Skills Development Scotland expanding and now evaluating Graduate Apprenticeships
- Increased access to development opportunities across the early years sector

- The use of the National datahub facilitating better engagement and collaboration between schools and employers along with tracking and monitoring to support post school young people
- Provision aligned with economic needs and regional planning, with a focus on science, technology, engineering and maths (STEM) where appropriate.

## **The ERC DYW Implementation Plan 2015-2020 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, five years into implementation, we have made an impact on work-based and work-relevant opportunities for our children and young people.

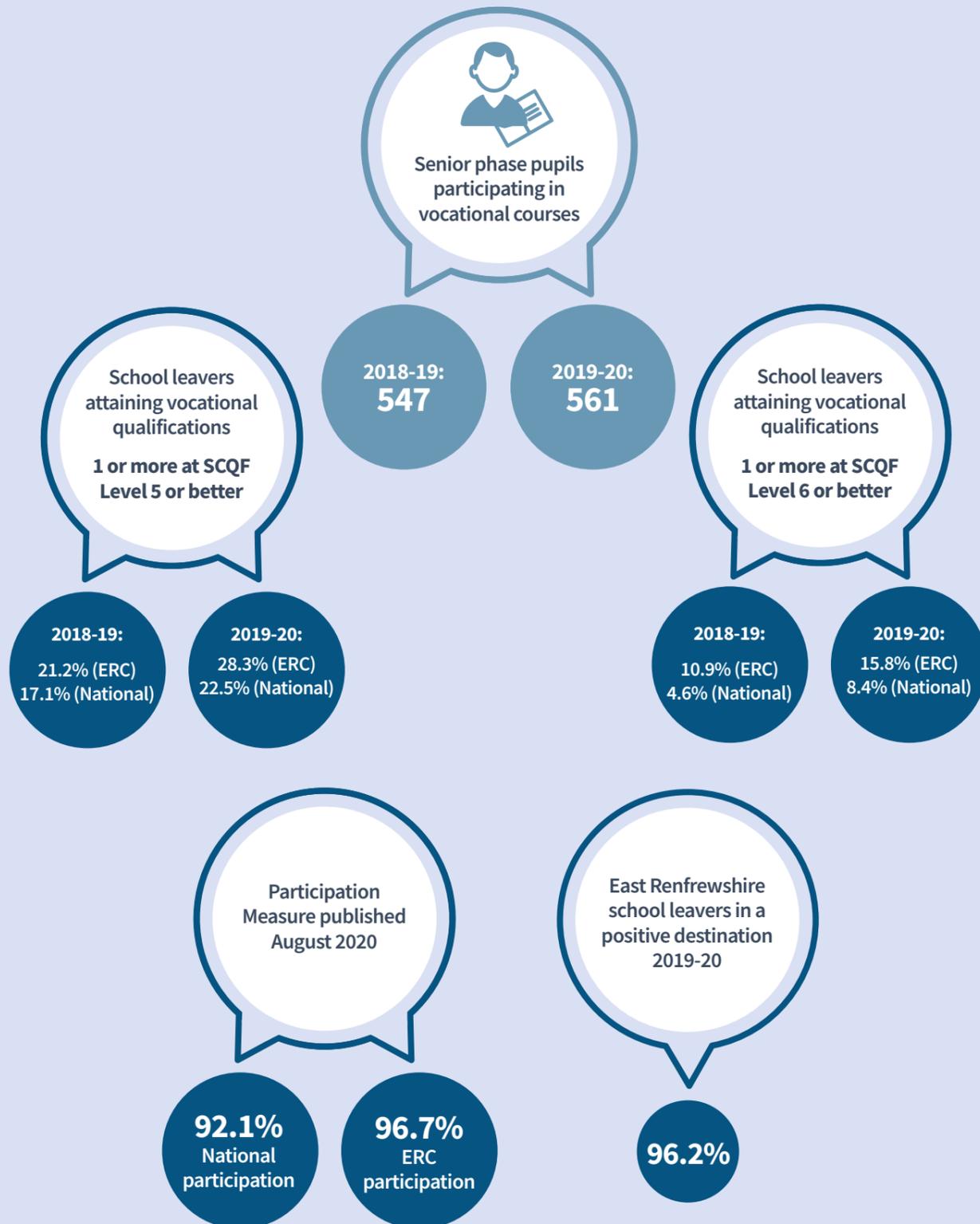


# Executive Summary of Progress

## **Headlines include:**

- Learners have more opportunities to develop skills for learning, life and work through relevant, real-life contexts
- Our very effective practice in utilising the 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
  - National participation for 2020 was 92.1%; ERC participation was 96.7%
  - 96.2% of East Renfrewshire school leavers were in a positive destination in 2019-20
- Senior phase pupils are offered over 60 vocational courses ranging from SCQF Levels 1 to 8. Courses are delivered across many locations including partner colleges and our vocational facilities at Barrhead High School
- The number of pupils participating in the senior phase vocational programme has increased by 35% in the five year period from 2014/15 to 2018/19. In session 2019/20, 561 young people were enrolled in senior phase vocational courses demonstrating a further increase
- ERC performed significantly better than the national average in the latest data provided by the Scottish Government in relation to the percentage of school leavers attaining vocational qualifications at both SCQF Level 5 and Level 6, in 2018/19
- Recruitment for Foundation Apprenticeships
  - 2017/19 - 49 starts
  - 2018/20 - 69 starts
  - 2019/21 - 122 starts
- An expansion in the range of apprenticeship opportunities including increases in:
  - The number of 16-19 year olds indicating Modern Apprenticeships as their intended preferred route post-school
- More partnerships between schools, colleges and employers to inform curriculum design and delivery, providing work related learning
- Local Employability Partnership established May 2016 to oversee progress and implementation of the DYW agenda in East Renfrewshire has resulted in a more collaborative approach addressing barriers to employment
- Our focus on developing employability skills in our young people has resulted in an increase in employers recruiting directly from Education.

# Progress in Schools



# Progress in Schools

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, Education Department Local Improvement Plan 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. Senior phase pupils continue to undertake work related vocational qualifications 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.

**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.

Community benefits are helping schools embed meaningful employer engagement into the curriculum and introduce new employer partnerships.

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 and advice from P5 onwards. Young people can access information about future opportunities – from job profiles, vacancies and courses, to growth industries.

Gateway Shared Services provide a range of services to our schools to support career education and DYW. Secondary schools have access to Workit software a flexible online system used to manage the work placement programme. In partnership with the Gateway work placement team we manage employer engagement including Health & Safety checks. Recently, in response to Covid-19 an online work-related learning programme Workit Careers was designed for the senior phase, providing young people with access to online work related activities that directly correlate to the Career Education Standard, Work Placement Standard and Building the Curriculum 4.

# Progress in Schools

The Planit website supports young people at all stages of their career pathway, providing over 600 comprehensive and up to date job profiles and videos across 22 career areas, information on all Scottish college and university courses and a range of interactive tools including Job Seeking skills and an online modular employability programme.

Schools continue to use the national data hub with Skills Development Scotland providing earlier involvement to include quality careers guidance to pupils. Utilising the national datahub in terms of early intervention for those pupils at risk of being Not in Education, Employment or Training (NEET) has been recognised by Education Scotland as 'excellent practice'.

## Case Studies

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.

Staff in Barrhead High School have developed a targeted mentoring programme 'Pathways Mentoring' aimed at pupils who are at risk of being NEET when they leave school. Volunteer mentors guide pupils through a bespoke programme to help them prepare for the world of work, building skills for life and work through volunteer opportunities, interview preparation, CV building. They recently held a "Virtual Careers Week" where young people were involved in a wide range of activities to raise awareness of the different career sectors to inform their career pathway choices.

St Luke's High school have developed a personalised Career Pathway map for pupils in the senior phase. Each pupil regularly reflects on their map where it is used as a working document to support profiling.

In Eastwood High School the My World of Work (MyWOW) Ambassadors won a national award for their creativity and dedication. In addition to training all pupils, they also train parents and have trained all teachers. In response to pupil voice, the Ambassadors devised a skills for work badge for teachers to use in class so pupils are explicitly aware of the link between subject lessons and skills for work. S1-S3 Eastwood High pupils piloted the use of the MyWOW profile which is now being promoted nationally.

To complement the work of SDS at Williamwood High School in meeting the expectations and entitlements set out in the Career Education Standard, the initiative of a Departmental Careers Coach has successfully been introduced. Supported by pupil support and the principal teachers of development, staff representing each curriculum area have taken up the opportunity to: identify parts of departmental curriculum which develop Career Management Skills; be available to students to discuss careers in this area; work with SDS to arrange lesson inserts/class visits if required; engage in CLPL in the Career Education Standard and My World of Work website; research Labour Market Trends and communicate to students; help with flexible work experience placements; arrange external speakers from industry, and liaise with link principal teachers of development and pupils support staff.

Mearns Primary in partnership with The Avenue Shopping Centre has been developing the young work force by delivering a progressive programme of onsite learning experiences. The Avenue has offered pupils the opportunity to explore learning in real life contexts which has greatly improved the motivation and engagement of learners across all levels. Pupils have experienced transferring their skills from the classroom to the workplace.

Our Lady of the Missions Primary has built on their successful nomination for the 2020 Education Award by further integrating developing the young workforce skills into on-line learning. They set up Google Classrooms for the school committees who, through these, have had the continued opportunity to work across classes and stages on projects within the school. The Space Pioneers have been able to pass on their expertise to the next team of Space Pioneers and mentor them through the process of working on a design brief with architects and designers; the Pupil Council created a school survey about remote learning; Thinglink has been utilised by the Librarians to create a virtual story world for World Book Day' parents have shared their expertise and professional experience through Google Meets and Q and A sessions with committees collaborating on projects e.g. Eco Committee and Guardians of the Garden collaborated on a whole school wildlife project to make bird feeders from recycled materials and will be creating 'how to' videos.

Developing the Young Workforce within Busby Primary School and Nursery has pupils actively engaged on a weekly basis focusing on a specific skill set pertinent to lifelong learning. Pupils have the opportunity to design their learning experiences and work in collaborative, enterprising ways with outside companies and agencies supporting the work in school. This has also offered opportunities for staff to develop expertise and core skills. Over the last few years, the programme has twice been the focus for inclusion within Education Scotland literature and conferences. The global pandemic has caused adaptations to the programme, evolving to an online model as part of home learning during lockdown continuing pupils' skills development.

# Progress in Schools

## 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, our annual DYW Employers Banquet is a particularly successful event which showcases the skills of our young people, the networking from this event has resulted in increased and more varied work placement and employment opportunities for our young people.

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. The current offer to S4 pupils in most schools 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 more flexible approach to work placement is now offered along side the S4 model and not necessarily in S4.

This provides a greater understanding for young people and parents about the world of work, routes into work, career planning and employment opportunities.

### 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 2020 capturing information and activity regarding 16 to 19 year olds
- National participation was 92.1%; ERC participation was 96.7%
- 96.2% of East Renfrewshire school leavers were in a positive destination in 2019/20
- In 2020 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 561
- An increase in the proportion of secondary and special school leavers attaining vocational qualifications (latest data published nationally):
  - 1 or more at SCQF Level 5 or better  
2018/19: 21.2% (ERC) 17.1% (National)  
2019/20: 28.3% (ERC) 22.5% (National)
  - 1 or more at SCQF Level 6 or better  
2018/19: 10.9% (ERC) 4.6% (National)  
2019/20: 15.8% (ERC) 8.4% (National).

### From 2021 onwards we will see:

- Ongoing a range of vocational opportunities recognising the changes in the labour market
- Further development of school-employer partnerships
- Expansion of the flexible approach to work placement
- Ongoing support for teachers and practitioners to develop children's and young people's learning about employability, careers and vocational opportunities
- The introduction of a DYW School Coordinator in every secondary school including Isobel Mair School.



# Progress in Colleges



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



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

Developing the Young Workforce and SCQF  
**FACILITATES SENIOR PHASE LEARNING PATHWAYS**

Strengthens and consolidates school college partnerships

**84%**  
of Qualifications at Level 6 are not Highers

Supports the planning of learning to suit the individual young person



# 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:

**Our partner colleges have implemented the Gender Action Plan, focusing on addressing sector imbalances**

Nationally progress is varied however, overall the story is positive. The biggest improvement is in Building Services, where the proportion of men has fallen from 97.0% to 90.8%. [www.gov.scot/publications/developing-young-workforce-fifth-annual-progress-report-2018-19/](http://www.gov.scot/publications/developing-young-workforce-fifth-annual-progress-report-2018-19/)

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

**Colleges - Key Achievements**

- Colleges have created new vocational opportunities with partners and employers expanding opportunities for senior phase pupils across East Renfrewshire
- Foundation Apprenticeships are embedded into the senior phase offer
- Provision is aligned with economic needs and regional planning
- College Outcome Agreements evidence of well-developed partnerships with secondary schools, local authorities and employers

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

The Scottish Funding Council’s (SFC) Gender Action Plan sets out the framework, timelines and actions required to address gender imbalance within further and higher education.

**From 2021 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
- Level 4/5 Foundation Apprenticeships blended delivery with schools
- Ongoing implementation of the Gender Action Plan including plans to address regional sector imbalances
- Increased access to development opportunities across the early years sector.

# Progress with Apprenticeships



# Progress with Apprenticeships

Achieving our ambitions for the young workforce has focused on:

### Expansion of apprenticeship opportunities

Our aim is to ensure wider skills development and to drive closer engagement with industry to enhance productivity and economic growth.

In 2019-20, 202 East Renfrewshire pupils identified Modern Apprenticeship as their intended preferred route.

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)

Graduate Apprenticeships have provided a route 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.

At the end of 2019, 14 of Scotland's universities and colleges are delivering Higher and Graduate Apprenticeships, in 14 subject areas covering sectors including ICT/Digital, Cyber Security, Data Science, Civil Engineering, Engineering, Construction and Business.

### Apprenticeships Key Achievements

- An increased number of 16-19 year olds indicating Modern Apprenticeships as their intended preferred route post-school
- Foundation Apprenticeships  
There are now 12 Foundation Apprenticeship frameworks providing more opportunities for learners and with the introduction of the 1 year shorter duration (SDM) model we saw a 149% increase in uptake in the 2019/21 cohort from the previous 2017/19 cohort.

2017/19 - 49  
2018/20 - 69  
2019/21 - 122

### From 2021 onwards we will see:

- Level 5 Foundation Apprenticeships embedded in the senior phase offer to complement and provide progression to the level 4 Foundation Apprenticeships already on offer
- Skills Development Scotland expanding and evaluating Graduate Apprenticeships pathfinders
- Strengthened employer leadership in apprenticeships through the work of the Scottish Apprenticeship Advisory Board (SAAB).

# Progress with Employers



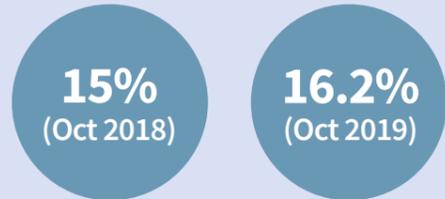
Building strong links with employers through community benefits



Young people in employment 2018/19  
Scottish Government destinations publication



Employers recruiting young people directly from education



Development of Youth Employability Charter

Our commitment to addressing youth unemployment



# 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.

Second year of Foundation Apprenticeships include work placements. Our partners along with SQA and leading bodies responded quickly to the impact of covid 19. Employer engagement was a priority and we saw many employers offering virtual placements and on-line challenges.

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 has been working with other city region councils to develop new guidance for the region on good community benefits practice:

- Encouraging contractors to deliver community benefits since the approval of our Sustainable Procurement policy in 2015
- Reviewing our community benefits procedures to ensure they contribute towards current national and local outcomes
- Offering a menu of community benefits options for contractors when delivering community benefits clauses e.g. employers offering a Foundation Apprenticeship for an academic year will receive 15 community benefit points which can rise to 20 points if the apprentice is from a priority group.

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.

In the Broad General Education (BGE), learners continue to benefit from a range of DYW activities involving employers and other partners offering pupils the opportunity to apply their skills across all sectors.

Foundation Apprenticeships (a work-based learning opportunity for senior-phase pupils, broadly equivalent to one Higher), continue to increase in numbers.

# Progress with Employers

## Employers Key Achievements

- Continued to develop our approach to employer engagement ensuring strong links with East Renfrewshire Council community benefits officer and DYW West
- Rollout of the digital matching platform “Marketplace” facilitating better engagement between schools and employers
- Senior phase opportunities aligned with economic needs and regional planning, with a focus on science, technology, engineering and maths (STEM)
- Improved employment opportunities and high quality work placements for care leavers and young people with a disability
- Focus on gender imbalance highlighting current and future employment opportunities
- Development of online work placement opportunities.

## From 2021 onwards we will see:

- Increased focus on gender imbalance
- Increased focus on virtual employer engagement
- Increased focus in schools to establish influencing employer partnerships.

## Responding to Covid-19

During the period of school closure between March and June 2020, schools, colleges and employers, assisted by a range of partners, worked collaboratively to ensure that young people were supported to complete vocational qualifications and awards. Where courses required work based learning as part of the overall qualification for example, Foundation Apprenticeships, virtual projects and work based challenges were introduced to ensure successful completion and achievement. The learning from the adaptations made will contribute to improving opportunities for our learners as the curriculum develops in response to labour market information and the economy post Covid-19.





## 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, Universities, 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, preferred route or occupation on where young people intend to go after school, whether this is into a job, Modern Apprenticeship, college or university, and information relating to those who are receiving career services and welfare benefits.

### Participation Measure

The Participation Measure for 16 to 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 first 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, helps 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.

### Positive Pathways Programme

Positive Pathways is a bespoke employability programme, which is part of our No One Left Behind approach aimed at pupils who are at risk of not being in education, employment or training (NEET) and for post school young people who without additional support might not make a successful transition into or be able to secure work, further education or training.

The young person receives dedicated support from a key worker who will use existing local council, health and voluntary sector services, and introduce specialist services, such as mental health provision or specific skills training when required, to support them to find work or training or to move on to FE.



### Foundation Apprenticeships

Foundation Apprenticeships provide a work-based learning opportunity for senior-phase secondary school pupils. 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 12 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 equivalent to a Higher.

### Further Information – Key Documents

- ▶ Developing the Young Workforce in East Renfrewshire Implementation Plan 2021–2022
- ▶ Education and SDS area of excellent practice
- ▶ Outcome Delivery Plan 2020–2023
- ▶ East Renfrewshire Employability Strategy 2016–2019
- ▶ For clarification and notes on how Modern Apprenticeship data is collected
- ▶ For more information on our vocational and post school opportunities



1

**STRONG SUPPORT and commitment FROM SDS AND ERC EDUCATION STAFF**

EXAMPLE OF EXCELLENT PRACTICE ON

**SDS** Skills Development Scotland

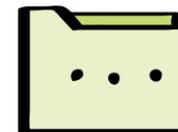
IN EAST RENFREWSHIRE

THE USE OF THE **DATA HUB**

TO TARGET & SUPPORT YOUNG PEOPLE

3 **Examples of USING THE DATA HUB to target & Support**

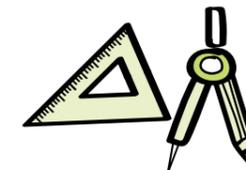
School and career staff have made use of reports to **IDENTIFY** 🔍



OPPORTUNITIES



EMPLOYERS & SPEAKERS



TAILORED GROUPWORK



MONTHLY DATA HUB MEETINGS

2

**SENIOR STAFF**

at the Education Department are strong advocates of the Data Hub in terms of its **use & benefits**

With DYW Officer Learning Choices Officer pastoral staff and Depute Head.



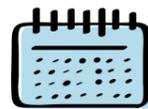
Please Click to play Video or copy link

[https://www.youtube.com/watch?v=GZvBvh9\\_aj4&feature=youtu.be](https://www.youtube.com/watch?v=GZvBvh9_aj4&feature=youtu.be)



LEADING TO:

**POSITIVE OUTCOMES**



ANTICIPATED SCHOOL LEAVING DATE



PREFERRED DESTINATION



PREFERRED OCCUPATION

**STRONG EMPHASIS**

on how Data Hub information can be used **TO TARGET**

CAREER Information, Advice & Guidance

**activity**

DEVELOPING Young Workforce

**services**

**YOUNG PEOPLE**

**GAVE POSITIVE FEEDBACK.**

The number of **INDIVIDUALS with an unknown status in the INITIAL SCHOOL LEAVER DATA** right now is

**ZERO**



The right support in place **TO HELP PREPARE YOUNG PEOPLE** for their post-school destinations.





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DEVELOPING THE YOUNG WORKFORCE IN EAST RENFREWSHIRE

Implementation Plan 2021-2022

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In June 2014, the Wood Commission for Developing Scotland's Young Workforce published its report, Education Working for All! (EWfA!). This report made 39 recommendations to tackle youth unemployment in Scotland (Appendix 1) and set 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 publish a national seven year implementation plan, Developing the Young Workforce (DYW) – Scotland's Youth Employment Strategy (Dec 14) ensuring a greater focus on employability within Scottish education for all young people.

East Renfrewshire Council's Outcome Delivery Plan 2020 - 2023, 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 2018-2021, it makes the commitment to ensure "residents have the skills to maximise employment opportunities" by undertaking the following actions:

- 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.

East Renfrewshire is fully committed to Developing our Young Workforce. A full evaluation of our previous *Developing the Young Workforce in East Renfrewshire – Implementation Plan 2018-21* has been undertaken, progress reported and next steps identified. These next steps have formed the priorities for the new iteration of our Implementation Plan.

The *Developing the Young Workforce in East Renfrewshire - Implementation Plan 2021-22* is set out below and includes the revised Key Performance Indicators (Appendix 2) and new DYW School Co-ordinator Key Performance Indicators (Appendix 3). The Education department provides the strategic lead on DYW however to achieve agreed outcomes requires a long term and sustained commitment and effort across all parts of the Council, its partners and employers.

The Covid-19 pandemic is anticipated to have a disproportionate effect on the employment prospects of young people aged 16-24. As a result, the Scottish Government has introduced the Young Person's Guarantee which aims to ensure that all young people can access employment, education, training, or a volunteering opportunity for 12-24 months to help them succeed in following their chosen career pathway. Further, the Kickstart scheme will provide funding to create new job placements for 16 to 24 year olds on Universal Credit who are at risk of long-term unemployment. ERC supports the introduction of these schemes and has accessed funding to create additional opportunities for young people through Modern Apprenticeships.

2020/22			
Activity	Department/Agency	Timescale	Outcome
1. Planning of Modern Apprenticeships is improved to align opportunities more closely with key areas of growth. E.g., Early Years using Scottish Youth Guarantee funding.	Education, SDS and Work EastRen	June 2022	Senior phase pupils progress into Modern Apprenticeships.
2. Increase the percentage of employers recruiting young people directly from Education.	Work Eastren Education	June 2022	More employers recruiting young people directly from Education
3. Raise the profile of the apprenticeship family including Graduate Apprenticeships with pupils, staff and parents.	SDS, Education	June 2022	Increased awareness among stakeholders of opportunities within the apprenticeship family.
4. Education for employability and careers is further enhanced within the Broad General Education (3-15 years) and the senior phase.	Education, SDS	May 2022	Cluster working has had an impact on pupil understanding and articulation of skills for learning, life and work.
5. Building on existing foundations, DYW School Co-ordinators will coordinate work-related and work-based learning; collaborate with employers to develop the curriculum offer and progress the development of learner pathways. (See KPIs appendix 3)	Education, DYW West	June 2022	Employers and school partnerships established, employers effectively engaged with Education resulting in a broader range of learner pathways.
6. Schools and Health and Social Care Partnership (HSCP) will continue to use existing ERC and third sector programmes to support transitions post school.	Education, HSCP, Work EastRen and Employers	August 2022	All young people with additional support needs experience high quality work related and work based learning while at school.
7. STEM strategy is implemented across all ERC education establishments.	Education	June 2022	Increased STEM-related career choices within National Data hub for Preferred Route/Occupation.
8. Multi agency planning to support recruitment of young people and care experienced young people.	Economic Development, Work EastRen , HSCP and Education	August 2022	Young people and care experienced young people will leave school with improved positive destinations and career pathways.
9. Effective participation of Family Firm clients on the CPP Employability Pipeline is ensured through traineeships designed specifically for care experienced young people within ERC.	Economic Development, JCP and Work EastRen	August 2022	More Family Firm clients engaged in Stages 1-5 of the CPP Employability Pipeline
10. Continue to analyse data for leaver destinations and vocational qualifications to develop senior phase offer in schools.	Education, Work EastRen and Colleges	August 2022	Increased senior phase pupils attaining SCQF Level 5/6 vocational qualifications and improved progression to career pathways.
11. Introduce the ERC community benefits wish list to support education establishments and the wider community.	Economic Development, Work EastRen and Education	August 2022	Children and young people will benefit from access to resources, learning and employment opportunities from the CB wish list.
12. The number of disabled and BME young people on Modern Apprenticeships is increased.	SDS, Work EastRen and Education	April 2022	More young people from groups who experience inequality progress to positive employment.

### 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.

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### **DYW Key Performance Indicators**

#### **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)**

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

#### **KPI 3 – DYW Regional Groups – Apprenticeships and other Government Initiatives (regional groups only)**

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.

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### **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.

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