

OPPORTUNITIES FOR ALL AND YOUTH EMPLOYMENT

1.0 EXECUTIVE SUMMARY

1.1 The main purpose of the report is to provide an update to elected members on the initial **School Leaver Destinations Report** for Argyll and Bute for 2013/2014. (A further update of the Sustained School Leaver Destination Report may alter these current statistics.)

1.2 Skills Development Scotland (SDS) provides annual information on the destinations of school leavers from publicly funded schools to Scottish Government. A school leaver is classed as a young person of school leaving age who left school during or at the end of the school year. SDS school's year runs from 1 August 2013 to 31 July 2014.

1.3 Skills Development Scotland are also responsible for providing official statistics on the National Training Programme and the characteristics of each local authority's unemployed and seeking cohort.

1.4 This main statistical data incorporates three areas:

- The initial **School Leaver Destination Return (SLDR)** for 2013/14, which covers 947 young people making the transition from the 10 publicly funded secondary schools in Argyll and Bute.

Following four years of steady progress: the overall percentage of leavers entering a positive destination for 2013/14 was 91.0%, a decrease of 1.4% points in comparison to 2012/13. This is 1.3% below the Scottish national average of 92.3%.

Argyll & Bute Council ranked 28th out of 32 local authorities for the percentage of leavers entering a positive destination, this is comparable to Angus and Dumfries and Galloway Councils (the current Argyll & Bute comparator authorities are Angus, Dumfries & Galloway, Highland, Scottish Borders and South Ayrshire Councils).

- **The National Training Programme** (April 2014 to September 2014): 130 local people started on a national training programme in Argyll and Bute during this time scale, with 453 people participating in a Modern Apprenticeship programme.
- **Unemployed seeking 16-19** cohort as of December 2014:

There were 91 young people unemployed and seeking on the 1st December 2014.

2. RECOMMENDATIONS

2.1 Community Services Committee is asked to:

- Endorse the actions of Education Services and their partners in progressing Opportunities For All and Youth Employment;
- continue to support the local authority focus on Opportunities for All in order to increase young people's participation in post-16 learning, training or employment through appropriate intervention and support;
- Continue to offer assistance and support to our young people, particularly those young people who are Looked After and Accommodated (LAAC) and furthest removed cohort, through the provision of appropriate work placements and training opportunities;
- Continue their support and endorse of the delivery of the Commission for Developing Scotland's Young Workforce recommendations in relation to Argyll and Bute young people, and
- Agree that a progress report is presented to Community Services Committee in June 2015.

OPPORTUNITIES FOR ALL AND YOUTH EMPLOYMENT

3.0 INTRODUCTION

- 3.1 The main purpose of the report is to provide an update to elected members on the initial School Leaver Destinations Report for Argyll and Bute for 2013/2014. (A further update by the Sustained School Leaver Destination Report may alter these current statistics.)
- 3.2 Skills Development Scotland (SDS) provides annual information on the destinations of school leavers from publicly funded schools to Scottish Government. A school leaver is classed as a young person of school leaving age who left school during or at the end of the school year. SDS's school year runs from 1 August 2013 to 31 July 2014.
- 3.3 Skills Development Scotland are also responsible for providing official statistics on the National Training Programme and the characteristics of each local authority's unemployed and seeking cohort.
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- The initial **School Leaver Destination Return** (SLDR) for 2013/14, which covers 947 young people making the transition from the 10 publicly funded secondary schools in Argyll and Bute.

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4. RECOMMENDATIONS

4.1 Community Services Committee is asked to:

- Endorse the actions by Education Services and their partners in progressing Opportunities For All and Youth Employment;
- continue to support the local authority focus on Opportunities for All in order to increase young people's participation in post-16 learning, training or employment through appropriate intervention and support;
- Continue to offer assistance and support to our young people, particularly those young people who are Looked After and Accommodated (LAAC) and furthest removed cohort, through the provision of appropriate work placements and training opportunities;
- Support and endorse the work of the Argyll and Bute Employability Partnership as appropriate, and
- Continue their support and endorse of the delivery of the Commission for Developing Scotland's Young Workforce recommendations in relation to Argyll and Bute young people, and
- Agree that a progress report is presented to Community Services Committee in June 2015.

5.0 DETAIL

SCHOOL LEAVER DESTINATION RETURN 2013/14

5.1 The School Leaver Destination Return (SLDR) is a statistical return undertaken by Skills Development Scotland (SDS) on behalf of the Scottish Government. The initial destination information is normally based on the known status of school leavers on the snapshot date of Monday 6th October 2014.

5.2 The Education Officer (Learning and Achievement) and Skills Development Scotland spent a considerable period of time during October to December examining the initial school leaver cohort. A number of errors were identified by the local authority, including 35 leavers omitted from the initial 2013/2014 cohort.

Rectifying the data errors meant that the actual final SLDR count date for Argyll and Bute was the 16th December instead of the 6th October used for the other 31 local authorities. Unfortunately this impacted on a higher number of young people being classified as subsequently unemployed. We were unable to offer information, advice and help to support them into a positive destination due to their unrecorded status. As a consequence a new procedure is currently being developed by Skills Development Scotland to ensure that all future data recorded includes all young people belonging to the leaver cohort.

The final figure now recorded against Argyll and Bute is a robust and accurate reflection of the 2013/14 leaver cohort and the appropriate information, advice and help is being directed to our unemployed young people through Skills Development Scotland and other key partner agencies.

- 5.3 The leaver cohort is followed-up by SDS in February 2015 and examines the number of young people who remain in a sustained positive destination 6 months after the initial report. The Scottish Government then utilise the data which is subsequently published in March to report against the National Indicator 'Increase the proportion of young people in learning, training or work'.

The following information provides an overview of the progress of Argyll and Bute across each of the national measures:

**KEY STATISTICAL INFORMATION
YEAR ON YEAR DESTINATION PERCENTAGE SPLIT FOR
ARGYLL AND BUTE COUNCIL AND SCOTLAND**

Destinations	Argyll and Bute Council			Scotland		
	2012/13 %	2013/14 %	% point change	2012/13 %	2013/14 %	% point change
Higher Education	37.9	40.3	2.4	36.5	38.6	2.1
Further Education	21.4	19.1	-2.3	27.8	26.3	-1.5
Training	3.7	3.5	-0.2	5.0	4.1	-0.9
Employment	29.1	26.9	-1.2	20.4	21.7	1.3
Voluntary Work	0.3	0.5	0.2	0.5	0.4	-0.1
Activity Agreement	1.0	0.6	-0.4	1.3	1.1	-0.2
Unemployed Seeking	6.6	7.2	0.6	7.1	6.3	-0.8
Unemployed not seeking	0.9	1.7	0.8	1.2	1.1	-0.1
Unknown	0.0	0.1	0.1	0.3	0.3	0.0
Positive Destinations	92.4	91.0	-1.4	91.4	92.3	0.9
Total Leavers	874	947		52,792	51,876	

SUMMARY

- Of the 947 leavers 492 were male and 455 female. 93.6% (426) of females entered a positive destination compared to 88.6% (436) of males.

67.9% of females continued with their studies post school compared to 51.6% of males and 36.0% of males entered employment or training compared to 24.4% of females. Importantly we know that Males are two and half times (71%) as likely to be unemployed and seeking employment, training or further education compared to females (29%).

- Generally, leavers who live in the more deprived areas are less likely to enter positive destinations on leaving school than those from the less deprived areas – 11% Scottish Index of Multiple Deprivation 2 (SIMD 2) compared to 1% (SIMD 9). Leavers who live in the less deprived areas are more likely to enter higher education in comparison to those leavers who live in more deprived areas – 53% from SIMD 9 compared to 21% from SIMD 2.
- Those young people who leave school at the earliest possible transition point are increasingly likely to enter a negative destination. This is particularly evident for those young people who are statutory winter leavers – who are almost three times more likely to be reported as unemployed seeking (17%) than a post statutory leaver. Despite this they account for only 5.9% of the whole SLDR cohort.
- This year, 40.3% (382) of leavers entered Higher Education and studied a course at Higher National Certificate level or above. This is 2.4 percentage points higher than last year and the highest percentage recorded for Argyll and Bute. The most popular university was Glasgow Caledonian University: 13.1%, followed by Strathclyde University: 12.8%. 6.8% of young people chose to study at the University of the Highlands and Islands. City of Glasgow was the top college with 46.2% and 14.0% opted for Glasgow Kelvin College. West College Scotland, including Clydebank, Reid Kerr and James Watt campuses enrolled 10.8% of our leaver cohort.
- The top subject areas young people chose to study included Arts and Social Science (17.1%), Science and Mathematics (12.5%), Performing Arts (8.4%) and Engineering (7.6%).
- 172 young people have chosen to study a range of non-advanced courses at further education colleges – 27.8% at Argyll College UHI and 35.2% at West College Scotland. The most popular courses included Social, Caring & Advisory (19.2%); Hospitality, Catering & Tourism (11.0%); Hairdressing and Beauty (8.7%), and Animals, Land and Environment (8.1%).
- 255 young people entered employment, with the top occupational areas for males being Construction (22.4%) and Hospitality & Catering (18.4%) while females chose Hospitality & Catering (48.5%) and Retail, Sales and Marketing (20.2%).
- For those who are recorded as “unemployed not seeking” 50.0% are unavailable to work due to ill health, 37.5% are not yet ready to enter

employment, education or training, and the remaining 12.5% are choosing not to enter employment, education or training. Only 1 school leaver had no known destination at the time of the SLDR.

- Three of the 10 secondary schools recorded lower destination figures than the Argyll and Bute average. These are Dunoon Grammar School (88.2%), Hermitage Academy (88.8%) and Rothesay Academy (90.1%). This position may change following the publication of the follow up statistics scheduled for March 2015.

5.4 NATIONAL TRAINING PROGRAMMES

Individuals in Argyll and Bute are provided with opportunities to access training courses through the Employability Fund at Stages 2, 3 and 4 and through the Modern Apprenticeship Programme. The following data was published by Skills Development Scotland on the 4th November 2014 and relates specifically to the first two quarters of session 2014/15.

During the period 01/04/14 – 26/09/14, 443 young people from Argyll and Bute participated in a Modern Apprenticeship course – 278 were aged 16-19, 101 were aged 20-24 and 64 were aged 25 or over. There were 121 new starts (58 aged 16-19, 37 aged 20-24 and 26 aged 25+) and 138 leavers (76 aged 16-19, 40 aged 20-24 and 22 aged 25+). From the leaver cohort 69% achieved their Modern Apprenticeship qualification – 70% aged 16-19, 65% aged 20-24 and 73% aged 25+).

Individuals can access the Employability Fund at Stage 2 if they have little or no understanding of the world of work, Stage 3 have had some experience of the world of work, while Stage 4 are looking to develop vocational skills in a specific career area. During the first two quarters Argyll and Bute had 130 individuals start on an Employability Fund programme – 33 at Stage 2, 57 at Stage 3 and 40 at Stage 4.

5.5 UNEMPLOYED 16-19 YEAR OLDS - UNEMPLOYED SEEKING

On 1st December 2014, 91 young people were unemployed and seeking employment across Argyll and Bute. This statistic can be broken down as follows:

Age	Male		Female		Total	Age
	No	%	No	%	No	%
15/16	14	74	5	26	19	21
17	19	61	12	39	31	34
18	27	79	7	21	34	37
19	3	43	4	57	7	8
Total	63	69	28	31	91	100

Each young person has their progress from school to post-school destination tracked. This is referred to as the customer journey. Of the 91 young people unemployed at the count date 63 (69%) had secured at least one positive destination since leaving school.

78% of the group had been unemployed and seeking for 0-3 months, 15% had been seeking for 3–6 months and 6% had been seeking for 6-12 months. No one had been seeking for longer than 12 months.

Our unemployed seeking hotspots are outlined in the table below:

Data Zone	No	%
Dunoon	10	11
Hunter's Quay	9	10
Campbeltown	8	9
Garelochhead	8	9
Helensburgh North	7	8
Oban South	7	8
Bute	5	5
Greater Lochgilphead	5	5
TOTAL	59	65

6.0 CONCLUSION

6.1 Key partner agencies, including secondary schools, Community Learning and Development (CLD), local colleges, Skills Development Scotland and the third sector, will continue to work together during 2015/16 to ensure young people are able to access appropriate post-16 education, training and employment that meet their needs and supports young people to make an initial, and hopefully sustained, post-school destination.

6.2 The Opportunities for All partner agencies have agreed on the following key actions during 2014/15:

- Support secondary schools to further develop a senior phase curriculum that meet the needs of all individuals and include Skills for Work and Partnership Qualifications; the senior phase curriculum will be referenced to local economic development plans to highlight growth sectors and skill shortages; the senior phase curriculum will include the opportunity for appropriate work placements.
- Continued support and promotion of the Activity Agreement Programme. Activity Agreements (AA) play a vital role in engaging and reengaging young people in learning, to help support them towards and in to work. Young people are supported on their Activity Agreement journey by a Trusted Professional. To date there have been 100 referrals to the AA programme, 73 young people have engaged and we are currently working with 18 clients. Over 61% of the AA cohort receives an Education Maintenance Allowance (EMA), 11% are parents, 28% are Looked After and Accommodated Children (LAAC) or Care Leavers and 28% of the current cohort are experiencing poor Mental Health.

- Development of Argyll and Bute Council Modern Apprenticeship programme to support young people to complete Modern Apprenticeship training and gain an appropriate qualification. Currently 10 new MA opportunities are advertised with 7 filled.
- Development of summer internship opportunities for Looked After and Accommodated children and young people (LAAC) and those young people furthest removed from the labour market, including the development of appropriate procedures – 2 LAAC young people from Strachur and Helensburgh were involved in the summer 2014 pilot and have moved into positive and sustained post-school destinations.
- Working in partnership with SDS to ensure Argyll and Bute data held on SEEMiS and the national Data Hub is robust and accurate.
- Developing an Argyll and Bute approach to the 39 recommendations identified by the Commission for Developing Scotland's Young Workforce.
- Further development of the Argyll and Bute Employability Partnership (ABEP membership Appendix 1) Youth Employment Activity Plan (YEAP), a working document that identifies how Argyll and Bute is strengthening the links between education, employment and training to create economic growth.
- Engaging with HubNorth to ensure suppliers and contractors involved in the new school builds will provide training, work experience and jobs for young people through its purchase of goods and services.

7.0 IMPLICATIONS

- 7.1 **Policy:** This report links directly to Outcome 3 in the Argyll and Bute Single Outcome Agreement (Education Skills and Training Maximises Opportunities for All).
- 7.2 **Financial:** Continued funding from the Youth Employment Fund for work placements for Looked After and Accommodated Young People and for LAC and Activity Agreement clients progressing through the Employability Fund using council based placements is maintained as a priority.
- 7.3 **Legal:** None.
- 7.4 **HR:** HR support for work placement and modern apprenticeship opportunities.
- 7.5 **Equalities:** The Opportunities for All programme and the Commission for Developing Scotland's Young Workforce recommendations actively seeks to address disadvantage.
- 7.6 **Risk:** Failure to support young people into positive destinations will impact on

the life chances of young people across the local authority area and may result in outward migration of young people.

7.7 **Customer Service:** this report provides elected members with an overview on Service performance.

Cleland Sneddon
Executive Director of Community Services

Councillor Aileen Morton
Policy Lead for Education
29th January 2015

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APPENDICES:
APPENDIX 1 - EMPLOYABILITY PARTNERSHIP MEMBERSHIP

EMPLOYABILITY PARTNERSHIP MEMBERSHIP

Argyll College

Argyll Training

Argyll and Bute Council – including representatives from the Economic Development Service (Business Gateway, Employability Team, and Social Enterprise Team), Community Services (Community Learning and Development, Education and Opportunities for All)

Highlands and Islands Enterprise (HIE)

JobCentre Plus (JC+)

Skills Development Scotland (SDS)

NHS – Community Health Partnership

Argyll and Bute Social Enterprise Network (ABSEN)

Argyll Voluntary Action (AVA)

Local Business Associations/Groups.