

**Argyll and Bute Council Youth Employment Opportunities Fund**

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**1.0 EXECUTIVE SUMMARY**

1.1 Argyll and Bute Council is the largest employer within the locality. The Council workforce is an ageing one and we face a number of issues recruiting and retaining staff. In 2013 the Council's Strategic Management Team tasked a working group to develop a succession planning framework that would:

- Encourage our young people to remain in Argyll and Bute;
- Encourage young people to access local council employment opportunities; and
- To develop an Argyll and Bute Council (ABC) Modern Apprenticeship Training Scheme.

The framework was also to consider how ABC's Corporate Parenting responsibilities could be delivered for looked after and accommodated children and young people (LAC) and how we would support those young people who were furthest removed from the labour market and/or engaged with the Opportunities for All Activity Agreement programme.

The main purpose of this report is to provide an update on the current impact of the Youth Employment framework's impact and to provide an update on the budget spend that was allocated through the Youth Employment Opportunities Fund.

**2.0 RECOMMENDATIONS**

2.1 It is recommended that the Community Services Committee:

- a) Endorse and support the continued planned use of the Youth Employment opportunities Fund to support succession planning and support our vulnerable young people to access and sustain positive destinations through:
  - The ABC Modern Apprenticeship Training Scheme
  - The ABC Summer Internship programme for LAC young people in their final year of secondary education
- b) Actively encourages:
  - ABC departments to identify potential opportunities for work

placements and Modern Apprenticeships: and

- Support young people as they progress through the various placements on offer.
- c) Continue to support the work of the Opportunities for All team to provide the Activity Agreement programme and Trusted Professional support to vulnerable school leavers and unemployed young people; and to widen this support to now include young people in the final 6 months of their secondary education.

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### **3.0 INTRODUCTION**

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### **4.0 RECOMMENDATIONS**

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- b) Actively encourages:
- ABC departments to identify potential opportunities for work placements and Modern Apprenticeships: and
  - Support young people as they progress through the various placements on offer.
- c) Continue to support the work of the Opportunities for All team to provide the Activity Agreement programme and Trusted Professional support to vulnerable school leavers and unemployed young people; and to widen this support to now include young people in the final 6 months of their secondary education.

## 5.0 DETAIL

- 5.1 The ABC Modern Apprenticeship (MA's) programme began its pilot in April 2014 with 2 placements in the Mail Room at Kilmory. The scheme was officially launched in July 2014 and by August 2015 there were 11 new MA's – 7 within Customer Services and 4 within Children and Families, with a further 4 currently under discussion.
- 5.2 The ABC MA programme was reviewed at the Policy and Review Committee of October 2015, where it was agreed that the programme would be continued and expanded. There had been recruitment difficulties experienced in some areas and so it was agreed that the scheme would be widened from 16 – 19 year olds to 16 – 24 years; along with the provision of 5 driving lessons to help with travel.
- 5.3 As of Friday 29<sup>th</sup> January the ABC MA programme has provided 14 young people with a placement and a further 13 placements are currently out to advert. The majority of placements have received support from the Youth Employment Opportunities Fund.
- One vulnerable young person is currently in post and a further 2 vulnerable young people will begin an MA placement February 2016. The first young person to request driving lesson through the scheme applied in January 2016.
- 5.4 Additional funding support to continue the ABC MA programme has been identified from the Scottish Government Developing Young Workforce budget. This will support a further 15 young people through providing 26 weeks of wages including on costs.
- 5.5 The ABC Summer Internship programme was piloted in the summer of 2014 with 2 young people identified by the Throughcare Aftercare Team (TCAC). The summer internship provided young people with their first taste of paid employment – 4 days per week, over a 5 week period, paid

at the national minimum wage rate. Prior to starting on the programme, the young people worked with the Activity Agreement Coordinator to identify potential placement ideas. Contact was then made with departments and ongoing support provided to both ABC mentor and young person. Both young people progressed into further education and have sustained that destination.

- 5.6 The YEOF provided funding for a second ABC Summer Internship cohort in 2015. Work began earlier on identifying potential LAC young people and 7 expressed an interest – 1 chose not to begin the programme as they had secured a relevant placement elsewhere and 1 was moved outwith their local area. Five young people secured placements with 3 continuing to the end of the internship; two of the three are engaging in education and training.

Ongoing help and support is being offered to the 2 young people who failed to engage with the summer internship programme.

- 5.7 Funding to continue the ABC Summer Internship programme for summer 2016 and 2017 has been earmarked from the proposed Youth Employment Opportunities Fund detailed later in this paper. The Activity Agreement Coordinator is currently working with the Throughcare Aftercare Team and local secondary schools to identify interested LAC young people.

- 5.8 In 2012/13 Argyll and Bute Council's Initial School Leaver Destination (SLDR) reported that 92.5% of our secondary school leavers made a positive initial post school transition, whereas only 53% of LAC secondary school leavers went into an initial positive destination. Two years later the overall initial SLDR figure is 93.1%, with 62% of our LAC young people moving into a positive initial post school destination.

5.9 **Overview of Youth Employment Opportunities Fund Spend/Proposed Spend**

The YOEF has a top budget line of £200,000 of which £82,134.39 has been spent/committed by end of 2015/16. Full expenditure was deferred to reflect the publication of the Developing Scotland's Young Workforce Report and Recommendations. The following table illustrates spend and gives a breakdown of the committed spend planned for 2016/17 and 2017/18:

ACTUAL SPEND	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	TOTAL
Columba 1400 Leadership Programme	30,000						30,000
Ocean Youth Trust Voyage	2,080						2,080
Rural Action Forum Event	931.35						931.35
Exite Programme	N/A	1232.50					1,232.50
Admin Support for ERI Programme	N/A	3367.83	1854.74	3340.86			8,563.43
West College			8731.25				8,731.25

Scotland – Hermitage Academy							
Hospitality Costs – Business Breakfast			227.67				227.67
Stage 1: Flexible Learning Plans for LAC			0	520			520
Stage 1: Paid Summer Placements for LAC			1001.61	2148.44	5,000	5,000	13,150.05
Stage 2/3: Employability Fund			560	343			903
Stage 2/3: Paid Placement for ASN				300	3700	1550	5,550
Stage 5: ABC MA programme staffing				17,285 7,837.99 -	0 23,514 54,866	0 15,676.01 -	119,179
Stage 5: ABC MA programme H&S				372.15			372.15
Stage 5 ABC MA Driving Lessons					3,000		3,000
Stage 5 – ABC MAs and DofE					500		500
<b>TOTAL</b>	<b>33,011.35</b>	<b>4,600.33</b>	<b>12,375.27</b>	<b>32,147.44</b>	<b>90,580</b>	<b>22,226.01</b>	<b>194,940.40</b>

## 6.0 CONCLUSION

- 6.1 The Youth Employment Opportunities Fund has successfully supported the delivery of a programme of support for our young people to access their first paid work or an appropriate work placement. The programmes support ABC through providing sustainable placement and employment opportunities that have allowed our young people to remain in Argyll and Bute. Both schemes are contributing to the ABC outcome for succession planning.
- 6.2 The number of young people moving into a negative destination post-school is steadily decreasing with ongoing support for our LAC young people to achieve positive destinations.

## 7.0 IMPLICATIONS

- 7.1 Policy: This report links directly to Outcomes 1 and 3 of the Argyll and Bute Single Outcome Agreement
- 7.2 Financial: The Youth Employment Opportunities Fund has been fully committed as detailed in this report and this information has been shared with relevant finance team. Further funding to support the recommendations during 2016/17 will come from the Scottish Government Developing Young Workforce budget and Opportunities for All budgets.

- 7.3 Legal: ABC has a Corporate Parenting Responsibility for LAC young people.
- 7.4 HR: The Modern Apprenticeship and Summer Internship Programme requires ongoing help and support from the HR department with regards to recruitment; work placement opportunities; advice on employment legislation, terms and conditions. The Opportunities for All team provide ongoing support to the programmes and act as a liaison between the programmes, departments and ABC.
- 7.5 Equalities: Developing Young Workforce recommendations have a key focus on ensuring that all young people are able to access a place in education, training or employment who want to; all departments should work together to actively address disadvantage.
- 7.6 Risk: Failure to support our young people to be able to access appropriate work placements and learning pathways may impact on the life chances of young people across the local authority area and may result in the outward migration of our young people.
- 7.7 Customer Service: This report provides an overview of the support ABC is providing to LAC and vulnerable young people to support them to move into positive and sustained post school destinations.

Cleland Sneddon  
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Councillor Rory Colville  
**Policy Lead for Education**  
29<sup>th</sup> January 2016

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