

## OPPORTUNITIES FOR ALL AND YOUTH EMPLOYMENT

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### 1.0 EXECUTIVE SUMMARY

1.1 Skills Development Scotland produce an annual report for each Community Planning Partnership (CPP) covering:

- The Initial School Leaver Destination Report (SLDR);
- National Training Programme participation and outcomes, and
- Analysis of the unemployed and seeking cohort.

The main purpose of this report is to provide an update to elected members on the information contained within the Argyll and Bute CPP report published in December 2015.

1.2 The **Initial School Leaver Destinations Report** for Argyll and Bute for 2014/15 is based on data gathered in October, with a follow-up leaver extract taken 6 months later in March 2016 which examines sustained school leaver destinations. This data is used by Scotland Performs to report on the national indicator - "Increase the proportion of young people in learning, training or work".

1.3 The annual report examines the destinations of school leavers from publicly funded schools in Scotland. 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 traditionally ran from 1 August to 31 July. However, to bring the cohort data in line with Scottish Government census collation dates, the 2014/15 cohort covers 1<sup>st</sup> August 2014 to 15<sup>th</sup> September 2015. In the future the school leaver cohort will be based on leavers who left school between the third Wednesday of September and the third Tuesday in September the following year.

1.4 A brief overview of the main findings and relevant statistical data contained in the CPP report is shown in the bullet points below:

- The initial **School Leaver Destination Return** (SLDR) for 2014/15, which covers young people making the transition from the 10 publicly funded secondary schools in Argyll and Bute.

Following five years of steady progress the overall percentage of leavers entering a positive destination for 2014/15 was 93.1%, an increase of 1.4% points in comparison to 2013/14. This is 0.2% above the Scottish National average of 92.9%.

Argyll & Bute Council ranked 19th out of 32 local authorities for the percentage of leavers entering a positive destination, this is comparable to Highland (14<sup>th</sup>) and Dumfries and Galloway (21<sup>st</sup>) Councils (the comparator authorities are Angus, Dumfries & Galloway, Highland, Scottish Borders and South Ayrshire Councils).

- **National Training Programmes** (April 2015 to September 2015): 151 local people started on a national training programme in Argyll and Bute during this time scale, with 448 people participating in a Modern Apprenticeship programme.
- **Unemployed seeking 16-19** cohort as of December 2015: There were 93 young people unemployed and seeking on the 1<sup>st</sup> December 2015.

## 2.0 RECOMMENDATIONS

2.1 It is recommended that the Community Services Committee:

- a) Note the actions of Education Services and their partners in progressing Opportunities For All and Youth Employment;
- b) 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;
- c) Continue to offer assistance and support to our young people, particularly those young people who are Looked After and Accommodated (LAAC) and the furthest removed from employment cohort, through the provision of appropriate summer internship placements and training opportunities;
- d) Support and endorse the work of the Argyll and Bute Employability Partnership as appropriate;
- e) Continue support for Developing Scotland's Young Workforce recommendations in relation to Argyll and Bute young people

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### 3.0 EXECUTIVE SUMMARY

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3.2 The **Initial School Leaver Destinations Report** for Argyll and Bute for 2014/15 is based on data gathered in October, with a follow-up leaver extract taken 6 months later in March 2016 which examines sustained school leaver destinations. This data is used by Scotland Performs to report on the national indicator - "Increase the proportion of young people in learning, training or work".

3.3 The annual report examines the destinations of school leavers from publicly funded schools in Scotland. 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 traditionally ran from 1 August to 31 July. However, to bring the cohort data in line with Scottish Government census collation dates, the 2014/15 cohort covers 1<sup>st</sup> August 2014 to 15<sup>th</sup> September 2015. In the future the school leaver cohort will be based on leavers who left school between the third Wednesday of September and the third Tuesday in September the following year.

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1.4% points in comparison to 2013/14. This is 0.2% above the Scottish National average of 92.9%.

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- **Unemployed seeking 16-19** cohort as of December 2015: There were 93 young people unemployed and seeking on the 1<sup>st</sup> December 2015.

#### **4.0 RECOMMENDATIONS**

4.1 It is recommended that the Community Services Committee:

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- b) 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;
- c) Continue to offer assistance and support to our young people, particularly those young people who are Looked After and Accommodated (LAAC) and the furthest removed from employment cohort, through the provision of appropriate summer internship placements and training opportunities;
- d) Support and endorse the work of the Argyll and Bute Employability Partnership as appropriate;
- e) Continue support for Developing Scotland's Young Workforce recommendations in relation to Argyll and Bute young people

#### **5.0 DETAIL**

##### **5.1 SCHOOL LEAVER DESTINATION RETURN 2014/15**

5.1.1 The School Leaver Destination Return (SLDR) is a statistical return undertaken by Skills Development Scotland (SDS) on behalf of the Scottish Government. This initial destination information is based on the known status of school leavers on the snapshot date of Monday 5<sup>th</sup> October 2015.

5.1.2 The Lead Officer: Opportunities for All and Skills Development Scotland spent a considerable period of time during October to December interrogating the

initial school leaver cohort to ensure the data reported was robust and accurate.

- 5.1.3 The leaver cohort will be followed-up by SDS during February/March 2016 to examine the number of young people who remain in a sustained positive destination 6 months after this initial report. The Scottish Government then utilise this data 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 reported.

- 5.1.4 Key SLDR statistical information – the following table shows the year on year destination percentage split for Argyll and Bute Council compared with the Scottish figures.

Destination	Argyll and Bute Council			Scotland		
	2013/14 %	2014/15 %	% point change	2013/14 %	2014/15 %	% point change
Higher Education	40.3	39.3	-1.0	38.6	38.3	-0.3
Further Education	19.1	20.7	1.6	26.3	27.8	1.5
Training	3.5	3.7	0.2	4.1	3.8	-0.3
Employment	26.9	27.7	0.8	21.7	21.7	0.0
Voluntary Work	0.5	0.7	0.2	0.4	0.4	0.0
Activity Agreement	0.6	1.0	0.4	1.1	0.9	-0.2
Unemployed Seeking	7.2	5.5	-1.7	6.3	5.4	-0.9
Unemployed not seeking	1.7	1.0	-0.7	1.1	1.1	0.0
Unconfirmed	0.1	0.4	0.3	0.3	0.5	0.2
<b>Positive Destinations</b>	<b>91.0</b>	<b>93.1</b>	<b>2.1</b>	<b>92.3</b>	<b>92.9</b>	<b>0.6</b>
<b>Total Leavers</b>	<b>947</b>	<b>909</b>		<b>51,876</b>	<b>53,836</b>	

- 5.1.5 Of the 909 leavers 508 were male and 401 female. 94.5% (379) of females entered a positive destination compared to 91.9% (467) of males. 68.6% of females continued with their studies post school compared to 53.1% of males; and 36.8% of males entered employment or training compared to 24.7% of females. Importantly the data shows that males are twice as likely to be unemployed and seeking employment, training or further education compared to females – 66%/34% split.

- 5.1.6 Where our school leavers live can impact on their initial destination post

school. Leavers who live in more deprived areas are less likely to enter positive destinations on leaving school than those from the less deprived areas – 15% Scottish Index of Multiple Deprivation 2 (SIMD 2) compared to 4% (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 – 66% from SIMD 9 compared to 13% from SIMD 2. The table below shows the breakdown of leavers moving into a positive destination based upon their SIMD classification.

SIMD	← Most Deprived					Least Deprived ->					U/K*
	1	2	3	4	5	6	7	8	9	10	
% in Positive Destination	86	85	94	93	91	97	95	91	96	100	60
Total Number of Leavers	37	52	80	92	139	206	159	82	47	5	10
% of Total Leavers	4.1	5.7	8.8	10.1	15.3	22.7	17.5	9.0	5.2	0.6	1.1

\* U/K – unknown

- 5.1.7 Those young people who leave school at the earliest possible transition point are more likely to enter a negative destination. This is particularly evident for those young people who are statutory winter leavers – who are more than three times likely to be reported as unemployed seeking (19.5%) than a post statutory leaver. There were 41 winter leavers, accounting for 4.5% of the SLDR cohort. Overall 94.2% of those who stay on at school past their statutory leaving date enter a positive destination – 808 young people.
- 5.1.8 From the 2014/15 cohort 39.3% (357) of leavers entered Higher Education and studied a course at Higher National Certificate level or above. This is 1.0% lower than last year. The universities most popular with Argyll and Bute young people were:

Institution	Total	%
University of the Highlands and Islands	32	9.0
University of Strathclyde	32	9.0
University of Glasgow	28	7.9
University of Stirling	26	7.3
Glasgow Caledonian University	24	6.7

The most popular colleges for Higher Education provision were:

Institution	Total	%
City of Glasgow College	57	49.6
West College Scotland	22	19.1
Glasgow Kelvin College	13	11.3
Glasgow Clyde College	11	9.6
Edinburgh College	7	6.1

The CPP report did not include a breakdown of the top higher education subject areas chosen by our young people.

5.1.9 The data shows that 20.7% (188) from the 2914/15 cohort chose to study a range of non-advanced courses at further education colleges – 35.1% (66) at West College Scotland and 28.7% (54) at Argyll College UHI. The CPP report did not include a breakdown of the top subject areas chosen by our young people.

5.1.10 27.7% (252) of young people entered employment or a Modern Apprenticeship opportunity.

The top occupational areas for males were:

- 1) Construction (19.3%)
- 2) Animals, Land and Environment (18.6%)

The top occupational areas for females were:

- 1) Hospitality & Catering and Travel & Tourism (46.3%)
- 2) Retail and Sales (28.0%)

5.1.11 There were 9 young people recorded as “unemployed not seeking”. The majority are not yet ready to enter employment, education or training. Others are unavailable to work due to ill health, being pregnant or caring for others. Four school leavers had no known destination at the time of the snapshot.

5.1.12 Two of the 10 secondary schools recorded lower destination figures than the Argyll and Bute average of 93.1% - Lochgilphead High School (90.4%) and Hermitage Academy (87.4%). Tarbert Academy recorded a 6.2% decrease in their positive destinations from 2013/14 this represents only one young person, who has subsequently moved into a positive destination.

The negative destination figures for Hermitage Academy will be interrogated and analysed for patterns that may be contributing to this position for example, area of residence. Appropriate help, support or activities can then be put in place to support subsequent cohorts into positive destinations. This work will be carried out in partnership with SDS and other key partner agencies.

Dunoon Grammar School increased their positive destinations by 7.1% from the initial 2013/14 report, Rothesay Academy increased by 6.0% and Islay High by 4.4%.

5.1.13 There is an anomaly in the information collated and recorded in the School Leaver Destination Report that elected members should be aware of. If a young person attends a ‘special school’ they are not included in the SLDR. If a young person attends a learning support centre within a secondary school they will be recorded in the SLDR as they appear on the mainstream roll figures. This anomaly impacts on 7 local authorities across Scotland, including Argyll and Bute.

Young people with complex needs who may never be able to hold down any employment, education or training post school are included in our SLDR under the heading unemployed not seeking. Lochgilphead High School had a

number of young people with complex needs based in their learning centre who are included in the SLDR and this has impacted on the school's overall positive destination figures.

## 5.2 NATIONAL TRAINING PROGRAMMES

- 5.2.1 Individual young people in Argyll and Bute are provided with opportunities to access national training programmes through the Employability Fund at Stages 2, 3 and 4 and Modern Apprenticeships. The following data was published by Skills Development Scotland on the 3<sup>rd</sup> November 2015 and relates specifically to quarter one and quarter two of session 2015/16.
- 5.2.2 During the period 01/04/15 – 25/09/14, 448 young people from Argyll and Bute participated in a Modern Apprenticeship programme – 282 were aged 16-19, 110 were aged 20-24 and 56 were aged 25 or over. There were 151 new starts (73 aged 16-19, 49 aged 20-24 and 29 aged 25+) and 149 leavers (84 aged 16-19, 38 aged 20-24 and 27 aged 25+). From the leaver cohort 72% achieved their Modern Apprenticeship qualification – 71% aged 16-19, 79% aged 20-24 and 67% aged 25+).
- 5.2.3 For those individuals who have little or no understanding or experience of the world of work help and support is offered through the Employability Fund at Stage 2; Stage 3 is offered to those individuals who have had some experience of the world of work; Stage 4 is for those looking to develop vocational skills within a specific career area. During the first two quarters of 2015/16 Argyll and Bute had 88 individuals start on an Employability Fund programme – 21 at Stage 2, 47 at Stage 3 and 20 at Stage 4. There are 3 key providers in Argyll and Bute who offer the Employability Fund programme – Argyll Training Ltd, WorkingRite and Galloway Training.

## 5.3 UNEMPLOYED 16-19 YEAR OLDS - UNEMPLOYED SEEKING

- 5.3.1 On 1<sup>st</sup> December 2015, 93 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	%		
<b>15/16</b>	5	29	12	71	17	18
<b>17</b>	15	68	7	32	22	24
<b>18</b>	18	64	10	36	28	30
<b>19</b>	17	65	9	35	26	28
<b>Total</b>	<b>55</b>	<b>59</b>	<b>38</b>	<b>41</b>	<b>93</b>	<b>100</b>

- 5.3.2 Each young person has their progress from school to post-school destination tracked. This is referred to as the customer journey. If a customer does not maintain contact with SDS over an 8 week period their destination is then updated to unconfirmed, reverting to unemployed seeking if contact is re-established. Of the 93 young people unemployed at the count date, 67 (72%) had secured at least one positive destination since leaving school.



67% of the group had been unemployed and seeking for 0-3 months, 20% had been seeking for 3–6 months, 12% had been seeking for 6-12 months and 1% seeking for longer than 12 months.

- 5.3.3 Using customer postcodes we can map information about the unemployed seeking cohort by SIMD decile and intermediate data zones as shown in the next 2 tables:

Unemployed Seeking by SIMD 2012 Ranking											
SIMD Decile (2012)	<Most Deprived										Least
	1	2	3	4	5	6	7	8	9	10	Not Known
	13	15	9	12	22	8	5	7	2	0	0
13%	10%	14%	11%	20%	11%	9%	8%	2%	1%	0%	

UNEMPLOYED HOTSPOTS		
Data Zone	No	%
Garelochhead	16	17
Dunoon	14	15
Oban South	7	8
Campbeltown	6	6
Helensburgh East	6	6
Rothesay Town	5	5
Hunter's Quay	5	5
Helensburgh Centre	4	4
Helensburgh North	4	4
Benderloch Trail	3	3
<b>TOTAL</b>	<b>70</b>	<b>73</b>

## 6.0 CONCLUSION

- 6.1 The School Leaver Destination Report records only the initial and follow up destinations of school leavers at two key dates during the year. To provide a better understanding of what young people are doing in 'real time' throughout their 16-19 career journey the Scottish Government has introduced the Participation Measure. This measure reports on the activity of the wider cohort, including those in the senior phase of secondary school. Like the SLDR the PM uses the shared data set held by Skills Development Scotland in the Data Hub.
- 6.2 The first Participation Measure snapshot for Scotland was published on 27<sup>th</sup> August – this contained experimental statistics – and was based on a count date of 7<sup>th</sup> April. Argyll and Bute had 3,805 16-19 year olds (based on postcode data) of which 91.9% were in a participating status relating to education, employment or training. This ranked the local authority as 6<sup>th</sup> out

of 32. The participation measure includes additional statuses not recorded on the SLDR such as Personal Skills Development as well as recording those remaining on the school roll.

- 6.3 The Opportunities for All team interrogated the negative destination cohort for Argyll and Bute that was reported in the SLDR for 2014/15 using data available within the Data Hub against the fields used for the Participation Measure. Of the 63 young people 18 are now participating in further education, employment or training.
- 6.4 The Activity Agreement Coordinator will continue to discuss/monitor progress of our unemployed and vulnerable young people during local Opportunities for All meetings. Appropriate help and support can then be tailored based on need.

For comparison we can use the participation measure to examine the unemployed seeking customers' journey. The duration has been calculated from the end date of the last known positive destination to the date of the extract. If no positive destination has been recorded on the Data Hub then the duration has been calculated from the statutory school leaving date of the customer.

**Unemployed Seeking, by age & duration since last positive status:**

<b>Age Group</b>	<b>0-3 months</b>	<b>3-6 months</b>	<b>6-12 months</b>	<b>&gt; 12 months</b>	<b>Total</b>
15/16	11	5	1	0	<b>17</b>
17	14	5	2	1	<b>22</b>
18	12	7	5	4	<b>28</b>
19	6	6	4	10	<b>26</b>
<b>TOTAL</b>	<b>43 (46%)</b>	<b>23 (25%)</b>	<b>12 (13%)</b>	<b>16 (16%)</b>	<b>93 (100%)</b>

- 6.5 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 with the Opportunities for All Team during 2016/17 to:
- ensure young people are able to access appropriate post-16 education, training and employment that meet their needs; and
  - support young people to make an initial and sustained positive post-school transition.
- 6.6 Key actions for 2016/17 include:
- 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 as per recommendation 3 from Developing Scotland's Young Workforce.

- Continued support and promotion of the Activity Agreement Programme by the Activity Agreement Coordinator across Argyll and Bute. 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. Since the programme began in November 2012 there have been 115 referrals to the AA programme, 89 young people have engaged and we are currently working with 17 clients. Over two thirds of the AA cohort receives an Education Maintenance Allowance (EMA). Of the current cohort 6% are parents, 6% are Young Offenders, 13% are Looked After and Accommodated Children (LAAC) or Care Leavers and 56% of them are experiencing poor Mental Health.
- Through the development of the Argyll and Bute Council Modern Apprenticeship programme we have supported 14 new MA opportunities during 2015/16. A number of these opportunities have been filled by vulnerable young people who were at risk of being in negative destination. A further 2 MA opportunities will begin in February 2016 with another 7 to be advertised. These positions will continue in 2016/17 and will require support from the Opportunities for All Team.
- A further 5 Looked After and Accommodated children and young people (LAAC) were supported to participate in the ABC Summer Internship Programme during summer 2015 - increasing these young people's knowledge and awareness of the world of work. The programme will continue to be marketed by the Activity Agreement Coordinator to the Through Care and Aftercare Team and secondary schools during 2016.
- The Opportunities for All Team are part of the LAAC working group that is working with Social Work and the Inclusion and Integration Team to identify and agree on an ABC LAAC list.
- The Activity Agreement Coordinator is working with the Young People Leaving School working group which focuses on support specifically for young people with Additional Support Needs (ASN).
- The Opportunities for All Team will continue to work in partnership with SDS to ensure Argyll and Bute data held on SEEMiS and the National Data Hub is robust and accurate. During session 2015/16 we have been working with our secondary schools and ABC's Administration and Management Information Officer to ensure processes for collating and recording SEEMiS and census data supports the information required for the Data Hub.
- An Argyll and Bute action plan has been written to support the relevant recommendations from Developing Scotland's Young Workforce. During session 2015/16 ABC, through the Lead Officer: O4A and a variety of working groups, has contributed to the development of the National

Standards in Work Experience and Careers, Information, Advice and Guidance.

- 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. This document will be updated to reference the findings of the Compelling Argyll and Bute study. In addition the Activity Agreement Coordinator will support the 8 local O4A groups to develop a local Youth Employment Activity Plan based upon the strategic template.
- The Opportunities for All Team will continue to engage 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 summer internship 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 Developing Scotland's Young Workforce recommendations actively seek 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 Rory Colville  
**Policy Lead for Education**

10 March 2016

**For further information contact:**

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**LIST OF BACKGROUND PAPERS:**

Skills Development Scotland: ABC Community Planning Partnership Report, Dec 2015  
<https://www.skillsdevelopmentscotland.co.uk/media/40861/argyll-bute-council-cpp-report-dec-2015.pdf>

**APPENDICES:**

**APPENDIX 1 - EMPLOYABILITY PARTNERSHIP MEMBERSHIP**

### EMPLOYABILITY PARTNERSHIP MEMBERSHIP

- Argyll and Bute Council – including representatives from the Economic Development Service (Business Gateway, Employability Team, European Social Fund Team, and Social Enterprise Team), Community Services (Adult Learning, Education Housing, Opportunities for All and Youth Services)
- Argyll and Bute TSI
- Argyll College UHI
- Argyll Training Limited
- HELP (Argyll and Bute) Ltd
- Highlands and Islands Enterprise (HIE)
- JobCentre Plus (JC+)
- NHS – Community Health Partnership
- Scottish Qualifications Authority (SQA)
- Skills Development Scotland (SDS)
- WorkingRite Limited