

Argyll and Bute Community Planning Partnership

Single Outcome Agreement

2013-2023

**Overarching aim: Argyll and Bute's economic success is built
on a growing population**

**Delivery plan for Outcome 3:
Education, skills and training maximises
opportunities for all**

OUTCOME 3: Education, skills and training maximise opportunities for all

Outcome Lead – Cleland Sneddon, Argyll and Bute Council

Main areas of focus included within this outcome:

This outcome focuses on supporting our children and young people to be ambitious and realise their full potential, ensuring that our education, skills training and volunteering opportunities are better aligned to economic development opportunities both within Argyll and Bute and nationally. We will also ensure that our learners are more confident, resilient and better enabled to manage the key transitional stages in their life and, to provide the skills needed for our residents to progress in their working and learning lives enabling them to contribute effectively to our communities.

Community Planning Partners delivering on this outcome:

Argyll and Bute Council (ABC)
 Argyll College UHI (AC) / other regional colleges
 Skills Development Scotland (SDS)
 Job Centre + (JC+)
 Department Work Pensions (DWP)
 Third Sector Partnership (TSP)
 NHS Highland (NHS)
 Argyll Voluntary Action (AVA)
 Highlands and Islands Enterprise (HIE)
 Scottish Enterprise (SE)

Equality outcome	Lead organisation
More people are actively engaged in local decision making	Argyll and Bute Council
Our service delivery is sensitive to the needs of all users	Argyll and Bute Council
We have improved engagement with protected groups	Argyll and Bute Council
The individual needs of all recipients of care are recognised	Argyll and Bute Council
An increasing number of young people aged 16-24 move into suitable employment in the Highlands and Islands as a result of HIE's influence and involvement.	Highland and Islands Enterprise
The college adopts a coherent and inclusive plan for equality and diversity within all its functions	Argyll College
Individual students are supported and their needs are met	Argyll College
Students feel that they are being treated fairly, sensitively and equally	Argyll College
People from all communities and equalities groups are welcomed as volunteers and we work to remove barriers to volunteering for all	Third Sector Partnership

3.1 Our children and young people in Argyll and Bute are supported to be ambitious and realise their full potential

Short term outcome lead - Anne Marie Knowles, ABC

Actions on this short term outcome		Lead Organisation and Responsible Post	Performance Indicators for this short term outcome	Target	Completion date
3.1.1	Support the continued roll out Curriculum for Excellence across our schools	Education Manager (learning and achievement)	Attainments in literacy and numeracy – reporting on levels of attainment across CfE levels early – 4 (3 years to 15 years)	5% annual increase in % of P4 pupils attaining their expected levels in the Suffolk reading test 5% annual increase in % of primary children achieving expected levels in numeracy	September 2015
3.1.2	Develop a wider range of qualifications for the Senior Phase to support schools and pupils with course options that reflect local labour market employment opportunities and opportunities for progression to further study	Education Manager (learning and achievement)	Implementation of new exam framework for National 4s and 5s and new Higher – reporting on levels of attainment (15 years to 18 years)	S5 1+ Level 6 50% S5 3+ Level 6 27% S5 5+ Level 6 13% S6 3+ Level 6 39% S6 5+ Level 6 25% S6 1+ Level 7 18%	
			Implementation of the programme of alternative qualifications including skills for work	35 courses 1400 students	
			All S3-S6 pupils having access to Career Management Skills, the 'My World of Work' website and Labour Market Information sessions provided by Skills Development Scotland.	100% compliance	
			Curriculum Planning Meetings held with Argyll College UHI and each of our 10 secondary schools to ensure that the college and school curriculum reflects the local job market	100% compliance	

			The percentage of young people moving into a positive destination after completion of an Activity Agreement.	75% each quarter	
			Number of Skills for Work courses offered by schools and partners (Argyll College) which reflect local labour market opportunities	55 courses	
3.1.3	Work with key agencies to ensure that the educational additional support needs of children and young people are met to enable these young people to realise their potential.	Education Manager (learning and achievement)	Coordinated support plans are in place with input from NHS, educational psychologists, social work and third sector where appropriate.	100% compliance	September 2015
		Skills Development Scotland Principal, Argyll College UHI	Each child with a plan has appropriate educational support allocated to them		
3.1.4	Work with key agencies to ensure there are improved opportunities for our looked after children to realise their full potential	Children's Placement Manager Children and Families	Each of our looked after children has a pathway plan in place	100%	September 2014
		Education Manager (Inclusion and Integration)	The number of looked after children young people offered a work experience opportunity within Argyll and Bute Community Planning Partners	8 per annum	Review in 2016
3.1.5 Ref 4.4.2	Encourage and celebrate youth achievement	Youth Services Manager	The number of young people gaining accredited achievement awards	30 per annum	Review in 2017

3.2 To ensure education and skills training opportunities are aligned to economic development opportunities both within Argyll and Bute and nationally					
Short term outcome lead - Fraser Durie, AC					
Actions on this short term outcome		Lead Organisation and Responsible Post	Performance Indicators for this short term outcome	Target	Completion date
3.2.1	Improve the alignment of education and training with business requirements and the economic opportunities in Argyll and Bute	Education Manager (learning and achievement) Argyll and Bute Employability Partnership	Successful implementation of Argyll and Bute Employability Partnership Strategic Skills Pipeline and Youth Employment Activity Plan	Plan implemented	2017
		Head of Economic Development	Creation of local economic profiles within the local economic development actions plans	Local economic profiles completed	September 2014
3.2.2 Ref 4.3.4	Increase the number of planned work placements for Senior Phase pupils	Employability Partnership/ 10 secondary deputy head teachers.	Increased number of opportunities for pupils in S4-6 to participate in relevant work placements	500 young people per annum	Review for 2014/15
		Dr Andrea McColl from the HIE ScotGrad Programme	Increased number of summer placement opportunities and graduate placement positions through the SCOTGRAD programme.	6 per annum	
		Argyll Voluntary Action	No of young people completing PX2 (junior version of STEPS for Excellence course)	40 young people per annum	
3.2.3	Encourage employers and developers to provide opportunities for young people through grant and loan finance, the Business Gateway advisory service and through promotion of corporate responsibility.	Economic Development Manager	Number of enterprises receiving financial support	26	March 2015
			Number of individuals and new enterprises receiving advice /consultancy	24	Review 2017
			No of young people supported through Employer Recruitment Incentive	100	December 2014

3.2.4 Ref 1.8.2	Encourage local apprenticeships and training programmes which align with the demands of the local job market	Skills Development Scotland Head of Improvement and HR	Number of modern apprenticeships in place	20	March 2015
			Number of training programmes arranged	10	March 2016
3.2.5	Increase the number of targeted recruitment and training Community Benefits (e.g. apprenticeships, jobs, leadership training etc	Argyll and Bute Council Procurement and Commissioning Manager	Ensure where appropriate young people receive training opportunities and apprenticeships as a result of contracts being awarded	100% compliance	March 2015
3.2.6	Work with partner agencies to maximise the opportunities for children with disabilities to access training for employment	Employability Partnership Chair	Percentage of disabled young people entering training and employment	Increase by 15% annually	September 2017
			Percentage of disabled young people offered work experience placements with the community planning partners	Increase by 15% annually	
3.2.7	Develop a curriculum for Argyll College which is responsive to local needs	Principal Argyll College UHI	College operational and strategic plan completed and aligned to the Single Outcome Agreement (SOA) and Scottish Funding Council (SFC) Highlands and Islands Regional Outcome Agreement (ROA) for Further and Higher Education	Plan complete	September 2014
3.2.8	Review college provision for further and higher education in Helensburgh and Lomond	Principal Argyll College UHI	Review undertaken and initial business case prepared to consider funding implications	Initial business case complete	March 2016

3.3 To enhance the contribution of our communities to school curricula					
Short term outcome lead - Anne Marie Knowles, ABC					
	Actions on this short term outcome	Lead Organisation and Responsible Post	Performance Indicators for this short term outcome	Target	Completion date
3.3.1	Improve the quality of information available which promotes our schools	Head of Customer and Support Services and Education Manager (performance and improvement)	Number of schools with informative and up to date websites using standardised education template and hosted on secure server	30 schools annually	100% compliance June 2017

3.3.2	Promote opportunities in all our schools for members of the community to contribute to pupil learning	Education Manager (learning and achievement)	Number of schools incorporating community contribution within their learning programmes	100% compliance	Sept 2017
3.3.3	Promote opportunities for young people to access vocational learning through emergency services and uniformed services cadet programmes		Number of young people taking part in cadet programmes across Argyll and Bute	Work with emergency services and armed forces to investigate baseline and set target for annual reporting 10% annual increase	Review 2017
3.3.4	Pursue creative arts and digital media opportunities within our schools with appropriate community organisations		Ensure that the improvement plan contains opportunities for the pursuit for creative arts and digital media	100% compliance	
3.3.5	Promote the future growth of Gaelic education, language and cultural activities through continued awareness raising and language learning opportunities within our schools and our communities	Head of Improvement and HR	Gaelic Language Plan 2013-2018 approved and successfully implemented	Implement plan	Review 2018

3.4 To promote volunteering opportunities to young people within Argyll and Bute					
Short term outcome lead - Martin Turnbull, ABC					
	Actions on this short term outcome	Lead Organisation and Responsible Post	Performance Indicators for this short term outcome	Target	Completion date
3.4.1	Increase the number of young people engaged in youth forums / CPP decision-making process	Youth Services Manager	Number of young people engaged in youth forums	50 and increase by 5% annually	Review 2017
3.4.2	Implement a new training programme supporting youth forum members to develop their leadership skills		New training programme implemented successfully	Training programme implemented	Review 2017
			Uptake in number of youth forum members attending training to develop their leadership skills	30 per annum	

3.4.3 Ref 3.1.5 and 4.4.2	Increase the number of young people engaged in volunteering	Argyll Voluntary Action	Number of young people completing Saltire awards	200 per annum	March 2016
		Youth Services Manager	Number of young people completing Duke of Edinburgh Awards	250 participants	March 2017
				40 awards	
		Argyll Voluntary Action	Provision of STEPS courses	25 courses per annum	September 2015
Active Schools Manager	Number of young people gaining Sports Leadership and Coaching awards	150 qualified senior pupils	September 2015		

3.5 To support our children and young people to be more confident, resilient and better enabled to manage the key transitional stages in their life					
Short term outcome lead - David Bain, ABC					
Actions on this short term outcome		Lead Organisation and Responsible Post	Performance Indicators for this short term outcome	Target	Completion date
3.5.1	Provide pupils and parents with clear information regarding the process for pupils to move from home to pre 5, pre 5 to primary 1 and from primary 7 to S1. Individual pupil profiles to be created ensuring that we maximise continued learning and development	Education Manager (learning and achievement)	Pre5 and P7 pupil profiles are in place which will be used as part of the transition process	100% compliance	September 2016
3.5.2	Support Secondary 3 pupils to produce individual pupil profiles that maximise continued learning and development		Our young people have completed a S3 Pupil Profile that will be used as part of the transition from broad general education to the senior phase.		
3.5.3	Identify early pupils who are at risk of disengaging and failing to make a positive post-16 transition and provide support	Education Manager (performance and improvement)	Education risk matrix updated each term for all secondary schools	10 risk matrices updated per term	
3.5.4	Develop a life skills programme to support senior phase pupils and / or school leavers who are at risk of not achieving a positive destination	Education Manager (learning and achievement)	Number of young people offered an Activity Agreement	100%	March 2015

3.5.5 Ref 5.6.3	Ensure all young people are given the opportunity to acquire, develop and apply Career Management Skills	Skills Development Scotland	The number of young people in S4, S5 and S6 making positive and sustained post-school transitions	95%	Review 2017
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3.6 To provide the skills needed for our residents to progress in their working and learning lives enabling them to contribute effectively to our communities					
Short term outcome Lead - Glenn Heritage, AVA					
Actions on this short term outcome		Lead Organisation and Responsible Post	Performance Indicators for this short term outcome	Target	Completion date
3.6.1 Ref 4.7.1 and 4.7.5	Support children and young people to promote good citizenship and engage in wider decision making with partner agencies	Youth Services Manager	The number of children and young people involved in service planning and redesign of council and partner services	50 annually	Review 2017
3.6.2 Ref 4.4.1	Develop the Argyll Young Entrepreneurs website to support young entrepreneurs	Argyll Voluntary Action	Creation of Argyll Young Entrepreneurs website	Website created	March 2016
			The number of unique and return visits to website	10,000 visits	March 2017
3.6.3	Increase the capacity of community groups	Community Development Manager/ AVA/ABSEN	The number of capacity building support sessions given to community groups.	190 sessions per quarter	Review for 2015/16
3.6.4	Provide the opportunity for adults to participate in certificated courses across Argyll and Bute	Community Learning Manager / Principal Argyll College UHI	The number of adults achieving accredited learning outcomes	970 per annum	March 2015
3.6.5	Increase the number of CPP employees who are supported in their continuous professional development	Head of Improvement and HR, ABC and HR Managers across CPP	The % of training requests linked to Continuous Professional Developments plans delivered	75%	March 2015

3.6.6	Support adults to access learning opportunities and progression so that they gain skills and confidence with a particular focus on digital literacy	Community Learning Manager AVA Principal Argyll College UHI	Uptake of Community Learning and Development "IT for employability"	200 per quarter	September 2014
			Number of participants accessing basic IT courses (other than employability)	50 per quarter	
			Number of people accessing IT courses at SCQF level Int 2 and above	200 people	
3.6.7 Ref 5.6.7	Improve the learning and skills needs of people seeking a pathway to employment, education or training	Community Learning Manager JobCentre Plus	No of JSA claimants attending JobCentre Plus / Community Learning and Development information and support sessions	780 per quarter	September 2014
3.6.7 Ref 6.6.5	Provide opportunities for older people to be involved in community projects	Argyll Voluntary Action	The number of older people engaging in "Grey Matters" programme run by Argyll Voluntary Action	120 annually	March 2016

Strategic Partnerships	Supporting strategies / plans
Employability Partnership Reshaping Care for Older People	Education Action Plan 2013-14 Argyll and Bute Youth Employment Activity Plan 2013-14 Employability Partnership Strategic Skills Pipeline Education Service Plan 2014/15 Children and Families Service Plan 2014/15 Integrated Children's Service Plan 2014-2017 Early Years Collaborative – stretch aims (reaching the child's developmental milestones) Third Sector Partnership work plan 2014-15 Gaelic Language Plan

Glossary of Abbreviations	
UHI	University of the Highlands and Islands
CfE	Curriculum for Excellence
SCOTGRAD	Graduate placement programme
STEPS for Excellence	It is a developmental programme developed by the Pacific Institute which gives participants the opportunity to take a fresh look at their lives, enables them to see how much they are truly capable of achieving and offers tools to make it happen.
PX2	PX2 (formerly known as BREAKTHROUGH to Excellence) is based on the same principles of Steps suitable for young people (14 - 18yrs)
SCQF	Scottish Credit and Qualifications Framework