

Management Committee

Date: 17 June 2015



Outcome 3 – Education, skills and training maximises opportunities for all

1.0 Purpose

- 1.1 The purpose of this report is to update the Management Committee on the performance of Outcome 3 –*Education, skills and training maximises opportunities for all* at the end of March 2015 (financial quarter 4).
- 1.2 Overall progress against Outcome 3 is very positive. All the relevant indicators have been updated by the partners within the target timescales, and of the 54 indicators under Outcome 3 in the SOA, progress at the end of FQ4 is summarised as follows:

Performance on or ahead of target:	37
Performance on target to revised timescales:	2
Performance behind target:	6

2.0 Recommendations

It is recommended that the Community Planning Management Committee note the performance of Outcome 3 of the SOA and recognise the overall contribution of Education, Skills and Training to the SOA's overarching objective that Argyll and Bute's economic success is built on a growing population.

3.0 Background

Outcome 3 comprises six short term outcomes which reflect the breadth of education, skills and training opportunities across all ages available in Argyll and Bute. Commitment to the principles of co-production, equality and early intervention / prevention is evidenced in the strategic plans and outcomes achieved by all partners.

- 3.1 Short term outcome 3.1 *Our children and young people in Argyll and Bute are supported to be ambitious and realise their full potential* reflects the achievements and attainment of our young people in our 78 primary schools and 10 secondary schools and the opportunities for our looked after young people.
- 3.2 Short term outcome 3.2 *To ensure education and skills training opportunities are aligned to economic development opportunities both within Argyll and Bute and nationally* ensures that our schools, colleges and other partner agencies work together to ensure that our curriculums and training are developed to reflect the labour market in Argyll and Bute. Ensuring that we maximise the opportunities for our young people to remain in the area and secure employment with opportunities for career progression.
- 3.3 Short term outcome 3.3 *To enhance the contribution of our communities to school curricula* acknowledges the key role that our communities and the culture of Argyll and Bute have in educating our young people.
- 3.4 Short term outcome 3.4 *To promote volunteering opportunities to young people within Argyll and Bute* promotes the importance of volunteering to develop our young people's leadership and participation skills giving them a greater insight into the opportunities in their communities and conversely raising the profile of our young people within the community.
- 3.5 Short term outcome 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* acknowledges the challenges our children and young people face as they move from primary to secondary education and from secondary into work, modern apprenticeships, college and university. This can be particularly pertinent in Argyll and Bute where we have some very small schools and small rural mainland and island communities.
- 3.6 Short term outcome 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.* Learning doesn't stop in Argyll and Bute when you leave school - we provide opportunities for adults to continue to develop skills, employability and knowledge, including our senior citizens so they can play an active role in their communities for longer.
- 3.7 The key partners focused on the delivery of outcome 3 are Argyll and Bute Council (Education Service, Adult Learning and Literacies Service, Youth Services Team, Community Development Team, Libraries Service and Procurement and Commissioning), Argyll College UHI, Skills Development Scotland, Job Centre Plus, and Argyll Voluntary Action.
- 3.8 As per all educational attainment reporting the performance reported to in financial year 2014/15 will refer to the academic year 2013/14.

4.0 Successes and key achievements to date for Outcome 3

4.1 Key successes throughout the year include :

- I. By the end of June 2015 all of our early learning and childcare settings will have received training in the Developmental Milestones Toolkit (age 3-5) being developed under the Early Years collaborative. This toolkit not only builds capacity and confidence in children's developmental milestones for practitioners who work with children but with parents too to support the development of their child. Over the next year there will be professional developmental opportunities for practitioners to further develop their knowledge and understanding of developmental milestones.
- II. We are strengthening the relationship between our schools, colleges and employers across Argyll and Bute. Agreement has been reached between Argyll College UHI and Hermitage Academy to work in partnership to deliver Skills for Work qualifications during session 2015/16. All 10 secondary schools are now working in partnership with Argyll College UHI.
- III. The first 2 modern apprenticeships which were provided by the Council in Kilmory have progressed well and are currently both applying for opportunities within the Council.
- IV. We have launched the Foundation apprenticeships programme in health and social care and engineering. Young people will be given the opportunity to complete the first year of a modern apprenticeship whilst still in school.
- V. The Exite programme at Dunoon Grammar School, a partnership programme between Dunoon Grammar School and Youth Services, supported 7 young people who were disengaged in their learning to research career opportunities and develop their employability skills. The young people achieved a range of qualifications including "lifting and handling at work" and "first aid" plus completed a period of work placement with local employers. The result being of the 7 young people 4 have entered a positive destination, 2 have reengaged with their studies and 1 is being further supported.
- VI. We supported 2 looked after and accommodated children in summer internship programme and both have gone on into positive post school destinations which they have sustained.
- VII. We have introduced a requirement for a Community Benefit Clause to be included within all Council contracts with estimated values over £350,000.00. To date, one completed contract for the Campbeltown Old Quay Wall Replacement engaged local suppliers and employed local workforce, as well as providing a school talk; in addition one school has had a contractor-led presentation in relation to a contract for PV Panel Installation, and other presentations are currently planned.
- VIII. The Council, as a member of the Supplier Development Programme (SDP), can offer small and medium sized enterprises (SMEs) the opportunity to grow and diversify through procurement by accessing SDP workshops and events

for training and learning purposes. Companies are encouraged to self select the training that is most suitable to their purposes. SDP's training programme is split into three levels and all their training events are free of charge to SMEs and 3rd sector organisations registered with the programme. Argyll and Bute based businesses can attend any SDP events being held across Scotland and you can find out more about these events/workshops and register on the SDP website. Improve your tender score workshop took place in April in Oban with excellent feedback. Next supplier events due to be held in Dunoon and Rothesay to fit in to upcoming tender opportunities regarding Queens Hall and Rothesay Pavilion.

- IX. The Council is working with our term maintenance contractor to engage modern apprenticeships and discussions are due to take place at next contract management meeting.
- X. We are delivering Adult Learning's basic computing skills support in 24 localities in Argyll and Bute from Jura to Helensburgh, both uptake and feedback are very positive. In addition, IT is being delivered to harder to reach groups on a very localised basis by partners, thus extending our reach into communities.

4.2 Performance highlights include:

- I. An increase to 82.3% of our primary 4 pupils attained a score of 85 or more in the Suffolk reading assessment.
- II. 100% of our children who sat them passed their National 4 qualifications
- III. Pupils in Argyll and Bute achieved higher than the national average performance in their National 5 qualifications
- IV. An increase in the range of qualifications on offer in 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.
- V. Youth Services supported young people across Argyll and Bute to gain 338 accredited wider learning qualifications, ranging from Youth Achievement Awards to Powerboat Handling Courses.
- VI. We have increased the number of young people engaged in youth forums to 55 across Argyll and Bute.
- VII. 517 young people completed Saltire Awards over the course of the year, exceeding the target of 200.
- VIII. Increased the number of young people gaining sports leadership and coaching qualifications
- IX. Access to *Skills for Work* and Partner Achievement Qualifications benefitted 2,032 young people during session 2013/14. As a result of these programmes young people have developed skills for learning, life and work supporting progress into positive and sustained destinations post-school;
- X. 364 Adult Learning participants achieved basic level accredited certificates that will improve their skills and confidence;

- XI. 1,505 people got support from Adult Learning to improve their employability; and
- XII. 314 older people have engaged with Grey Matters over the year. This affords opportunities to connect with community based public services, to influence and meet with MSP's and Elected Members and to expand knowledge in an informal setting.

5.0 Challenges

- 5.1 The current financial challenges across the public and private sector pose a significant challenge to the delivery of Outcome 3. There is a commitment to increased partnership working however this poses a significant challenge to all partners to deliver more with existing and reducing resources.
- 5.2 We need to continue to challenge the perception that academic qualifications and university entry takes precedent of all other opportunities and programmes. Educational opportunities that provide skills for work that lead to positive destinations should be regarded with the same parity of esteem. We need to promote the opportunities that apprenticeships can offer including career progression allowing young people to remain in Argyll and Bute and contribute to the local economy.
- 5.3 We need to remove any barriers that are in place regarding the viability of alternative qualifications and opportunities for lifelong learning.
- 5.4 Where our performance could have been better:
 - I. The number of modern apprenticeship opportunities available across the community planning partnership
 - II. The lower than anticipated number of young people applying for the modern apprenticeships that have been advertised
 - III. A slight decrease of 1.4%, from the previous academic session, in young people entering a positive and sustained destination post school. Though this has been largely due to issues with recording accurate data.

6.0 Opportunities

Future opportunities in relation to Outcome 3 include;

- 6.1 Including the Early Years Service's contribution to the delivery of the SOA within this outcome. The Early Years Service builds confidence and capacity in volunteers running Bookbug sessions in English and Gaelic across Argyll and Bute. Builds capacity and confidence in our workforce by supporting childcare staff to gain their SSSC approved qualification and attend training

events. Increasing the number of early learning and childcare providers and flexibility of provision supports parents to access part time employment or training. The development of the Argyll and Bute family pathway will build capacity and confidence in the language and knowledge of GIRFEC for both parents and practitioners.

- 6.2 Developing the use of 'Insight' the senior phase benchmarking tool to assist our secondary schools to analyse, compare and improve the performance of pupils in the senior phase of Curriculum for Excellence.
- 6.3 A Steering Group comprising: Economic Development Manager, Community Planning Manager and Lead Officer, Opportunities for All from Argyll and Bute Council; Depute Area Manager and Head of Projects and Partnerships Team, Highlands and Islands Enterprise (HIE); the Principal, Argyll College UHI; and Lead Head, Sector Development, Skills Development Scotland (SDS) has commissioned EKOS Ltd to undertake the research study, Compelling Argyll and Bute Administrative Areas. Argyll and Bute Council, HIE and SDS have contributed financially to this research.

The main objectives of this study are:

- To undertake a detailed economic profiling and analysis of Argyll and Bute and each of the four sub-areas, with a particular focus on skills development issues.
- To develop 'compelling' propositions/promotional action plans for Argyll and Bute and each of its four sub-areas.

This study will provide an evidence base on the local employment opportunities, skills gaps, education and training provision, and the unique selling points of each of the four administrative areas and for Argyll and Bute as a whole. These findings and proposed solutions will in turn inform the curriculum planning in our secondary schools and Argyll College UHI to ensure that the curriculum we deliver meets with economic aspirations and opportunities in each community.

- 6.4 Developing Scotland's Young workforce is a Scottish Government programme delivered in partnership with the Council, Argyll College UHI, Skills Development Scotland, third sector and local employers. There are 39 recommendations being taken forward to support children and young people age 3 to 24 to develop in Argyll and Bute which focus on :
- parity of vocational and academic qualifications in the senior phase
 - children and young people developing a knowledge and understanding of the world of work and the skills required to participate in employment
 - work experience placements focused at a time that meets young peoples career progression
 - ensuring all young people have access to opportunities

Partners are working up an action plan to deliver this and Scottish Government funding is to be announced, currently being negotiated through COSLA.

- 6.5 There is scope to further develop Argyll Young Entrepreneurs (www.aye.biz) supported by Argyll Voluntary Action and their ambition for 2015-16 is to inspire more people, and especially our young people, to consider doing business in Argyll & Bute and to return after studies further afield bring new skills with them.
- 6.6 The importance of outcome 3's contribution to the success of the SOA has been acknowledged by the newly created Economic Forum who will be looking to explore options for more closely linking education, training and local business opportunities and how to make Argyll and Bute a destination of choice for our young people. The forum are exploring opportunities to create a regional "Invest in Youth Group" under Developing Scotland's Young Workforce which will aim to engage effectively with local employers, schools and colleges.
- 6.7 We are currently preparing a three year strategic community learning and development partnership plan which will:
- Strengthen community learning and development (CLD) provision, and use of the CLD approach, at a time of public service reform. The policy focus is therefore on Curriculum for Excellence, GIRFEC, the Community Empowerment Bill, and other public service reform priorities.
 - Ensure that communities, particularly those who are disadvantaged, have access to the CLD support they need to empower them, individually and collectively, to make positive changes in their lives and in their communities, through learning; and
 - Improve partnership working and synergies at, and between, all levels, through better information about needs in the community.

The plan is due to be published in September 2015.

- 6.8 Argyll and Bute has been successful in achieving funding to extend ICT skills provision to harder to reach communities during 2015-16 and a programme will shortly be established
- 6.9 The next iteration of Outcome 3 should include measures which will reflect all of these opportunities.

7.0 Conclusions

- 7.1 Appendix 1 shows the scorecard for Outcome 3, of the 54 indicators in this data set 47 are green and 7 are red.

7.2 There are considerable challenges to meeting the aspirations of outcome 3 especially at a time of reducing budgets in the public sector. However these are being overcome by a commitment to partnership working which extends beyond the agencies delivering services in Argyll and Bute and into our communities. We are all deeply committed to ensuring education, skills and training maximises opportunities for all in Argyll and Bute and supports the achievement of overarching objective of the SOA that Argyll and Bute's economic success is built on a growing population.

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Appendix 1 – Performance information for Financial Quarter 4 2014/15

Information correct as at the 3rd June 2015

SOA Outcome 3: Education, skills and training maximises opportunities for all				
"Red" performance				
Element	Target	FQ4 Actual	Data Provider	Comment from system
3.1.2k % young people in positive destinations following Activity Agreement	70	43%	Anne Paterson	The overall target for this financial year was 70%. We achieved 69% into a positive destination which equates to 20 out of the 29 young people who left or finished the AA programme. Of the remaining 9 - 4 are unemployed, 1 is refusing to engage with any partner agency and would all be classed as being in a negative destination. Of the remaining 4 - 1 has moved outwith the area and is engaging with a partner agency; 2 are engaging with a partner agency in their local area and 1 young person is unavailable due to ill health.
3.1.4a % of looked after children with a pathway plan in place	100 %	65% (March)	Alex Taylor	Of the 22 children eligible for Aftercare Services, there are 4 young people whose social workers have requested that Throughcare do not get involved at this juncture as their placements are settled and do not require a Throughcare Intervention.
3.2.4a Number of modern apprenticeships	12	8	Jane Fowler	There are an additional four posts currently out to advert or about to proceed to interview during April. One further post has been filled but the successful candidate will not start until June 2015. Two further posts are being prepared for advert in April/May.

3.3.1 No of schools with up to date websites	14	9	Lorne MacBrayne	the targets have been updated to match the timeline of the project. previously the targets were in for FQ1 14/15 onwards when the project actually started in FQ3 2014/15
3.6.5 - % Training linked to CPD delivered	75	Annual, Q4 only	Jane Fowler	Number of employees in excess of 8000. CPD is not a measure used by all (professional only) and is proving difficult to measure, as corporate records are not all collated. Proposal underway to change this measure to reflect annual or other regular assessed training/development plan being undertaken and associated training/development delivered.
3.6.6a Uptake of "IT for Employability"	80	77	Jeannie Holles	Move towards engagement with 'harder-to-help' referrals from Job Centres and USDL trials has resulted in these participants requiring more intensive work and absolute beginners IT skills, therefore not ready for IT for Employability courses.

SOA Outcome 3: Education, skills and training maximises opportunities for all

"Amber" performance

Element	Target	FQ 4 Actual	Comment	Responsible Post
3.2.1b Create local economic profiles within the local economic development action plans	On track to revised plan	On track to revised plan	On track to revised plan - completion date now anticipated to be Financial Quarter 4 2015/16	Fergus Murray

3.2.5 Young people receive training / apprenticeships thru contract awards	Complete	On track to revised plan	There is a requirement for a Community Benefit Clause to be included within all Council contracts with estimated values over £350,000.00. Records are now kept on all tenders over £350,000.00 in value, and if CBCs are not to be included then a justification must be provided. To date, one completed contract for the Campbeltown Old Quay Wall Replacement engaged local suppliers and employed local workforce, as well as providing a school talk; in addition one school has had a contractor-led presentation in relation to a contract for PV Panel Installation, and other presentations are currently planned. As this is an ongoing piece of work we would suggest extending the time period to March 2016 to show CBCs that have been achieved in that period.	Anne MacColl-Smith
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SOA Outcome 3: Education, skills and training maximises opportunities for all

"Green" performance

Element	Target	FQ 4 Actual	Responsible Post
3.1.1b Establish numeracy framework for primary children	On track	On track	Anne Paterson
3.1.2a Percentage of S5 pupils achieving 1 or more Highers	50%	50% 2013/14	Ann Marie Knowles
3.1.2b Percentage of S5 pupils achieving 3 or more Highers	27%	28% 2013/14	
3.1.2c Percentage of S5 pupils achieving 5 or more Highers	13%	13% 2013/14	
3.1.2d Percentage of S6 pupils achieving 3 or more Highers	39%	39.92% 2013/14	
3.1.2e Percentage of S6 pupils achieving 5 or more Highers	25%	25.79% 2013/14	
3.1.2f Percentage of S6 pupils achieving 1 or more Advanced Highers	18%	16.19% 2013/14	

3.1.2i % eligible S4-S6 pupils with access to career management information	100%	100%	Anne Paterson
3.1.2j Curriculum Planning Meetings held with Argyll College UHI and each secondary school	On track	On track	Aileen Goodall
3.1.3a Educational support - coordinated support plans are in place	On track	Complete	Roslyn Redpath
3.2.1a Implement Employability Partnership Skills Pipeline & Youth Employment Activity Plan	On track	On track	Ishabel Bremner
3.2.2c Number of young people completing PX2	40	42	Glenn Heritage
3.2.3a No of Business Gateway workshops delivered to date	65	108	Ishabel Bremner
3.2.3b No of attendees at Business Gateway workshops	371	808	Ishabel Bremner
3.2.3c No of individuals/enterprises receiving business advisor support	345	506	Ishabel Bremner
3.2.4b No of training programmes arranged re local job market	10	16	Jane Fowler
3.2.7 Develop curriculum for Argyll College which is responsive to local needs	Complete	Complete	Fraser Durie
3.2.9 Initial business case re college provision in Helensburgh & Lomond	On track	On track	Fraser Durie
3.3.2 Number of schools incorporating community contribution within their learning programmes	10	10	Anne Paterson
3.3.4 Creative arts and digital media included in school improvement plans	On track	On track	Anne Paterson
3.3.5 Gaelic Language Plan implementation	Complete	Complete	Jane Fowler
3.4.1 No of young people engaged in youth forums	40	55	Martin Turnbull
3.4.2 No of young people attending Involvement Training	30	57	Martin Turnbull
3.4.3a Number of young people completing Saltire awards	200	517	Glenn Heritage
3.4.3d Number of STEPS courses	25	27	Glenn Heritage
3.4.3e No of young people gaining Sports Leadership and Coaching awards	150	164	Christopher Caskie
3.5.1 Pre-5 and P7 pupil profiles used for transition	60%	60%	Anne Paterson
3.5.2 % young people with an S3 pupil profile	60%	90%	Anne Paterson

3.5.3 No of schools with a current risk matrix	10	10	Ann Marie Knowles
3.5.4 Number of young people offered an Activity Agreement	12	12	Anne Paterson
3.6.1 No of young people involved in designing services	50	108	Martin Turnbull
3.6.2a Creation of Argyll Young Entrepreneurs website	Complete	Complete	Glenn Heritage
3.6.2b Number of visits to the Argyll Young Entrepreneurs website	0	0	Glenn Heritage
3.6.3 The number of capacity building sessions for community groups	170	470	Rona Gold
3.6.6b Number of participants in basic IT short courses	50	144	Jeannie Holles
3.6.7b Number of older people engaging in "Grey Matters" programme	120	341	Glenn Heritage
3.6.7a Number of JSA attendees at joint support sessions	78	78	Jeannie Holles

SOA Outcome 3: Education, skills and training maximises opportunities for all

Information not required to report this period

Element	Responsible Post	Organisation of Data Provider	Comment from system
3.1.1a % of P4 pupils attaining expected levels in Suffolk reading test	Ann Marie Knowles	Argyll and Bute Council	In line with the assessment policy, the Suffolk Reading tests are carried out in May and June each year and the data from across the authority is analysed thereafter. This measure will be reported in FQ2.
3.1.2g Wider achievement & certification - number of courses	Aileen Goodall	Argyll and Bute Council	This information is reported annually at FQ3

3.1.2h Wider achievement & certification - number of students	Aileen Goodall	Argyll and Bute Council	This information is reported annually at FQ3
3.1.2i No of Skills for Work courses offered by schools/partners	Anne Paterson	Argyll and Bute Council	This information is reported annually at FQ3
3.1.4b No of LAAC and young people offered work experience within Partners	Aileen Goodall	Argyll and Bute Council	Annual and only reported in Q2. Q3 14/15 8
3.1.5 Number of young people gaining accredited achievement awards	Martin Turnbull	Argyll and Bute Council	Annual and only reported in August (FQ2)
3.2.2a Number of work placements for S4-S6 pupils	Anne Paterson	Argyll and Bute Council	Annual and data submitted in FQ 1
3.2.2b No of summer placement opportunities through the SCOTGRAD programme	Colin McLean	HIE	Annual and data submitted in FQ2 (September)
3.6.4 Number of adults achieving accredited outcomes	Jeannie Holles and Fraser Durie	Argyll and Bute Council and Argyll College	Annual and data submitted in FQ2 (September)