
Report to Enterprise & Environment Committee

Date of Meeting: 21 May 2015

Subject: Developing Scotland's Young Workforce and Supporting Modern Apprenticeships

Report by: Head of Development & Environment & Head of Education

1.0 Purpose

- 1.1. To inform Committee of the Council's commitment to support Developing Scotland's Young Workforce agenda in Clackmannanshire and modern apprenticeships across Council Services.

2.0 Recommendations

It is recommended that Committee :

- 2.1. Note the development of Education Service's proposals to take forward the implementation of Developing Scotland's Young Workforce in Clackmannanshire and the closer and more integrated working with Economic Development.
- 2.2. Note that the Council has agreed to commit a budget of £75,000 per annum over the next 3 years to increase the number of Modern Apprentices employed across the Council Services.

3.0 Background

- 3.1. At the Enterprise and Environment Committee meeting of 15 January, the Committee agreed to take forward 2 key priority programmes that the Council, subject to approval, could deliver under the Making Clackmannanshire Better policy priorities. Expansion of the Modern Apprenticeship programme within the Council, employing 16 - 24 year olds throughout Council services and the second programme, building on the positive destination programme for our school leavers - Developing Scotland's Young Workforce.
- 3.2. The recently published Employability Strategy for Clackmannanshire highlights a number of actions that the Council and Alliance partners could implement to improve the employment situation of our residents, and particularly our young people. One of these actions is to "Increase the

number of young people in Clackmannanshire gaining a Modern Apprenticeship by 50 - 75 p.a."

- 3.3. At a special Council meeting of 24 February, Council agreed to allocate £75,000 per annum for 3 years to increase the number of Modern Apprentices employed across Council services. In addition, the Council will work with the Scottish Government to seek additional funding to support Modern Apprentices in private sector businesses.
- 3.4. The Commission for Developing Scotland's Young Workforce chaired by Sir Ian Wood produced a final report entitled 'Education Working For All' that was published on 3 June 2014. The report covers education and training; involvement of employers; and advancing equalities. The report focuses on a range of areas including vocational education pathways starting in schools, career education, work experience, modern apprenticeships, college education, involvement of employers in education, youth recruitment, support for young disabled people and support for care leavers.

4.0 Developing Scotland's Young Workforce and Modern Apprenticeships

- 4.1. The Education Service is currently driving forward proposals to implement Developing Scotland's Young Workforce (DSYW) recommendations which focus on vocational education pathways starting in schools. (See Appendix A which sets out a summary of the Wood Commission recommendations).
- 4.2. The Service has broken these down into 3 broad themes to deliver the Scotland's Young Workforce agenda :
 1. To increase employer/ education engagement.
 2. To develop and stretch vocational learning and school links with College for all learners.
 3. To increase Work based and Work linked learning.

These themes are proposed in order to ensure employability skills and vocational learning are embedded and integral to all learning.

- 4.3. Within each of the three Academies a Development Officer has been appointed to lead on the three key themes and it has become a significant area of focus for school improvement planning.
- 4.4. The Education Service have established two key strategic and operational groups to build partnerships and develop this remit. The groups comprise of Business, SDS, College, Economic Development and Education.
- 4.5. The Scottish Government has committed funding to Councils to help them take forward the recommendations with local planning arrangements ensuring the funding is targeting the areas of greatest need. This planning will be done between Education and Economic Development.
- 4.6. The Scottish Government has outlined the importance of apprenticeships as a key part of the action to support the development of Scotland's young workforce and address youth unemployment. A range of developments are being supported to increase apprenticeships. The apprenticeship opportunities for young people aim to achieve a flexible set of qualifications up

to and including degree level while in work. The apprenticeship opportunities to be sought therefore range from Foundation Apprenticeships to Higher Targeted Modern Apprenticeships in areas such as Science, Technology, Engineering and Maths.

- 4.7 Modern Apprenticeships (MA) offer people aged 16 and over the opportunity to work in a paid job while undertaking workplace training and occasionally off-the-job learning, in order to gain new and enhanced skills and recognised qualifications. They play a key role in developing a skilled workforce.
- 4.8. The average length of time to complete a Modern Apprenticeship varies depending on the sector and can be anything from 9 months for a Modern Apprenticeship at level 2 in Business & Administration up to 3 - 4 years for a Craft Apprentice.
- 4.9. Modern Apprentices can be new employees or existing employees seeking to increase their capability. The main age groups eligible for Modern Apprenticeship support are individuals aged 16 - 19 (the priority group) and 20 - 24 year olds. MA support for individuals aged 25+ is targeted towards specific sectors only.
- 4.10. A Modern Apprentice is just like every other employee, so businesses still have to pay their salary while they are being trained. The length of the training depends on the sector or industry that the Modern Apprentice is working in and has been developed by relevant industry bodies. Skills Development Scotland contribute towards the cost of the training.
- 4.11. The number of additional Modern Apprenticeship places that could be supported by the Council through a budget of £75,000 per annum over 3 years will depend on a number of factors including the type of places created by Services and the length of the training period, which can vary from 9 months to 4 years.
- 4.12. The two services who traditionally recruit Modern Apprentices are Property Services and Business Support. In the past year, the Sports Development service has recruited a number of Modern Apprentices as a result of the Youth Employment Scotland Fund (YESF) and other external funding. The additional funding will seek modern apprenticeship opportunities in new areas of service and to seek to attract a wide range of candidates in to the opportunities presented.
- 4.13. The Youth Employment Scotland Fund (YESF) finishes at the end of March 2015. This was a fund set up by Scottish Government to support Modern Apprenticeships in the private sector and there has been no announcement by Scottish Government to replace or continue this programme. It should be noted that YES funding was initially targeted at the private sector but was opened up to local authority opportunities a year ago.
- 4.14. A list of current Modern Apprentices employed in the Council and supported by Clackmannanshire Works is provided in Appendix B.
- 4.15. By expanding its Modern Apprenticeship programme, the Council as the biggest employer locally, is leading by example and demonstrating its commitment to taking on more young people as Modern Apprentices.

- 4.16. The Council's employability service, Clackmannanshire Works, already supports Modern Apprentices employed in the Council and this support would be extended to the recruitment of the additional Modern Apprentices.
- 4.17. This support would entail working with Council services to recruit eligible young people, registering the MAs with Skills Development Scotland (SDS) and the relevant Sector Skills Council, brokering the training, providing on-going support to both the Modern Apprentices and their supervisors, and drawing down the funding from SDS to cover the training costs.
- 4.18. It is important that other employers operating locally across the public, private and third sectors also recruit more young people as Modern Apprentices to bring Clackmannanshire up to at least the national average. The Business Jobs & Skills Partnership will be a key mechanism for promoting this message locally and the Partnership is already planning to hold a couple of events in May to promote Modern Apprenticeships to both employers and young people.

5.0 Sustainability Implications

- 5.1. The report's recommendations will contribute towards the following Council sustainability objectives:
- Target skills and training and reduce unemployment
 - Reduce social exclusion

6.0 Resource Implications

6.1. *Financial Details*

- 6.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes X

- 6.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

6.4. *Staffing*

The Council's Economic Development service, through Clackmannanshire Works, will support Council services to recruit eligible young people as apprentices, register the Modern Apprentices with SDS and the relevant Sector Skills Council, broker the training, provide on-going support to both the apprentices and their supervisors, and draw down the funding contribution for training from SDS.

Education Service has seconded staff to the posts of Development Officers supported by the Service Improvement Team to focus on delivering the key themes of Developing Scotland's Young Workforce.

7.0 Exempt Reports

7.1. Is this report exempt? Yes (please detail the reasons for exemption below) No **X**

8.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box)

| | |
|--|--------------------------|
| The area has a positive image and attracts people and businesses | X |
| Our communities are more cohesive and inclusive | <input type="checkbox"/> |
| People are better skilled, trained and ready for learning and employment | X |
| Our communities are safer | <input type="checkbox"/> |
| Vulnerable people and families are supported | <input type="checkbox"/> |
| Substance misuse and its effects are reduced | <input type="checkbox"/> |
| Health is improving and health inequalities are reducing | <input type="checkbox"/> |
| The environment is protected and enhanced for all | <input type="checkbox"/> |
| The Council is effective, efficient and recognised for excellence | <input type="checkbox"/> |

(2) **Council Policies** (Please detail)

- Clackmannanshire Single Outcome Agreement 2013 - 2023
- Building Clackmannanshire Economic Development Framework 2008 - 2018
- Clackmannanshire Employability Strategy and Action Plan 2014 - 2017

9.0 Equalities Impact

9.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes No **X**

10.0 Legality

10.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

11.0 Appendices

- 11.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix A - Briefing Paper : Education Working For All Wood Commission Recommendations

Appendix B - List of Modern Apprentices currently employed in the Council.

12.0 Background Papers

- 12.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes (please list the documents below) No

Clackmannanshire Employability Strategy and Action Plan 2014 - 2017

Enterprise & Environment Committee Report of 15 January 2015 on the Clackmannanshire Local Employability Partnership Employability Strategy Final Report

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Education Service

Briefing Paper

Subject : 'Education Working For All'

Rationale

1. Sir Ian Wood set up a commission in January 2013 to review Scotland's young workforce. The interim report focussed on ***'the 50% of pupils who do not follow an academic pathway and those who leave school without Highers'***

The Final Report of June 2014 builds on this with a focus on 3 key areas:

1. To develop high quality **vocational** education linking with schools
 2. To improve the connectivity between **Education** and the **World of Work**
 3. To create strong **partnerships** between employers and education, with employers being co-investors.
2. The report is "not just about education and training nor is it just about getting youth employment back to 2008 levels. It is about Scotland's long-term economic success and wellbeing".

This is a clear shift away from schools purely providing learning to having more of a focus on employability and skills to meet market demand.

This was amongst the original aims of a Curriculum for Excellence and this trend should continue, with a continuum from primary school to employment.

3. The Report Recommendations – Although there are 39 recommendations, only 13 have a direct impact on education services

Recommendation 1: Pathways should start in the senior phase which lead to the delivery of industry recognised vocational qualifications alongside academic qualifications. These pathways should be developed and delivered in partnership with colleges and, where necessary, other training providers. Their delivery should be explicitly measured alongside other school performance indicators.

Recommendation 2: A focus on preparing all young people for employment should form a core element of the implementation of CfE with appropriate resource dedicated to achieve this. In particular local authorities, SDS and other employer representative organisations should work together to develop a more comprehensive standard for carers guidance which would reflect the involvement of employers and their role and input.

Recommendation 3: A modern standard should be established for the acceptable content and quality of work experience, and guidelines should be made available to employers. This should be developed by Education Scotland in partnership with employer bodies and SDS. This should involve input from young people. Work experience should feature in the Senior Phase Benchmarking Tool and Education Scotland school inspections.

Recommendation 6: A commitment to supporting the development of Scotland's young workforce through the enhancement of vocational education pathways should feature prominently in the National Performance Framework, Community Plans, and College Regional Outcome Agreements.

Recommendation 12: A focus on STEM should sit at the heart of the development of Scotland's Young Workforce.

Recommendation 14: The Scottish Government should support the creation of regional industry-led invest in Youth groups across Scotland to provide leadership and a single point of contact and support to facilitate engagement between employers and education.

Recommendation 15: Businesses across Scotland should be encouraged and supported to enter into 3-5 year partnerships with secondary schools. Every secondary school in Scotland and its associated primaries should be supported by at least one business in a long-term partnership

Recommendation 26: Scotland should embed equality education across CfE.

Recommendation 27: Promotion and communication of career options should actively target equalities to promote diverse participation across gender, Black & Minority Ethnic groups, young people with disabilities and care leavers. The provision of Modern Apprenticeships should be to the fore of this activity.

Recommendation 28: Senior phase vocational pathways should be designed to encourage more gender balance across occupations.

Recommendation 33: Careers advice and work experience for young disabled people who are still at school be prioritised and tailored to help them realise their potential and focus positively on what they can do to achieve their career aspirations.

Recommendation 37: Education and employment transition planning for young people in care should start early with sustained support from public and third sector bodies and employers available throughout the journey toward and into employment as is deemed necessary.

Recommendation 38: Across vocational education and training, age restrictions should be relaxed for those care leavers whose transition takes longer.

Implications and Opportunities for the Education Service

1. There is a stronger entitlement for all children and young people to develop a good understanding of the world of work
2. There will be an entitlement for every young person to a senior phase that offers a wide range of work related opportunities, including the option of acquiring industry recognised qualifications
3. A step change in provision of high quality work related opportunities in both the BGE and Senior Phase
4. This agenda should feature as a key priority in local outcome agreements and local funding arrangements

5. A cross-sector/partnership approach to planning and delivering the senior phase will be the norm, rather than the exception
6. A high profile and an increased understanding of the value of work related education amongst practitioners, parents/carers and young people
7. Greater provision of vocational learning and work experience, in partnership with colleges, employers and other relevant providers.
8. Culture change required in changing perceptions of work based learning.

This is an exciting opportunity which shall enable a re-design of the Senior Phase and support positive and creative solutions to enable the delivery of the recommendations.

The three key targets are :

1. Development of a broader vision for the Senior Phase that incorporates **Multiple Pathways** to enable young people to experience work based learning thus smoothing the transition from school to adulthood.
2. Development of a much expanded role for employers in supporting these new pathways.
3. Development of a new social contract between stakeholders and its young people and part of this would be addressing the modern social bias against vocational training.

Modern Apprentices Employed by Clackmannanshire Council as at 30/01/15 and supported through Clackmannanshire Works

| Council Service | MA Framework | Level | Number Employed | Average Length of Time for MA Framework |
|------------------------|--|--------------|------------------------|--|
| Business Support | Business & Administration | 2 | 4 | 9 months |
| Business Support | Business & Administration | 3 | 1 | 24 months |
| Clacks Works | Business & Administration | 2 | 1 | 9 months |
| Sports Development | Business & Administration | 2 | 1 | 9 months |
| Property Contracts | Plumbing | 3 | 6 | 4 Years |
| Property Contracts | Carpentry & Joinery | 3 | 6 | 4 Years |
| Property Contracts | Painting & Decorating | 3 | 2 | 4 Years |
| Property Contracts | Electricians | 3 | 2 | 4 years |
| Sports Development | Active Leisure, Learning & Wellbeing | 2 | 2 | 12 months |
| Sports Development | Achieving Excellence in Sports Performance | 3 | 2 | 12 months |