

EAST AYRSHIRE COUNCIL

CABINET PAPER – 20 APRIL 2011

THE EAST AYRSHIRE MORE CHOICES MORE CHANCES (MC:MC) STRATEGY 2011-2013

Report by Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 To update Cabinet on the outcomes of the More Choices: More Chances (MC:MC) Strategy in session 2010 – 2011 and to seek approval for revision to the Strategy (2011 – 2013) following review of the Fairer Scotland Fund.

2. BACKGROUND

- 2.1 The MC:MC programme in 2010-11 is led by a MC:MC Co-ordinator who reports directly to the Head of Service: Schools. A 16+ Learning Choices Co-ordinator leads on the implementation of 16+ Learning Choices, which is a key part of the East Ayrshire MC:MC Strategy.
- 2.2 The two co-ordinators service the following working groups:
- 2.3 **The MC:MC 16+ Strategic Partnership** which consists of managers from Skills Development Scotland (SDS), Colleges, Leisure Development, East Ayrshire Council (EAC) Skills Development and Employability Service, Ayrshire Chamber of Commerce, Community Learning and Development (CLD), Health, Social work and the third sector. The Partnership has responsibility for the creation, monitoring and evaluation of the MC:MC Action Plan with a focus on improving positive and sustained destinations for all 16-19 year olds in East Ayrshire.
- 2.4 **The MC:MC 16+ Operational Group** consists of Depute Head Teachers from Secondary and Special Schools, College representatives, CLD, SDS and Social Work. The group is responsible for supporting schools and partners to implement the MC:MC Action Plan and the 16+ Learning Choices Policy.
- 2.5 **The Inspiring Scotland Partnership** consists of representatives of Inspiring Scotland funded partners and European Social Funded partners who are helping support young people in East Ayrshire into positive destinations. This group includes organisations such as YIPWORLD, East Ayrshire Carers, Princes Trust and Action for Children.
- 2.6 **The Kilmarnock College/School Partnership** consists of school and college representatives who manage the programme of college courses provided for school pupils.

- 2.7 **The Cumnock College/School Partnership** consists of school and college representatives who manage the programme of college courses provided for school pupils.
- 2.8 The MC:MC partnership strategy has been supported by Fairer Scotland Funding of **£370,000** each session from 2007 – 2010.
- 2.9 The funding and support provided has facilitated a range of partners to make improvements in several key Single Outcome Agreement targets. These have been described in detail in the Cabinet paper: 'Update on Priorities for Raising Attainment, approved by Cabinet on 26 January 2011. Some headlines from this report are: the number of school leavers entering positive destinations has increased by 4.4% from 2008 to 2010 and the number of young people not in employment, education or training (NEET) in the 16-19 MC:MC Group has decreased by 24% from October 2009 to October 2010. The table and narrative in section 3 gives some outline of success to date in the programme, but full detail is described in the 'Update to Priorities for Raising Attainment' (26 January 2011).

3. EVIDENCE OF IMPROVEMENT

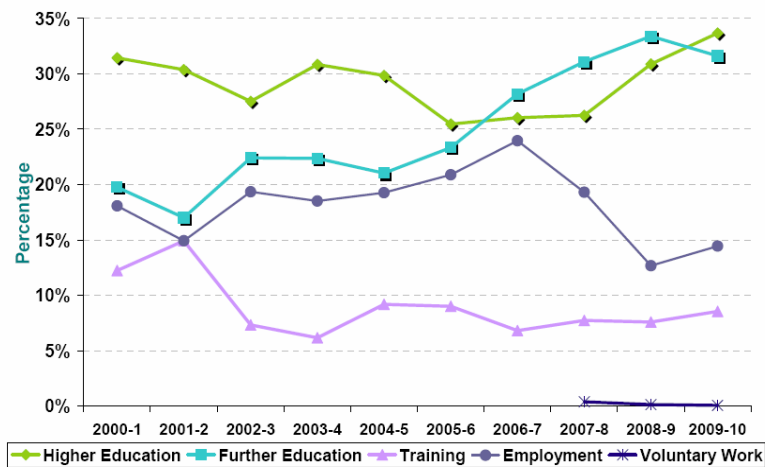
3.1 School Leaver Destinations

2009/10	Number of leavers	Full-time higher education (%)	Full-time further education (%)	Training (%)	Employment (%)	Voluntary (%)	Other known destinations (%)	Destination unknown (%)	% Positive	% Other
Auchinleck Academy	179	31.3	30.2	10.1	18.4	0.0	10.1	0.0	89.9	10.1
Cumnock Academy	192	32.8	29.2	10.9	14.6	0.0	12.5	0.0	87.5	12.5
Doon Academy	75	12.0	44.0	14.7	18.7	0.0	10.7	0.0	89.3	10.7
Grange Academy	197	38.6	26.4	8.1	15.2	0.0	11.7	0.0	88.3	11.7
James Hamilton Academy	109	31.2	33.9	5.5	15.6	0.9	12.8	0.0	87.2	12.8
Kilmarnock Academy	142	34.5	31.0	3.5	14.8	0.0	16.2	0.0	83.8	16.2
Loudoun Academy	184	33.2	34.8	10.3	14.1	0.0	7.6	0.0	92.4	7.6
St Joseph's Academy	160	35.6	31.3	8.8	11.3	0.0	12.5	0.6	86.9	13.1
Stewarton Academy	119	43.7	32.8	5.0	7.6	0.0	10.9	0.0	89.1	10.9
East Ayrshire	1357	33.7	31.6	8.5	14.4	0.1	11.6	0.1	88.4	11.6
National	54,097	35.7	27.1	5.2	18.5	0.3	12.6	0.6	85.7	14.3
Clackmannanshire	571	30.6	26.4	10.3	20.0	0.5	12.1	0.0	87.9	12.1
Falkirk	1547	33.1	19.0	9.8	22.2	0.1	15.7	0.1	84.2	15.8
North Ayrshire	1438	32.2	35.2	4.6	13.3	0.2	13.1	1.5	85.5	14.5
North Lanarkshire	3653	35.0	25.4	7.4	17.8	0.1	13.5	0.8	85.7	14.3
West Lothian	1978	31.1	26.5	6.8	19.4	0.3	15.8	0.2	84.1	15.9
Comparator Family Av	9187	32.4	26.5	7.8	18.5	0.2	14.0	0.5	85.5	14.5

- 3.2 The percentage of school leavers entering positive destinations in East Ayrshire in 2010 was 88.4% which is above the national average of 85.7%. This is an improvement of 3.7% from 2009.
- 3.3 The partnership, using MC:MC funding, has helped East Ayrshire out-perform the 5 comparator authorities shown in the table above. This is notable given the challenging levels of unemployment in East Ayrshire.

3.4 Trends in Positive Destinations

Table 3: Trends 2000 – 2010 of Positive Destinations

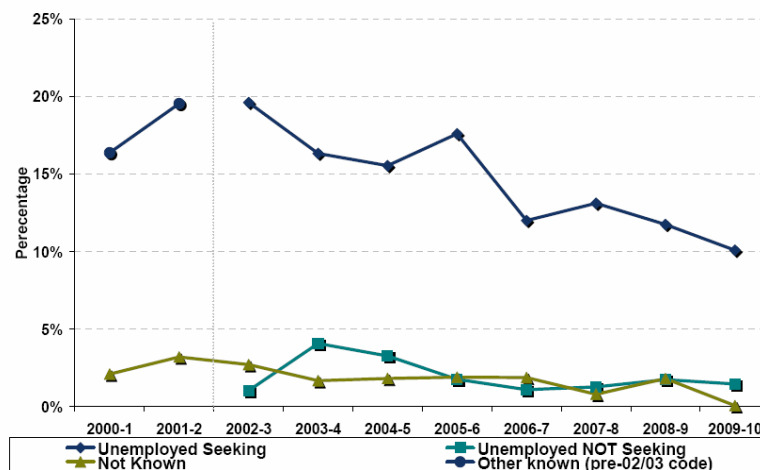


Note: Voluntary Work has been included as a separate destination category since the 2007-08 SLDR return but was reported within the unemployed not seeking category previously.

3.5 Since falling to its lowest level in 2005-06, the percentage of leavers entering higher education has risen year on year and is now at its highest point in ten years (**33.7%**). The proportion of leavers entering further education has fallen from the 10 year high point (**33.4%**) reported last year, however, is still higher than other years in the period. The level of those entering employment has risen from the low point of **12.7%** reported last year. The percentage entering training is also still rising but remains below 10% as it has been since 2002-03 and is considerably lower than the highest level reported in 2001-02 (**14.9%**).

3.6 Trends in Negative Destinations

Table 4: Trends 2000 – 2010 of Other Destinations



3.7 The proportion of leavers reported as 'unemployed seeking' is now at its lowest level at **10.1%**. The level of 'unemployed not seeking' has also fallen this year, however, this is still higher than the level reported in 2006-07 (**1.1%**) at **1.5%** and considerably lower than the high point in 2003-04 (**4.1%**). The percentage of leavers unknown is at the lowest level reported during the

period at **0.1%**, which is one young person who is now known to be attending College full time.

3.8 Number of Young People in the MCMC Group

	October 2009	January 2010	March 2010	October 2010
16 and 17 Year olds engaged with Skills Development Scotland (SDS)	209	159	146	113
18 and 19 Year olds on Job Seekers Allowance (JSA)	485	455	465	415
NEET Population	694	614	611	528
16 and 17 Year olds not engaged with SDS	46	32	31	20

- 3.9 The number of young people engaged with the SDS Careers service, or on Job Seekers allowance, which is the local measure of the MCMC Group has decreased by **24%** in the last year. This is in spite of the very challenging employment market in East Ayrshire
- 3.10 The number of care leavers entering negative destinations has reduced consistently since 2006 and is on target to meet a 30% reduction by 2011. The aim is to improve this further in partnership with 'Enlight' who will work with East Ayrshire to improve outcomes for Looked After Children. The Enlight proposal will allow a tailored programme of support to be created for each young person who participates with the aim of improving educational outcomes and positive destinations. Details of the Enlight programme will be subject to a separate report to Cabinet.

4. MC:MC STRATEGY 2011 – 2013

- 4.1 As a result of efficiencies in the Fairer Scotland Fund the allocation of funds for 2011 - 2012 will be £150,000.
- 4.2 To meet the change the MC:MC Co-ordinator post will not be directly replaced in March 2011. The post of 16+ Learning Choices Co-ordinator is funded by Scottish Government with an allocation of £50,000 per annum. This is subject to a level of £10,000 match funding from the local authority. Scottish Government has agreed to fund the post for financial year 2011/12 based on a £10,000 contribution in level of match funding from East Ayrshire. An allocation of £10,000 from the MC:MC budget will allow a school senior manager to be seconded to co-ordinate an updated MC:MC and 16+ Learning Choices partnership strategy and programme in 2011/12. This proposal is supported by Scottish Government.
- 4.3 The revised strategy will be led by the new co-ordinator and supported by the following partnerships:

The MC:MC 16+ Strategic and Operational Partnerships will continue to have responsibility for the implementation of strategies in schools and across the partnership to reduce the flow of young people into the not in employment, education or training (NEET) group.

The East Ayrshire Employability Forum which presently has responsibility for delivering employability initiatives for 18-60 year olds will take additional responsibility for employability initiatives to support 16-19 year olds not in education, employment or training. This will be supported by the Assistant Skills Development and Employability Manager for East Ayrshire Council who will work closely with the new co-ordinator once appointed.

The Inspiring Scotland Partnership will include schools representation, and the staff development and employability manager and will be chaired by one of the partner organisations.

The Kilmarnock College/School Partnership will be co-ordinated by the Widening Access and Participation Manager at the College

Cumnock College/School Partnership will be co-ordinated by the School Link officer at the College.

- 4.4 A MC:MC Strategic Action plan will link to the 16+ Learning Choice partnership action plan as well as the Community Plan: Promoting Lifelong Learning. This will direct school and partner's improvement plans.
- 4.5 The MC:MC/16+ strategy will also be supported by the development of Business Enterprise Centres (BEC) in each secondary school following an investment of £1 million by East Ayrshire Council. The Centres will support the development of skills for young people in a wide range of areas such as Construction, Retail, and Renewable Energy. Detailed planning is presently taking place with secondary head teachers and officers, supported by an Advisory Board composed of highly experienced business leaders. It is anticipated that implementation of the BEC programmes will be formally launched before the end of this academic session.
- 4.6 The MC:MC/16+ Strategy will play a key role in the regeneration programme 'Make it Kilmarnock'. The MC:MC/16+ focus will be on supporting educational establishments and partners including FE/HE and the third sector to support young people across East Ayrshire develop appropriate vocational and life skills to equip them to play a part in encouraging new business investment and meet the skills demand for existing business investment.

5. TRACKING POSITIVE DESTINATIONS OF YOUNG PEOPLE (14-19)

- 5.1 An essential element of ensuring that young people enter and sustain positive destinations is effectively tracking their progress into their first destination and then beyond to further learning and into employment. This allows partners to provide appropriate support to young people where required.

- 5.2 East Ayrshire Council has a data sharing protocol in place with Skills Development Scotland (SDS) who are responsible for tracking young people when they have left school. This data sharing allows SDS to record the destinations of young people and to provide support, information, advice and guidance as they move on to further learning or employment or if they disengage at any point. The MC:MC strategic group will act on the information provided to better develop a 'joined up' response to pool resources and expertise to best meet the desired outcomes.
- 5.3 Schools are increasingly using a data analysis tool to help identify young people potentially at risk of becoming NEET as a result of socio-economic factors such as free meal entitlement, additional support needs and looked after status. These factors clearly do not determine a young person's destination, but additional supports, if necessary, can be included from S1 to help support these young people overcome potential barriers to reach a positive destination when they leave school.
- 5.4 The East Ayrshire Skills Development and Employability Service will also track all young people in schools who are engaged with Transitional Support Workers via their 'Yeti' database. These will be the young people most in need of further support. Data from this system can also be exchanged with SDS to ensure that appropriate support can be provided to all young people.
- 5.5 Labour Market information provided by Skills Development Scotland along with the tracking information held will play a key part in ensuring that young people are trained in the skills required by employers so that when jobs become available in certain sectors in East Ayrshire there will be suitably trained young people prepared to work in that sector.

6. MC:MC FUNDING 2011-13

- 6.1 A bid was submitted to the European Social Fund (ESF) for Priority 5 funding to supplement the £150,000 allocated through the Fairer Scotland Fund. This bid has been successful and £106,000 has been awarded over 2 years to support the employment of 5 Transitional Support Workers to work with young people in schools who find it most difficult to move into education, employment or training.
- 6.2 The priorities based on both funding streams outlined below have been recommended following consultation with the MC:MC Strategic Partnership.

The proposed spending priorities for 2011-2013 recommended are as follows:

	2011-2012	2012-2013
ESF Grant Funded	£	£
5 Transitional Support Workers	<u>117,261</u>	<u>118,414</u>
ESF Grant 45%	52,768	53,286
MC:MC Funding	64,494	65,128

Additional Projects not eligible for ESF		
School/College Transport/PPE	25,000	25,000
Support for Looked After Children – SQA Exams	30,000	30,000
Support for partners (eg Action for Children, Prince's Trust)	20,506	19,872
Match funding for 16+ Learning Choices/MC:MC Co-ordinator	10,000	10,000
Total MC:MC Funding	150,000	150,000

6.3 The funding to support partners will include the continuation of Princes Trust XI clubs in fourth year of secondary school which deliver personal support and Employability skills for young people at risk of becoming NEET. The funding will also provide a contribution towards the Action for Children Youthbuild project which has provided construction training to disadvantaged young people in East Ayrshire.

7. SCHOOL/COLLEGE PROVISION 2011-2012

7.1 The Scottish Funding Council has reduced the funding to Scotland's Colleges and as a consequence the number of places available for East Ayrshire school pupils to participate in academic and vocational programmes at College has been reviewed.

7.2 The Kilmarnock College schools link provision for 2010-2011 and revised programme for 2011-2012 are shown in the table below:

	2010-11			2011-12	
	Classes	No		Classes	No
S5/6 Programme					
Winter Leavers	2 x 15	30		2 x 15	30
AH Biology and Chemistry	2 x 15	30		2 x 15	30
H Psychology (College, Stewarton, Loudoun)	1 x 20	20		3 x 20	60
Intermediate 2 Psychology (St Joseph's)	NA	0		1 x 20	20
Supported Learning (Transitions to College)	Various	45		2 x 15	30
Infill to HNC Beauty or Engineering		2			12
S3/4 Programme					
Introduction to Construction (Painting and Decorating, Joinery, Brickwork)	5 x 15	75		3 x 15	45
Introduction to Hairdressing	3 x 15	45		1 x 15	15
Introduction to Beauty	2 x 15	30		1 x 15	15
Motor Vehicle Body	1 x 15	15		1 x 15	15
Motor Vehicle Mechanics	4 x 15	60		2 x 15	30
Introduction to Sport and Recreation	2 x 15	30		1 x 15	15
Early Education and Childcare	2 x 15	30		1 x 15	15
Introduction to Hospitality	NA			1 x 15	15

Engineering	1 x 15	15		NA	0
<i>In school classes</i>					
St Joseph's - Early Education and Childcare	NA	0		1 x 15	15
Loudoun - Early Education and Childcare	NA	0		1 x 15	15
Stewarton - Early Education and Childcare	NA	0		1 x 15	15
Total 2011-12					392
Doon Academy Provision					
Motor Vehicle	2 x 15	30		NA	0
Beauty	1 x 15	15		NA	0
Care	1 x 15	15		NA	0
Leadership Academy	30 x 14	420		NA	0
Total 2010-11		907			

- 7.3 The breadth of provision and number of classes has been reduced from 2010-11. However, of the 420 places on vocational and academic programmes available this session, only 370 were taken up by pupils. If the same numbers of young people choose to attend College in session 2011-12 then there will be sufficient places for all.
- 7.4 The revised table indicates the removal of the Leadership Academy which allowed up to 420 young people from all schools in East Ayrshire to participate in a week long vocational type programme designed to improve their leadership, communication and team working skills.
- 7.5 Some schools, particularly those in the Cumnock and Doon Learning Communities, have their own leadership programmes in place. The Department will facilitate the sharing of this experience and good practice with the other academies with a view to developing a new school and community based Leadership Academy based on these models. The new model will be developed within existing resources and will be structured around working with partners such as Community Learning and Development and Voluntary groups.
- 7.6 The college funded provision by Kilmarnock College of vocational programmes in Hair and Beauty, Motor Vehicle and in Care at Doon Academy will be removed from next session although separate negotiation will take place between the school and college to negotiate costs for maintaining the provision. Approximately 60 young people participate in these programmes on an annual basis.
- 7.7 The provision at Cumnock College will remain the same as session 2010/11 with classes in Construction, Hospitality, Hairdressing and Care supporting participation for up to 60 young people.

8. COMMUNITY PLANNING IMPLICATIONS

- 8.1 The MC:MC/16+ Strategy contributes to the priorities of the Promoting Lifelong Learning, Community Health and Wellbeing, and Community Regeneration plans.

9. FINANCIAL IMPLICATIONS

- 9.1 The programme, as described, is dependent on European Social Funding (ESF) funding which requires to be matched by MC:MC funding over 2 years. To allow the revised programme to be fully implemented £150,000 Fairer Scotland Funds will be required in both session 2011-2012 and 2012-2013.

10. PERSONNEL IMPLICATIONS

- 10.1 Two additional Transitional Support Workers will be recruited on Grade G5 temporary contracts to support 4 schools. Associated costs are noted on table at 6.2.

11. POLICY/LEGAL IMPLICATIONS

- 11.1 There are no policy or legal implications arising as a result of this report.

12. RISK IMPLICATIONS

- 12.1 Failure to approve the recommendations may impact on the delivery of certain projects which support young people into positive destinations.
- 12.2 The numbers of young people participating in college programmes may reduce as a result of the revised provision of college courses.

13. EQUALITIES IMPACT ASSESSMENT

- 13.1 Any equalities impact arising from these changes will be carried out on an individual basis.

14. RECOMMENDATIONS

It is recommended that Cabinet:

- i) Note the work of the MC:MC Strategic Partnership in 2010/11 which achieved:
- improvements in School Leaver Destinations;
 - a reduction in the number of young people in the 16-19 year old MC:MC group;
 - an increase in the number of young people participating in vocational education in partnership with Colleges; and
 - improvements in the attainment and destinations of Looked After Children

- ii) approve the proposed use of revised MC:MC Budget to continue to meet the outcome of reducing the number of young people in the More Choices: More Chances category;
- iii) approve the use of funding proposed by Scottish Government for a 16+ Learning Choices Co-ordinator;
- iv) note the reduction in numbers of courses available from Kilmarnock College for school aged pupils;
- v) invite the Executive Director to prepare a detailed update report on an annual basis describing progress in achieving the outcomes set out in the MC:MC/16+ Strategy for Cabinet and the Governance and Scrutiny Committee;
- vi) otherwise, note the contents of this report.

Graham Short
Executive Director of Educational and Social Services

MR/AS

27/1/11

List of Background Papers
Nil

Members wishing further information should contact Andrew Sutherland, Head of Service: Schools on Tel: (01563) 576126 or Martin Robertson, MC:MC Co-ordinator, Tel: (01563) 555650.

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