

## Board of Management

## Learning & Teaching Committee

<b>Date of Meeting</b>	<b>Tuesday 8 November 2016</b>
<b>Paper No.</b>	<b>LTC2-H</b>
<b>Agenda Item</b>	<b>11</b>
<b>Subject of Paper</b>	<b>Developing Scotland's Young Workforce</b>
<b>FOISA Status</b>	<b>Disclosable</b>
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<b>Date of production</b>	<b>1 November 2016</b>
<b>Action</b>	<b>For Noting</b>

## 1 Purpose of report

- 1.1 This paper is intended as a thematic update for inclusion as a standing item on the agenda of the Learning and Teaching Committee of the Board of Management. It will highlight the key points for noting and progress made by City of Glasgow College and contribution to the Regional response to Developing the Young Workforce.

## 2 Context

### 2.1 Developing the Young Workforce

The Developing the Young Workforce (DYW) implementation programme is a seven year long programme to deliver the policy agenda of the Scottish Government in relation to increasing the employment prospects of the young work force. Signalling the scale of its ambition in *DYS: Scotland's Youth Employment Strategy*, the Government has set a target to achieve a 40% reduction in youth unemployment by 2021, establishing Scotland as one of the top performing European youth labour markets. While this work will extend across a wide range of organisations and sectors, colleges, as Scotland's primary providers of vocational education, have a central role in supporting delivery of the national programme.

DYW recommendations are clear for schools and colleges. The main aim is to ensure that all young people have the opportunity to engage in purposeful and directly work related learning while at school, building on the strong examples that already exist across the country. The challenge is to extend that offer to *all* young people, and to create a climate where young people, their parents, teachers and practitioners value – and demand – a range of routes into good jobs and careers, whether that is through our universities, colleges, apprenticeships or training provision

A genuine, long-term partnership approach between schools, colleges, training providers, employers, parents and young people themselves is central to the success of the agenda. It is only through a partnership approach we will widen the range of options available to young people and support them to make the most appropriate choices for their futures. Our objective is a world-class system of vocational education, in which colleges work with schools and employers to deliver learning that is directly relevant to getting a job, as a mainstream option for all pupils in the senior phase of secondary school.

- 2.2 The Regional Outcome Agreement guidance sets specific targets for colleges in relation to delivering DYW. These themes include:

#### **Key themes and milestones for colleges**

Achieving our ambitions for the young workforce requires a focus on the following **themes** in relation to

- Young people able to access more vocational options during the senior phase of secondary school, which deliver routes into good jobs and careers, developed through effective partnership between schools, colleges, local authorities and other partners;
- Improving opportunities and experiences for all learners, with a focus on reducing gender imbalance on course take-up;

- Provision aligned with economic needs and regional planning, with a focus on STEM where appropriate;
- Further developing college outcome agreements to underpin improvements and measure progress;
- Modern Apprenticeships focused on higher level skills and industry needs;
- More employers engaging with education and recruiting more young people;
- Advancing Equalities.
- Scotland's Youth Employment Strategy - Scottish Government and Local Government Implementation Plans

### **2.3 Colleges - A Valued and Valuable Choice - Milestones for 1617**

- College outcome agreements for academic year 2017-18 demonstrate more opportunities for young people, building on the development of senior phase vocational pathways;
- Scottish Funding Council implementing their plan to reduce gender imbalance on courses which they will report on annually;
- STEM prioritised within college curriculum planning, where appropriate;
- A new standard for work experience in place for colleges;
- Scottish Funding Council report on college leaver destinations for 2014-15 leavers;
- Colleges outcome agreements will reflect active and effective engagement with employers and in the community planning process, regional curriculum planning established, informed by Skills Investment Plans and Regional Skills Assessments

### **2.4 City of Glasgow College Key Actions and Objectives for 1617**

- Evaluation and review of Senior Phase Programmes across Faculties
- Increase on Programmes and learners engaged in Senior Phase programmes across all Faculties
- Specific programmes to engage gender balances on courses identified – Engineering, Construction , Health and Care and Early Years and childcare
- Events programmes that engages with young people, teachers and parents in vocational and technical programmes at College
- Increase in STEM related offering curriculum development plan for 1718, refocus STEM to include wider science, life sciences options.
- Implement standards for College work placement as appropriate
- Increase number of young people with learning disability engaged in vocational pathways leading to employment
- Fully engage with Regional curriculum Hub activity – Senior phase programme planning included as key priority for each sectoral hub

## **2.5 City of Glasgow In Year Progress against Objective November 2016**

Ongoing evaluation across all Faculties of programmes offered and structures around School partnership engagement and management of Cross College school programmes developing operational strategic plan.

### **Senior Phase Increase**

- Engaged with two main Local authorities , 39 schools plus 12 ASL schools , working with additional LA for inclusion in prospectus for 1718
- Actual enrolments across College on Senior Phase vocational programmes – 229 on Senior Phase SCQF Levels 4-6 and an additional 120 young people with Additional learning needs on programmes SCQF levels
- An additional 2 new programmes and 4 refreshed programmes offered giving a total of 16 senior phase and 5 ASL
- Minimum class size 12 achieved throughout

### **Foundation Apprenticeship Programmes**

In 1516 City of Glasgow committed with the Region in the regional bid to deliver 5 of the frameworks in Financial services, Engineering, ICT and Business:-

- As with national engagement of the 178 projected places offered by the region, we have 76 young people as starters.
- Projected enrolment 60 actual enrolment 17
- City of Glasgow removed ICT from its offering to ensure sustainable cohort at Kelvin
- Continue to offer FA Financial Services and Engineering, no increase in programmes offered as anticipated, however, delivering pilot NPA at lower level as pre FA route with strong cohort for Clyde Gateway (South Lanarkshire) projected 20 enrolments.

### **Gender Balance programmes**

- Successful Women into Engineering and men into Childcare in previous session, senior phase offering aimed at Young Women from School onto Construction programme.
- Total of 26 enrolments
- Early Years and Care delivery under review and pathways aimed at increasing male candidates in development .- fully engaging with SFC and national strategic groups

### **Engaging with Parent/ teachers and young people**

- Full commitment to regional events, limited funding to COGC
- Regional development of website and portal that provide programme and pathway options
- Increase in number of School/college carousel events and LA events for teachers, COGC at Glasgow City Head teacher event in planning

## **Young People with disability**

- Engagement with ASL schools and the increase of engagement with Project Search – another successful year with young people, 100% enrolled.
- Launch of City works as a core curriculum offering , acts as a progression route from Development and Transitions Full and school link programmes , 10 young people enrolled and will engage in work across support services in College and Townhead Community Café
- Increase in young people with disability within Mainstream schools are accessing with Equity full range of College programmes on in senior phase
- Successful progression of 4 young people from Transitions programmes to NC full time across College

## **2.6 Forward and Strategic Planning Proposal 1617**

- Evaluation and Review of City of Glasgow Approach and structures to support DYW
- Develop COGC Implementation and Growth strategy for DYW – in particular including Senior Phase vocational programmes- these will include Foundation Apprenticeships
- Increase the progression opportunities either through articulation pathways in full time or through Modern Apprenticeship partnerships
- Develop a coordinated approach to provide STEM programmes and event opportunities through specialist and interactive facilities and engagement with existing liaison and engagement with local authority school and educational partnership networks.
- Widen STEM related activity to include related curricular Life sciences , applied maths and digital technology
- Develop capacity for delivery of Graduate Apprenticeship Frameworks
- Fully engage in development and introduction of the proposed new work experience model for young disabled people, building on and sharing excellent practice already in place within the College for implementation 1718
- Plan for delivery of pre-apprenticeship pilot for those furthest from the labour market in two sectoral areas identified as skills gap for implementation 1718