

## **Board of Management**

### **Learning & Teaching Committee**

<b>Date of Meeting</b>	<b>Tuesday 6 February 2018</b>
<b>Paper No.</b>	<b>LTC2-J</b>
<b>Agenda Item</b>	<b>14</b>
<b>Subject of Paper</b>	<b>Developing Scotland's Young Workforce</b>
<b>FOISA Status</b>	<b>Disclosable</b>
<b>Primary Contact</b>	<b>Kay Sheridan</b>
<b>Date of production</b>	<b>5 February 2018</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. City of Glasgow Currently delivers 24% of the regional Schools programme activity.

## 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 – Glasgow ROA actions 17-18**

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| <ul style="list-style-type: none"><li>❖ Develop a regional DYW action plan for 2016/17 which sets out actions to support delivery of the recommendations of the Commission for Developing Scotland's Young Workforce including actions to:<ul style="list-style-type: none"><li>○ strengthen existing partnerships and establish new ones to fully meet regional demand;</li><li>○ focus on STEM provision and delivering to labour market needs;</li><li>○ enhance marketing and promotion of the college vocational learning opportunities; extend early intervention approaches and seek to provide to all regional school pupils at least one opportunity to experience college before they make their Senior Phase subject choices;</li><li>○ improve gender balance and increase the impact on other protected groups; and</li><li>○ provide opportunities for school and college teaching staff to share practice and develop their understanding of vocational learning pathways;</li></ul></li></ul> |
| <ul style="list-style-type: none"><li>❖ Deliver an enhanced regional Foundation Apprenticeships programme within the following areas: Engineering; Construction; Social Services and Healthcare; Financial Services; Children and Young People and Computing.</li></ul>   |
| <ul style="list-style-type: none"><li>❖ Continue to develop and enhance delivery of high quality Modern Apprenticeships (MAs).</li></ul>  |

### **2.4 City of Glasgow College Key Actions and Objectives for 17-18**

- Annual review of Senior Phase Programmes across Faculties ensuring a clear pathway for progression and link to Economic sector priorities ;
- 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 engage with young people, teachers and parents in vocational and technical programmes at College;
- Increase in STEM related offering curriculum development plan for 17-18, 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 February 2017**

### **Senior Phase**

- Engaged with three main Local authorities, 47 secondary schools plus 14 ASL schools, in prospectus for 18-19.
- Work with additional small level delivery in South Lanarkshire.
- Regional Review and Curriculum Hubs identifying areas of demand against delivery and economic sector need.
- Actual enrolments across College on Senior Phase vocational programmes 331–on Senior Phase SCQF Levels 5-6 , including Foundation Apprenticeship programmes and an additional 100 plus young people with Additional learning needs on programmes SCQF levels 3-4.
- We are delivering a range of outreach programmes in 4 hubs for mainstream and ASN schools at level 3-4, engaging with 40-50 young people to introduce vocational skills and the College learning experience.
- An additional 2 new programmes and 4 refreshed programmes offered giving a total of 18 senior phase and 5 ASL introduced for 17-18.
- Minimum class size 12 achieved in most, however some programmes proving a challenge to recruit, a curriculum review of these programmes is ongoing and they will not be offered for 18-19 and an alternative sought.
- Identified gaps in provision were included in the offer for 17-18 e.g. HNC, however, recruitment and positive promotion and marketing at School level poor. A rethink of SCQF level 7 offering is ongoing.

### **Foundation Apprenticeship Programmes**

In 17-18 City of Glasgow committed with the Region in the regional bid to deliver 5 of the frameworks in Financial services, Engineering, ICT Software , Creative Media and Business Skills:-

- As with national engagement of the 17-18 projected places offered by the region, we have 105 young people enrolled on FA programmes across year 1 and 2.
- City of Glasgow share delivery of FA Creative Digital Media with other regional colleges to ensure a sustainable cohort in region.
- ICT Software was removed from offering.
- 1 year Engineering programme developed and implemented.
- We have continued to offer FA Financial Services and Engineering and introduced Business Skills.
- Although not offering full 2 year FA across Health/ Care and Early Years the Faculty have a sustainable and robust recruitment for the NPA element as a distinct 1 year course offered to Senior Phase.
- For 18-19 the College has increased its offering to include more programme frameworks, Accounting and Food and Drinks Operations will be added. We have also included in the bid delivery of the FA frameworks in Health and Care and Early Education as a 1 year offering.
- The increasing offer of Modern Apprenticeship has also enabled a progression pathway for FA candidates to continue to an MA programme in particular in Business and Administration / Customer Services.

### **Modern Apprenticeship**

- Successful bid for delivery of MA in 17-18 secured 26 Health and Care and Early Education places in a new area of delivery, over this year we have been granted a further 80 plus candidate places and project to start 105 Modern Apprentices in Healthcare Support, Health and Social Services and Children and Young People by March 31<sup>st</sup>.
- We continue to deliver a total of 176 across the College in other areas.
- The College has also succeeded in contracts to provide Quality assurance and assessment / verification for partner organisations and supports MA in Housing for Wheatley Group and Health and Care in East Dunbartonshire.
- The College have successfully appointed 4 Modern Apprentices to work across the College in Business and Administration roles, a further 2 places are in recruitment.
- The bid for 18-19 is ongoing and we are projecting a further bid for Health and Care, Children and Young People, Business and administration and new inclusion of Customer services.

## **Graduate Apprenticeships**

- College continues to engage with HEi partners to discuss delivery of Graduate programmes.

## **Gender Balance programmes**

- Successful Women into Engineering and Men into Childcare programmes continue, with a number of students progressing to part time HNC study in Childhood practice. The college also appointed our first male Childhood Practitioner as a lecturer to support these programmes.

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

- Full commitment to regional events and the College is hosting our second annual open evening with College and SDS partners Thursday 8<sup>th</sup> February for Parents, School Pupils and teachers.
- Regional development of website and portal that provide programme and pathway options continues and Curriculum hubs reviewing Senior phase offerings and gaps in progression pathways across economic sectors.
- There are a range of School/college carousel events and Local Authority events aimed at young people, teachers and parents and a number of teams across Colleges in the region attend these, primarily to promote full time admissions to College. A review of regional and College engagement with Schools by all other teams and areas e.g. marketing, Faculties, World Skills etc and a collation of this activity would provide another channel to raise awareness and provide Senior Phase information. A schedule of diarised events across the Region may have more impact.

## **Young People with disability**

- Collaborative approaches working with the Student Support team during visits to Local Authority events at recruitment for Senior phase has facilitated early identification of learning needs, ensuring the young person has best start on College programme.
- Project Search partnership has resulted in another successful year 100% enrolment and positive impact reporting through the partnership with Strathclyde University.
- We launched City works programme as a core curriculum offering in 17-18, this programme 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 Town head Community Café. Engagement from Support Teams across College has provided a range of different placement opportunities.
- The increase of young people with disability within Mainstream schools has led to an increased interest in the full range of Senior Phase College programmes, while providing equity of access, some challenges in ensuring the young people are accessing programmes at an appropriate level of learning and School staff are aware

of College programme content and activity.

- Successful progression of young people from Transitions programmes to NC full time across College continues to grow.

## **2.6 Forward and Operational Planning 18-19**

- Ongoing evaluation across all Faculties of programmes offered with KPI monitoring against Regional data and economic sector need.
- Development of a centralised online Schools Attendance register to identify students at risk of disengagement and collate attendance reporting to Local Authorities.
- Evaluation and Review of City of Glasgow Approach and structures to support DYW.
- Development of Regional Strategic Plan.
- Increase Foundation Apprenticeship frameworks on offer – develop 1 year Foundation programme in Health and Care and Early Years.
- Develop COGC Implementation and Growth strategy for DYW – in particular including Senior Phase vocational programmes- these will include Foundation Apprenticeships.
- Increase the progression opportunities for Foundation Apprenticeships and other programmes either through articulation pathways in full time or through Modern Apprenticeship partnerships in house and external.
- 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.
- Plan for delivery of pre-apprenticeship pilot for those furthest from the labour market in two sectoral areas identified as skills gap for implementation 18-19.
- Link School programme growth to Government Initiative and Strategy and in particular to Early Years Expansion Plan and Gender Action Planning.
- Collate School engagement activity across Colleges and identify ways to streamline and provide effective channels for information on both Full time College progression and Senior phase choices.
- Agree articulation models and admissions procedures for senior phase students progressing within College.
- Develop and implement a programme offering of CPD and awareness for School colleagues and classroom assistants and those engaged in Career Guidance.