

Board of Management

Learning & Teaching Committee

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Agenda Item	16
Subject of Paper	Developing Scotland's Young Workforce and Apprenticeship Family
FOISA Status	Dis closable
Primary Contact	Kay Sheridan
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Action	For Noting

1 Purpose of report

- 1.1 This paper is intended as an annual 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 for year 17-18 and progress made by City of Glasgow College at the start of year 1819, this includes the contribution made by the College in the Regional response to Developing the Young Workforce.

In 1718, City of Glasgow College delivered 24% of the regional Senior Phase Schools programme activity. It is anticipated this percentage will have increased in 1819 to nearer 35%, this is the result of the increased offering of Foundation Apprenticeship programmes and the delivery of the year 2 of existing programmes initiated last session for the first time.

- 1.2 The report will also include a related update and progress review of the College's work with the Apprenticeship award family.
- 1.3 The content discussed throughout the paper meets a number of College, Regional and National Strategic Priorities and aims, in particular, relating to:

College Strategic priorities:

- 1: To be an Inspiration place of Learning
- 2: To enable individuals to excel and realise their full potential
4. To be a valued partner of the City Region, supporting the national economy and the international learning community.

Learner Experience Strategy- Strategic Aims

- 1: Excellent and innovative learning and teaching with a global presence and international prominence
- 5: A culture of engagement and continuous improvement which facilitates student/ staff collaboration and partnership
- 7: Promote a wide range of articulation, progression and career management opportunities to exceed student's ambitions.

Glasgow Regional ROA Ambition:

Widening access to life- changing learning and the seven Strategic Learning Priorities

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 DYWS: 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. We are now 4 years into the programme.

DYW recommendations are clear for schools and colleges. The main aim remains to ensure that all young people have the opportunity to engage in purposeful and directly work related learning while at school. The challenge continues to extend this 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.

The College and the Region have a genuine, cooperative, long-term partnership approach with local authorities and schools, training providers, employers, parents and young people themselves. Our objective is to offer 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 Apprenticeship Family and Work based Qualification and skills Development

Within this report the Apprenticeship family is also included with the purpose of highlighting the Colleges progress in delivering work based awards and qualifications to the existing Young Workforce i.e. those entering or in employment. This also relates to those over 25 years and who are in employment and who require development and skills enhancement. This work is crucial in facilitating movement through the career and employment pipeline to allow employers to plan, recruit and increase the entry level workforce and ensure capacity and sustainability for the future economy.

The report will highlight the wider delivery within the College of awards that falls into the work based criteria. It should be emphasised that these offerings are not necessarily funded by SDS or directly funded in the Colleges SDS contract. This group of qualifications also includes Apprenticeships sub contracted to the College to fulfil an employer SDS funded contract e.g. a local authority and commercial contracts where the cost is met by Workforce Development Funding or the Employer directly.

In summary not all apprenticeships are funded directly from the College's SDS contract and SVQ group awards also form a large proportion of work based delivery in the College and a key role in upskilling the current workforce including the Young workforce at Entry level

This dynamic pipeline of upskilling and reskilling, the current workforce, is fundamental to supporting the ambition of Developing the Young Workforce in providing the progression routes and pathways at entry to the workforce and providing the opportunity for progression for those in the workforce .

2.3 Colleges - A Valued and Valuable Choice -

- 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;
- 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

3. Progress and achievement on 1718 Objectives

3.1 Senior Phase Vocational Programmes (Including Foundation Apprenticeships) 4 year Trend

City of Glasgow College 4 year trend - Senior Phase delivery			enrolled	enrolled	enrolled	enrolled
Faculty	Course Title	SCQF Level	2015-2016	2016-2017	2017-18	2018-19
Building, Engineering & Energy	Construction	4		16	17	11
	construction	5				18
	Young Women into Construction - Ideally S3	4		24	12	28
	Engineering	6		11	19	23
Creative Industries	Creative Ind: Digital Media L5	5			19	16
	NPA Television Production	5			18	16
	Creative Ind: Creative Media	5	12	16	19	
	Creative Ind: Design a Space	5		16	11	
	Creative Ind: Design and Make	5			10	
	Creative Digital Media	6			24	0
	Leisure & Lifestyle	Hairdressing: An introduction to the industry	4	16	16	14
Hairdressing & Make Up Artistry						15
Supported Programme - Personal Presentation		4	12	12	10	10

	Supported Programme - NPA Professional Cookery	3	10	10	19	19
	NPA Professional Cookery	4	16	16	12	13
	NPA Bakery	4				16
	NC Professional Cookery	5	15	16	6	
	Supported Programme - Intro to Food Service Skills	4	12	12	18	31
	Up in the air and on the ground: Hospitality, Events and Travel & Tourism	4/5			26	27
	FA Food and Drink Technology	6				10
Education & Society	NPA Social Services Children & Young People	6			12	19
	NPA Health & Social Care: Skills for Practice	6			14	12
	Higher Psychology	6		25	27	31
	Intro to your Future: Health, Child & Social Care	5	15	20	20	15
	Supported Programme - Transitions	3/4	20	20	14	22
	Foundation Apprenticeship Social Services and Healthcare - 1 year	6				15

	Foundation Apprenticeship Social Services , children and Young People - 1 year	6				17
Business	Intro to Criminal Law	6	16	16	18	23
	Supply Chain Operations	5	16	16	0	10
	SFW Financial Services	5			17	16
	HNC Computer Science	7			0	0
	ICT Software	6			18	9
	ICT Hardware	6		0		
	Financial Services	6	18	6	13	8
	Financial Services- 1 year	6				
	Accounting	6				17
	Business skills - 1 Year	6				
	Business Skills	6			14	46
Nautical Studies	Maritime Skills	5			12	8
Legend		Total	187	284	433	521
Foundation Apprenticeship programme	Outreach	In school delivery				
ASN	Hairdressing/Beauty		30			
Not Running	Digital / Media		30			
	Hospitality		10			
	Crafts		30			
	Construction		30			
	Cookery		10			
			140			

Summary

- Through the Regional Review, Curriculum Hubs and Faculty Curriculum Planning the College identifies areas of demand against delivery in line with Economic and Industry sector need in line with the Regional Skills Assessment.
- Programmes are removed and / or refreshed in response to performance, including recruitment and retention. In 1819, 5 programmes were replaced.
- Senior Phase Programmes have a vocational accredited qualification and clear pathways identified, through progression to higher level study either in the next stage at School or to full time programmes in related areas. School students at COGC, are considered internal applicants for full time course admissions and 26 Young People from City of Glasgow College Vocational Schools programmes, in 1718, progressed onto full time study in a related curriculum area in August 2018.
- COGC Engaged with three main Local authorities, Glasgow, East Dunbartonshire and East Renfrewshire. We work with 39 Secondary schools plus 12 ASL schools. Each authority publishes a joint Regional Prospectus each year which is open to all schools and all young people. We also engage with independent schools and local authorities in smaller numbers.
- For session 2018-19 : Actual enrolments across COGC on the Senior Phase Vocational Programmes at SCQF Levels 4-6 increased to 521 and an additional 140 young people with Additional learning needs on programmes at SCQF levels 3 and 4. This is a 178% increase since the College's original review and restructuring of the Schools Vocational Programmes in 2013.
- The College engaged and participated in a range of taster events for Young People (including Primary and Early Years), engagement events for Parents and Teachers at Schools and regional events within Colleges. We are also working with Local Authorities to deliver awareness and engagement events for Head teachers and Pastoral Care staff events in Schools.
- In addition to School programme delivery, in year the College has delivered a range of CPD events for both Secondary and Primary staff relating to Mental Health for Young People , Attainment , English as a second Language, Family Learning and Language teaching in Primary schools .
- We have developed and implemented a College Attendance register for Schools senior phase programmes. This will improve our ability to identify students at risk of disengagement and collate attendance reporting to Schools and Local Authorities in a more effective way. Previously this was done as paper registers for every local authority on a different system, we have used the College system to coordinate and simplify the system for the benefit of the Young People, the College and our teaching staff and our partners.
- Work is now ongoing to look at how we can develop a DYW area on the Dashboard.

3.2 Foundation Apprenticeship Programmes

Foundation Apprenticeship Framework	Enrolled	Enrolled	Enrolled
	2016-17	2017-18	2018-19
First Year			
Foundation Apprenticeship in Engineering	11	19	23
Financial Services	6	13	0
ICT Software	0	18	0
ICT Hardware	0	0	
Business Skills		14	34
FA Food and Drink Operations			10
Foundation Apprenticeship Social Services and Healthcare - 1 year			15
Foundation Apprenticeship Social Services , children and Young People - 1 year			17
Accounting			17
TOTAL	17	88	116

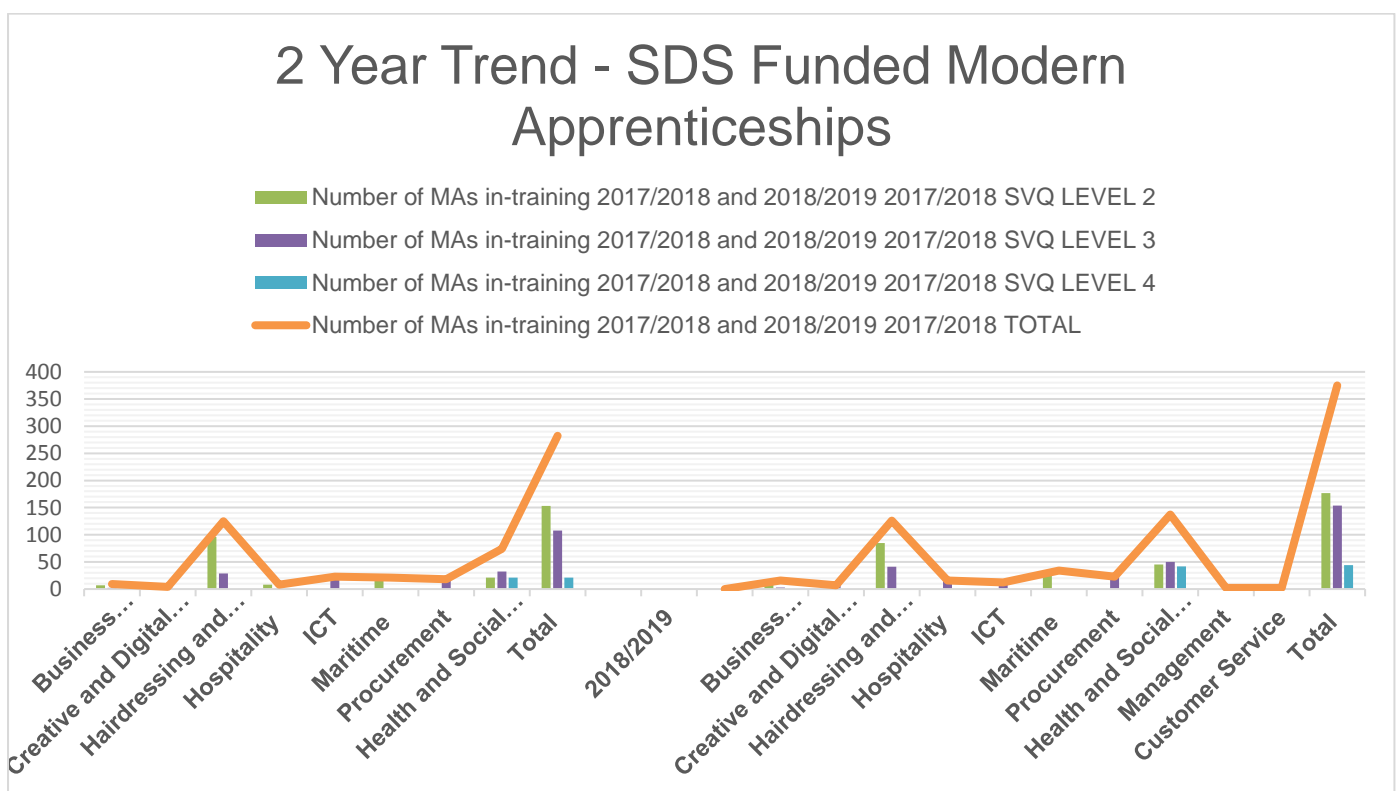
Foundation Apprenticeship Framework	Enrolled	Enrolled
	2017-18	2018-19
Second Year progression		
FA Mechanical Engineering Yr 2		12
Financial Services		8
ICT Software		10
Business Skills		12
TOTAL		42

Summary

- Recruitment for FA is coordinated at Regional level and by Foundation Apprenticeship Project Team and not directly by the Colleges. Foundation Apprenticeships were included in the joint prospectus of offering from the Region to all Schools in three Local Authorities as part of the wider Senior Phase Vocational Programme offering.
- Within the Regional consortium bid In 1718 ,and as part of the Senior Phase School Vocational Programme delivery, City of Glasgow committed to deliver five of the existing FA frameworks in Financial services, Engineering, ICT Software / Hardware and Business (In the previous session, 1617, only 2 frameworks recruited strongly enough to be considered able to run)
- In 1718, we had 88 young people as starters. This was an increase of 71, however, still well below projected numbers. In 1819, we have 116 young people starting on the first year of an FA programme and 42 continuing. A total engagement of 158 young people and a 100% increase.
- City of Glasgow removed ICT Hardware from its offering to ensure a sustainable cohort could be delivered for the Region at Kelvin. There has been low engagement by and enrolment in ICT Hardware and Digital media across the region and collaborative approaches have been agreed for delivery.

- For 2018-19, City of Glasgow College's offer increased to include an additional four frameworks, we are now delivering nine. This includes Accountancy and the implementation of a short duration programme, over 1 year, in both Social Services and Healthcare and Social Services Children and Young People. Recruitment for these programmes has been strong and retention to date robust.
- The College are looking at similar models of short duration delivery of FA frameworks in Business Skills and Financial Services for 1920

3.3 Modern Apprenticeship



Summary

- Modern Apprenticeship are delivered across a range of industry and economic sectors in the College.
- Two main ways delivery funding is in place:
 - CofGC funded direct SDS contract
 - Partnership sub contracted SDS contracts

CofGC funded direct SDS contract

- Overall, an increase in Modern Apprenticeships in 1819, there is a particular increase in all areas of Health and Social Care.
- This includes growth that supports the Early Years Expansion Plan. A 30% increase on 1718 is noted of MA Candidates currently in training with the College.
- Any sector demand for Technical and professional level awards has been in Leadership and Management – in particular Care Leadership and Management at SVQ level 4 and Management at SVQ Level 4 and 5
- As part of our DYW strategy, the College recruited and appointed five Young People as Modern Apprentices in a range of roles across the College. These Young People have been a valuable asset to their teams in School Liaison, Reception, Finance and Payroll, Student Records and World Skills. They are now completing their Modern Apprenticeship in Business and Administration at SVQ level 2. We are anticipating they will remain with the College and progress to Level 3 apprenticeship for another year.
- Areas where gaps exist in offering and where there is sector demand are being identified by Faculties in various Occupational and industry sectors.
- And a review of challenges around capacity, implementation and growth planning is on-going.

Delivery of Modern Apprenticeships as Sub contracted Training provider

- **Construction / Built Environment**
 - Funded through CITB and through sub contracted assessment with Local Authorities
 - 255 candidates across a range of trades
 - Potential gap in delivery identified at higher level apprenticeships and in Built Environment professions e.g. Quantity Surveying / Building Surveying
- **Health and Social Care**

(In addition to 135 Modern Apprenticeships delivered under College contract)

- Contracted by Jobs and Business Glasgow to deliver for 15 candidates from SIMD areas, discussion ongoing for delivery of wider contract later 1819
- Contracts with Local Authorities to provide assessor support and Quality Assurance services. One Local Authority is now requiring all assessment to be delivered by the College.
- Delivery of 14 Modern Apprenticeships in Housing as part of our work in a wider partnership with Wheatley Group.

3.4 Technical and Professional Level Apprenticeships

Technical / Professional Apprenticeship Frameworks exist at SCQF LEVELS 8-12 (SVQ levels 4-7)

- In 1819 the College worked with a number of candidates at SVQ Level 4 in Social Services and Healthcare – Care Leadership and Management and in Management, both through SDS funding and other contracts.
- Within the SDS tender for 1819, Faculties are intending to build capacity to deliver a wider range of Level 4 and 5 awards.
- Capacity building to deliver these awards will require robust approaches to Approval for awards and sustainable assessor and verifier resource, with appropriate Occupational competency.
- The 1920 tender bid for Modern Apprenticeships is being prepared and Faculties are planning to increase the offer of Technical and Professional level awards.
- This will include SVQ level 5 (SCQF Level 10/11) in Leadership and Management and level 4 in Business and Administration. The approval process has been initiated for SVQ level 4 in Business and administration and Level 5 in Management awards are in approval process at the moment prior to delivery being possible. There is currently capacity and assessor competence to deliver these the Faculty of Education and Humanities within the SVQ Team.

3.5 Graduate Apprenticeships

- Discussion is now on going with University partners and SDS around a Graduate Apprenticeship in Housing and Facilities (Workplace) Management with the Open University.
- This compliments the existing partnerships with these niche sectors and influential employers such as Wheatley Group and the NHS/ FM Scotland and NES / AMEY and FES. The College is strongly positioned as a national delivery centre for professional work based awards in these areas. The College currently delivers to SCQF level 8 in both areas and is seeking to develop a Level 9 and 10 award. WE are supported by all the employer and sector groups above.
- The College is also seeking discussion with HEi partners around a GLA in Childhood Practice. The College currently delivers to SCQF level 9 awards and is seeking a partnership for Level 10.

3.6 Other work based awards

Delivery of SVQ Group awards

- Essentially the core of the Modern Apprenticeship Frameworks, these qualifications are sought by a range of employers and individuals, in particular where registrable status and job role require minimal level of qualification in Care sector.
- These awards are funded by individuals on a fee basis and SAAS fee grant / by employers directly or as part of their Workforce development fund option.

- There has been a particular increase in Health and Social Care, Early Years and Business related areas from the Care sector. A range of (Professional Development Awards) PDA are also delivered, these are work based qualification and usually embed SVQ modular elements.
- There are a number of employer contracts to deliver Work based awards to the workforce in place. These include PDA Procurement of Care Services, the College is the sole deliver in Scotland and are contracted to a national Local Authority contract for Scotland and also Northern Ireland.

4. Widening Access and Discreet Groups

4.1 Gender Balance programmes

- Our successful Women into Engineering and Men into Childcare in previous session led to a senior phase offering aimed at Young Women from School onto Construction in 1819 we have 28 Young Women from Schools enrolled
- The College is fully engaged in the Early Years Expansion and in the Gender Balance actions for the Early Years and Care sector. We implemented a part time HNC route to offer better access from our Men in Childcare programme. The College remains fully engaged with SFC and national strategic groups.

4.2 Engaging with Parent/ teachers and young people

- The College has had full commitment to regional events and has hosted Regional Parent Teacher open events over last two years.

4.3 Young People with disability

- The College is fully engagement with ASL schools across a range of School Link programmes , we deliver outreach in School
- Engagement with Project Search has had another successful year with our partners at Strathclyde University and the City Council. We met the enrolment targets for the fourth year and around a 70% of the Young People from 1718 achieved an employment destination at end of course.
- We launched City works as a core curriculum offering in 1617. This programmes offers a progression route from Development and Transitions Full and school link programmes and is an internal College based programme modelled around our work with Project Search. Ten young people enrolled in 1819 and will engage in work across support services in College and the Townhead Community Café
- Through Catalyst Funding we have been able to employ a specialist horticulturalist and with staff offer a range of activities and skills programmes relating to sustainable gardening. Students study climate and weather and participate in the maintenance, planting and harvesting from two of the Colleges internal gardens on the 4th and 7th Floor. Our first harvest provided a variety of fruit and vegetables and we are supplying the College kitchens and supporting the independent living skills kitchen.
- In addition to speciality programmes we have seen an increase in young people with additional learning needs within Mainstream schools accessing with the wider range of College programmes in senior phase, progressing in S4/5 onto SCQF level 5 programmes.

- We recorded Successful progression of four young people from Transitions programmes to NC full time.

5 .Conclusion

5.1 The College has achieved the key aims of 1718 objectives for DYW and will continue to review and evaluate on a programme by programme and at a strategic level

5.2 A review report and action plan is now in development for both DYW Vocational Senior Phase and the Colleges ambition to increase its Apprenticeship family delivery. This Next Steps report will be presented to SMT in December.