

Board of Management Student Staff & Equalities Committee

Date of Meeting	Wednesday 28 October 2020
Paper No.	SSEC1-H
Agenda Item	5.6
Subject of Paper	Developing the Young Workforce Senior Phase Update
FOISA Status	Disclosable
Primary Contact	Gillian Plunkett, Student Experience Director
Date of production	19 October 2020
Action	For Discussion

1. Recommendations

- 1.1. The Student Staff and Equalities Committee is asked to discuss City of Glasgow College Developing the Young Workforce (DYW) activity in Academic Year (AY) 2020/21.

2. Purpose of Report

2.1. The purpose of this paper is to provide the Committee with an update on current activity and provide comparative data for the same period in 2019/20.

3. Strategic Context

3.1. City of Glasgow College is committed to widening access through its **Strategic Priority 2 'To enable individuals to excel and realise their full potential'** and is committed to delivering the Scottish Government's youth employment strategy spearheaded by Developing the Young Workforce (DYW) (2014-2021) which aims to better prepare young people for the world of work.

3.2. DYW supports the recommendations of the Commission on Widening Access (CoWA) to ensure that every child, no matter their background, has an equal chance to realise their full potential.

3.3. In addition, the Glasgow Regional Outcome Agreement includes targets and measures for the delivery of school/college activity across the three Glasgow Colleges.

3.4. To deliver on this commitment the College works collaboratively with schools and employers across the Region, and with Education Scotland through the DYW Leads groups, to develop and deliver DYW programmes.

4. Senior Phase Portfolio

4.1. As a result of COVID-19 and the need for social distancing, DYW programmes have been significantly reduced in 2020/21. This decision was made by SMT in June 2020, in part, to secure 'on campus' priority for full time provision, with a high practical content, commencing in AY 2020/21, and also in considering the health and safety of school pupils on campus.

4.2. Through detailed consultation with Local Authorities and Skills Development Scotland (SDS), some DYW provision was maintained where online delivery was possible. The focus has been firmly on maintaining Foundation Apprenticeship (FAs) provision, and particularly those continuing from Year 1 to Year 2. However, as the work based learning element of the programme cannot be achieved a number of last minute workarounds have been deployed, including the development of new units by SDS and the Scottish Qualifications Authority (SQA) to simulate employer engagement, to allow delivery of the full qualification.

4.3. Table 1 shows that in 2020/21 there has been a 13% reduction in FA enrolments and an 86% reduction in Senior Phase enrolments. This has resulted from the planned reduction referred to at 4.1 above, and fewer school pupils enrolling due to online delivery and lack of employer engagement.

Table 1 – Enrolments

Year	Foundation Apprenticeship Enrolments	Senior Phase Enrolments
2019/20	260	802
2020/21	226	109

5. Challenges in 2020/21

5.1. There have been a number of challenges as a result of the move to online delivery for Senior Phase programmes including:-

- Communication – Hard won improvements in communication with Local Authorities and Schools in recent years were once again challenging in 2020/21. However, this is understandable given the professional and personal challenges that everyone was facing at this time and improved communication is anticipated.
- Remote enrolment – Unforeseen technical issues with enrolments were encountered due to a combination of technical ability of school

pupils/Schools, and familiarity with different platforms. Workarounds were found and future improvements can be made in this area.

- Limitations of Microsoft Teams as a learning platform - Due to security issues with Zoom, Teams is the only platform approved by Local Authorities. Email accounts were difficult to set up and Teams functionality for blended delivery is limited. This latter issue is more difficult to overcome and until the functionality of the Microsoft Teams product is to improve there is concern for current engagement and retention.
- Completion and success - Attendance during College timetabled classes is not consistently happening from school premises. Lecturers report concerns about attendance, behaviour, staying on task and the general learning environment when students are accessing online learning at home.
- Student Experience - Key experiential components which were a hallmark of the success of DYW, have been greatly diminished, namely coming on campus to an adult learning environment, and work experience with an employer. It will be a challenge to keep young people engaged in 2020/21 without these components.

7. Completion Rates

7.1 Table 2 shows the 4 year trend for school pupil attainment. Trends show year on year growth in enrolments. 2019/20 shows an improvement in complete success and a reduction in early withdrawals. However, there has been a marked increase in further withdrawals in 2019/20 which may be as a result of the disruption to learning due to COVID-19.

7.2 Due to the challenges outlined above it is anticipated that retention of school pupils this year will be difficult.

Table 2 - School Pupil Attainment

SESSION	ENROLS	PERCENTAGES				NUMBERS			
		CS%	PS%	FW%	EW%	CS	PS	FW	EW
2016/2017	762	86	4.6	5.6	3.8	655	35	43	29
2017/2018	871	82	5.2	6.1	6.8	714	45	53	59
2018/2019	961	78	9.3	4.9	7.9	749	89	47	76
2019/2020	1,048	80	5.8	8.5	5.5	840	61	89	58

8. Impact and Implications

8.1 It is important that the college continues to support this DYW and in September 2020 the Scottish Government have announced the Youth Guarantee Scheme which will ensure every young person has the opportunity of work, education or training with an additional £10 million funding for DYW.