

Board of Management Learning & Teaching Committee

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Primary Contact	Kay Sheridan
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Action	For Noting

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.

City of Glasgow College has worked with Regional Colleges to develop a portfolio of offering that has been responsive to the agenda and both employer/ economic sector and School needs. In 1415 and 1516 we reviewed the offering across the College and a number of programmes were removed where poor performance including recruitment were an issue, we developed a robust portfolio that focused more on economic sector and clear pathways to progression.

Simultaneously the College engaged in the delivery of the Foundation Apprenticeship pilots and development of the Foundation Apprenticeship frameworks and the regional tender for delivery.

The Colleges actions and objectives were guided by a Regional action plan and the milestones as described in the Scottish Government 7 year plan. A variety of changes to Local Authority approaches to the management and organisation of their 'Vocational Programme teams' and a centralised approach to recruitment, including a single prospectus for College programmes and a shift in timetabling of senior phase options has had a positive impact for us. For example: All three education areas for Glasgow share the same days for College programme options, College programmes are a real choice on S5/S6 option pathways, the three local authorities we engage with all have the same days scheduled for College programmes- this means we no longer require to accommodate different days and times for the range of Schools and Local authorities as we did in the past. School programmes cohorts are mixed across all local authorities and offerings are consistent to each authority. There is therefore a better chance of meeting enrolment targets for courses. These changes were implemented in partnership with the three Colleges and local authority partners.

Progress in 1617 City of Glasgow College

- Met and exceeded regional target for enrolment and delivery in vocational senior phase programmes

- Increased recruitment and portfolio of delivery taking account of Gender action and STEM engagement and Economic sectors
- **All** Faculties now engaged in Senior Phase offering with inclusion of gender specific programmes, Foundation Apprenticeships and STEM related areas
- KPI for success improved on all School programmes
- City of Glasgow is proactively engaged and participating in all regional and wider national forum around DYW .
- Appointment of external expertise to the post of School Programme Coordinator has enhanced understanding of Local Authority structures , School operational issues and structures. We have grown a wider and robust network of contacts across all three Regional local authority areas and initial steps for partnership in a fourth.
- Enhanced liaison and communication with Faculties has ensured a robust offering and staff understanding of requirements

Documents For Further information

- Developing Scotland Young Workforce – <http://www.gov.scot/Resource/0046/00466386.pdf>
- Summary College 3 year trend including proposed offering for 1718 - **Appendix 1**

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 February 2016 and planned activity 2017

Progress to note

Appendix 1 - Senior Phase 3 year trend showing growth in programme offering and recruitment-

Summary

- Engaged with two main Local authorities , 39 schools plus 12 ASL schools , working with additional LA and included 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 target of 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.
- 1617 COGC 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.
- Planned activity for 1718 across 6 FA frameworks

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.
- A number of School and partnership events ongoing to promote gender balance in targeted areas
- 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, COGC hosted an open day on 23rd February 2017. This was a Regional event aimed at promotion of Vocational senior phase options to Teacher/ parent and young people, and to raise awareness of a College environment for learning.
- Increase in number of School/college carousel events and LA events for teachers, including joint CPD and awareness raising, COGC and other regional colleges attending Glasgow area Head Teacher meetings at beginning of March to raise awareness of Skills Investment plans and opportunities existing in Colleges.

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 and 2 secured employment with the College.

Business Partnership – DYW Employer Advisory Board

Partner with Holyrood Secondary – offering 4 week workplace internship over summer in Business and administration. Modern apprenticeship proposed for successful applicant.

2.6 Forward and Strategic Planning Proposal 16-18

- 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 including 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, City Works, building on and sharing excellent practice already in place within the College for implementation 1718. Positive destinations for students into employment and positive support from wider College services
- 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

APPENDIX 1- 3 years trend School senior phase vocational programmes

Faculty	SCQF Level	2015-2016	2016-2017	Projected 2017-2018
Building, Engineering & Energy	4		16	16
	4		24	32
	6		11	20
Creative Industries	4	9	16	16
	5	12	16	16
	5		16	16
	5			16
	6			12
Leisure & Lifestyle	4	16	16	16
	4	12	12	24
	3	10	10	10
	4	16	16	16
	5	15	16	16
	4	12	12	12
	4/5		12	
	4/5			16
Education & Society	6			16
	6			16
	6		25	20
	5	15	16	20
	3/4	20	20	24
Business	6	16	16	16
	5	16	16	16
	5			24
	7			18
	6			12
	6			12
	6	18	6	18
	6			12
Nautical Studies	5			18
Total		187	292	496

Foundation Apprenticeship programme
 not running

SUMMARY

Increase programmes from 13 to 28
 Increase places offered by 309 over two years
 increase FA frameworks to 6