



Glasgow City Council

Education, Skills & Early Years City Policy Committee

Report by Executive Director of Education Services

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**SLFU INITIAL LEAVERS' DESTINATIONS AND TOWARDS
BETTER FUTURES**

Purpose of Report:

This report provides the committee with the details of SLFU initial destinations 2021 and key activities contributing to the ongoing improvement for young people.

Recommendations:

The Committee is asked to

- consider the contents of the report;
- ask the Executive Director to bring back a further report on the SLFU; and
- ask the Executive Director to bring back further reports on *Towards Better Futures*

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes No

consulted: Yes No

1 School Leavers Follow Up – Initial Destinations 2021 (Published February 2022)

- 1.1 This section provides analysis of school leavers' destinations which were published on the Insight analytical tool on February 2022.
- 1.2 The employment landscape remains challenging for young people with employers still experiencing challenges from the Covid and, consequently, there is slow progress in employment opportunities for young people and, especially, in apprenticeship recruitment.
- 1.3 Despite this continuing challenging context, our positive destinations are outstanding. 96.2% of Glasgow's school leavers went to a positive destination. This is a best ever. For the first time, the Glasgow school leavers were better than the national average which is 95.5%. The destinations statistics reflect a 4% improvement in the destination statistics, during the time of Towards Better Futures and that Glasgow has closed the gap which was 3.5% in 2018 to now being higher than the national average.
- 1.4 The proportion of leavers entering higher education (either at college or university) increased to its highest ever level at 43.95%
- 1.5 The total number of young people who left school to either Higher or Further Education is 71.87% which is also higher than the national average of 68.4%. The Glasgow figure has been in line with the national figure for the last 3 years but this is the first year when we have been better than the national figure. This is an excellent achievement for our schools and reflects the impact of our improvement in Higher results and the excellent widening access programme and support provided by our schools and the headquarters Towards Better Futures widening access officer.
- 1.6 There is also some excellent destinations figures for individual schools. Two schools achieved 100% positive destinations: St. Roch's Secondary School and the Gaelic School. There are 12 secondary schools who have 3 or less young people in a negative destination, 19 schools are above the national average of 95.5% and all schools' destinations are above 90%.
- 1.7 The number of young people unemployed has fallen in 3 years from 430 to 175, which again is better than the national average.
- 1.8 In all 5 SIMD quintiles, Glasgow had better positive destinations than the national average. The table below shows the difference in quintiles between Glasgow and the national average for 2018/19 and 2020/21

Quintile	1	2	3	4	5
2019/20					
Glasgow	92.40%	92.20%	93.74%	94.46%	95.28%
National	89.97%	91.65%	94.12%	95.18%	96.27%
Difference	+ 2.43%	+0.55%	- 0.38%	-0.72%	-0.99%
2020/21					
Glasgow	95.73%	95.92%	96.32%	97.60%	99.30%
National	92.81%	94.51%	95.86%	96.83%	97.64%
Difference	+2.92%	+1.41%	+0.46%	+0.77%	+1.66%

- 1.9 Statistics for school leavers by ethnicity have been requested from Scottish Government and a breakdown of the employment category has been requested from Skills Development Scotland.

2 Impact of Towards Better Futures Strategy

2.1 Towards Better Futures Next Steps

This year we built on the success of this programme during the Covid pandemic. The programme is now a central element of the council's Young person Guarantee strategy. The programme is funded by Young Person's Guarantee. It takes a case management approach for young people identified by schools as at risk of negative destinations or already in a negative destination. The programme is built around young people starting with their aspirations and interests and building vocational training opportunities based on these. These programmes are built on partnership with the voluntary sector as they all delivered by local voluntary organisations. Young people are mentored through the programme and continue until they find a sustainable positive destination.

This year there have been programmes run in construction; health and beauty; sport and the creative arts.

There have been 241 young people signed up to Towards Better Futures next steps with 211 of these progressing into their next positive destination. The other 30 are continuing with their programmes and support, which they will receive until the progress as the others have.

2.2 College Sustainability Mentors

One of the ongoing challenges is the most effective way to support vulnerable young people to sustain their college courses. This continues to be a challenge this year with so many courses still being delivered online and the challenges of supporting students learning at home.

The partnership with Action for Children mentors, where we placed a full-time member of staff in each of the three Glasgow colleges to provide targeted support for vulnerable Glasgow students, either referred by their school or the college or who self-referred, continues to be a vital support for vulnerable young people in Glasgow's colleges.

180 young people are being supported in college through this service.

2.3 Towards Better Futures On Route programme

We have renamed our Activity Agreement service to On Route to reflect its relationship to Towards Better Futures. The team has continued to develop the programme. There is now a new website for young people to access support and information about the programme.

There is now work to make a closer connection between SDS coaches and On Route coaches to ensure a "warm hand over" building on relationships with individual young people.

There have been 155 young people in the On Route programme this year. 83 of these young people have progressed to their next destination and 69 are continuing on their learning plan.

2.4 DYW Coordinators

Through the Young Person Guarantee, and partnership between the Chamber of Commerce and Economic Development, Glasgow is the only local authority in Scotland to have 1.0FTE DYW Coordinator in every secondary school in the city.

These coordinators have had a highly effective impact. They have supported young people in all aspects of getting into a positive destination including supporting with college applications; apprenticeship applications and supporting individual young people at most risk of leaving to a negative destination. They have developed very strong partnerships in schools and with Skills Development Scotland as well as being an integral part of the Towards Better Futures Team.

3 Partnership

3.1 The involvement of partners is critical to the success of the strategy:

3.1.1 Partnership with the Council Family

While this strategy will be for Education Services, it is being taken forward by schools and the Towards Better Futures Team. We recognise that we cannot achieve our aspirations and deliver on our entitlements in isolation from the drive by the whole council family to improve the economy of our city and to increase employment for people of all ages and to counteract poverty. This means that partnership with different people and services within the Council family is central to our strategy.

The destination statistics are a clear indication of the partnership with Economic Development and the HSCP. The Young Person Guarantee strategy group has supported Towards Better Futures with funding and support for young people to access a positive destination within the Glasgow Guarantee. Without this funding and partnership activity, we could not achieve the destination statistics we have this year. This partnership has grown over the time of Towards Better Futures and is a vital component of the strategy.

3.2 Partnership with City Partners

3.2.1 Chamber of Commerce Regional DYW group

This partnership has gone from strength to strength in the last 3 years. The team work closely with the Towards Better Futures team and with the council in bringing businesses to work with schools in supporting young people in their careers. The approach to managing the funding for DYW coordinators in secondary schools has been recognised as best practice nationally, because of the partnership that underpins it.

The Chamber of Commerce also set up and implemented Step Up Glasgow. This is 6 month training programme was set up to provide school leavers with similar opportunities to the Kickstart programme. 60 school leavers took part in Step Up programmes and continued from these programmes into college or apprenticeships with the Glasgow Guarantee.

3.2.2 The Voluntary Sector

There are a significant number of voluntary sector organisations who run programmes and provide support for Glasgow school leavers. They are core to Towards Better Futures next steps and in providing support to vulnerable young people in college. There is also a strategic partnership with GCVS as part of the Young Person Guarantee strategy group.

3.3 Partnership with National Agency

3.3.1 Skills Development Scotland

The partnership with Skills Development Scotland has continued to develop and improve. The careers team have been central to the Towards Better Futures strategy and the support for school leavers' destinations. They are part of the case management group who meet regularly to plan support for young people at risk of a negative destination; they provide training and support to DYW coordinators and school based careers advisers have become increasingly in effective in working with school leadership and DYW coordinators in supporting young people.

4 Mentoring

- 4.1 There are two highly successful mentoring programmes working in our schools. These are MCR Pathways supporting care experienced young people and Career Ready which provides career support, internships and mentoring for young people in S5 and S6. Career Ready works with a wider cohort of young people than MCR pathways with a different model of mentoring. In addition, some schools provide mentoring in different ways, for example, inter-generational mentoring and teachers delivering mentoring to targeted young people in their school. We will continue to promote and support these programmes but also learn from the practice that exists within them to explore where this could be used more widely in our schools.

5 Policy and Resource Implications

Resource Implications:

<i>Financial:</i>	Within existing resources. Additional funding from the government and from the Council had enabled additional DYW posts as set out in 4.12.
<i>Legal:</i>	N/A
<i>Personnel:</i>	N/A
<i>Procurement:</i>	N/A

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Equality and Socio-Economic Impacts:

<i>Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.</i>	Yes, outcome 9 – barriers to participation in learning are reduced.
<i>What are the potential equality impacts as a result of this report?</i>	(no significant impact, positive impact or negative impact)
<i>Please highlight if the policy/proposal will help address socio-economic disadvantage.</i>	Yes, having more young people with high quality employability skills will benefit the economy of the city and help address socio economic disadvantage.

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify: N/A

What are the potential climate impacts as a result of this proposal? N/A

Will the proposal contribute to Glasgow's net zero carbon target? N/A

Privacy and Data Protection Impacts: N/A

6 Recommendations

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