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**REPORT TO: CHILDREN AND YOUNG PEOPLE'S SERVICES COMMITTEE ON  
13 DECEMBER 2017**

**SUBJECT: CAREER READY PROGRESS UPDATE**

**BY: CORPORATE DIRECTOR (EDUCATION AND SOCIAL CARE)**

**1. REASON FOR REPORT**

- 1.1 To inform the Committee of the progress made in embedding Career Ready across Moray Council.
- 1.2 This report is submitted to Committee in terms of Section III (D) (1) of the Council's Scheme of Administration relating to exercising the functions of the Council as Education Authority.

**2. RECOMMENDATION**

- 2.1 **Committee is invited to scrutinise and note the progress with regards Moray's participation in the Career Ready programme.**

**3. BACKGROUND**

- 3.1 A report outlining Moray's planned involvement in Career Academies was presented to the Children and Young People's Services Committee on 5 March 2014 (para 12 of the minute refers) This report introduced Career Academies, now known as Career Ready UK.
- 3.2 The Commission for Developing Scotland's Young Workforce (DYW) was set up in January 2014 under the chairmanship of Sir Ian Wood to consider;
  - How a high quality intermediate vocational education and training system, which complements our world-class higher education system, can be developed to enhance sustainable economic growth with a skilled workforce.
  - How to achieve better connectivity and cooperation between education and the world of work to ensure young people at all levels of education understand the expectations of employers, and that employers are properly engaged.
  - How to achieve a culture of real partnership between employers and education, where employers view themselves as co-investors and co-designers rather than simple customers.

3.3 The report contained a total of 39 recommendations which broadly fall into five categories;

Schools:

- Expand the offer – increase the routes from school into employment, or further and higher education which are closely linked to employment.
- Promote and shape the offer – engaging with young people, parents, teachers and practitioners, partners and employers.
- Supporting teachers and practitioners to develop children and young people's learning about the world of work.
- Providing earlier relevant labour market focussed career advice when young people need it, leading to better outcomes
- Embedding meaningful employer engagement
- Consolidating partnership working with colleges and other training providers

Colleges:

- Young people are 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 experience 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 Science, Technology, Engineering and Math (STEM) where appropriate.
- Support college leaders and staff to develop the skills required to meet the commissions ambitions for the sector
- Further developing college outcome agreements to underpin improvements and measure progress

Apprenticeships:

- Expansion of Modern Apprenticeship (MA) opportunities to 30,000 by 2020/21
- Development of Foundation apprenticeships in schools
- Development of Graduate level apprenticeships
- Focus on STEM MA development of higher level apprenticeship
- Scottish Apprenticeship Advisory Board (SAAB) established, supporting greater responsiveness to labour market need meaning MA are better aligned with job opportunities
- Clearer pathways to apprenticeships for those not in work or those from previously under-represented groups

Employers:

- Enhance industry leadership and engagement
- Stronger partnership between employers and education
- Recruitment of young people at the heart of workforce planning across the private, public and third sector.

Equalities:

There is a priority in ensuring that challenges in advancing equalities are addressed with equality education embedded across 3-18. Promotion and communication should actively target equalities groups to promote diverse participation across gender, black, minority ethnic groups, young people with disabilities and care leavers. Support for young people at risk of disengaging from education and for those who have already done so should focus on early intervention and wide ranging sustained support.

3.4 Career Ready addresses all the DYW recommendations in relation to schools and employers, around targeting the correct support for the correctly identified young people. The targeted cohort of students are identified as:

- Those who require support with social mobility
  - Does not have or has very limited access to professional networks
  - Might be the first in their family to choose to go to further or higher education
  - Has a free school meals (FSM) or Education Maintenance Allowance (EMA)
- Are currently 'middle achieving' in their academic studies
  - Working towards 1-3 Highers in S5
- May lack belief in themselves
  - At risk of underperforming and attaining
  - Unclear/unconfident about their career path
- Will value the opportunities available to them
  - Will commit to investing their time, often out with school hours
  - Will thrive from adding real life work experience to their academic studies
  - Has enough of the right attitude.

3.5 The selected cohort of young people who are part of the 2 year programme receive mentoring from a partner business, 6 masterclasses, Industry Visits and a 4 week paid internship with the host company over the last week of summer term and the 1<sup>st</sup> 3 weeks of the summer holidays.

3.6 The phased roll out of Career Ready over 3 years has now been completed and all 8 secondary schools are involved in the programme.

- 2014/15, Speyside High School, Elgin High School and Lossiemouth High School
- 2015/16, all the above plus Elgin Academy, Buckie High School and Keith Grammar School
- 2016/17, all the above plus Forres Academy and Milnes High School.

3.7 The key partner in Moray is Diageo; they are the largest funder across Scotland currently with Career Ready, within Moray they fund 80% and Moray Council Funds 20% of costs. Diageo currently fund the Regional Manager

and activities around the employers while Moray Council fund the young people's participation in the programme, currently £100 per young person per year totalling £200 for the 2 year programme.

- 3.8 We now have 37 local business involved in Career Ready with Diageo and Moray Council being the largest providers of support annually.
- 3.9 The 37 businesses provided mentors who meet with the young people monthly, leading up to a 4 week internship that is based around the skills development discussed in the mentoring sessions. Following the internship the mentors work with the young people towards a positive appropriate destination.
- 3.10 Over the 4 cohorts so far 131 young people have benefited from Career Ready.
- 2014/16 22 (now left school)
  - 2015/17 28 (now left school)
  - 2016/18 36 (currently in year 2 of program)
  - 2017/19 45 (currently in year 1 of program)
- 3.11 Gender Balance: through the programmes 131 young people, 81 have been Female and 50 Male.
- 3.12 The 2014/16 and 2015/17 cohort 100% of young people are in positive destinations (participating), data 09/11/2017
- |  |                                    |
|--|------------------------------------|
| Employment                                 | 7 (6 Locally)                      |
| Training, including Modern Apprenticeships | 6 (5 Local Modern Apprenticeships) |
| Further Education                          | 7                                  |
| Higher Education                           | 29                                 |
| Moved from Scotland                        | 1                                  |
- 3.13 Of the 2016/18 cohort 4 pupils are continuing the programme out with school 2 in employment, 1 in Further Education and 1 in Higher Education This compares with Moray's 89.8% participating reported in the participation measure in August 16-19 year olds.
- 3.14 All young people from an equalities background as identified in Scotland's Youth Strategy who applies to Career Ready in Moray are given a priority place, currently we have care experienced and young carers in the program.
- 3.15 Career Ready has and continues to give teaching staff and school leaders the opportunity to visit and be part of a wide variety of local businesses.

#### 4. **SUMMARY OF IMPLICATIONS**

(a) **Moray 2026: A Plan for the Future and Moray Corporate Plan 2015 - 2017**

This paper has been informed by Moray 2026: it refers to ambitious and confident young people and economic development.

(b) **Policy and Legal**

Links to schools and curriculum development “Experience of Work Policy” and the national DYW program

(c) **Financial implications**

At Committee on 5 March 2014 (para 12 of the minute refers) it was agreed that the first cohort of students would be centrally funded and thereafter costs would be met from the relevant Devolved School Management Budgets.

(d) **Risk Implications**

There are no risk implications arising directly from this report.

(e) **Staffing Implications**

There are no staffing implications arising from this report.

(f) **Property**

There are no property implications arising directly from this report

(g) **Equalities**

Career Ready often challenges the gender and locality bias, encouraging young people to think beyond traditional roles in career choices and to try out in practice. This can contribute to the Moray Council Public Sector Equality Duties of having due regard to the need to:

Promote equality of opportunity on the groups of sex  
Foster good relations by challenging traditional gender roles in the career development of young people.

(h) **Consultations**

Senior Officers in Education and Social Care, Lindsey Stanley, Business Support Team Manager, Deborah Brands, Principal Accountant, Margaret Forrest, Legal Services Manager (Litigation and Licensing), Tracey Sutherland, Committee Services Officer, Secondary Head Teachers, DYW Leads and the Equal Opportunities Officer have been consulted and are in agreement with the contents of this report as regards their respective responsibilities.

**5. CONCLUSION**

- 5.1 The Committee is invited to scrutinise and note the progress Moray has made through Career Ready and acknowledge the contribution from Diageo as the primary funder.**

Author of Report: Maxine Scott, Education Support Officer, Skills (3-18)

Background Papers:

Ref: