

**PERTH AND KINROSS COUNCIL****Strategic Policy and Resources Committee****17 June 2015****DEVELOPING SCOTLAND'S YOUNG WORKFORCE – A PERTH AND KINROSS ACTION PLAN****Joint Report by the Executive Director (Education and Children's Services)  
and the Executive Director (Environment)****PURPOSE OF REPORT**

This report outlines the Scottish Government's response to The Commission for Developing Scotland's Young Workforce, highlighting the national targets and priorities contained within the implementation plan. The report outlines the work to date of the Community Planning Working Group, which has been developing a local action plan to implement a series of measures within Perth & Kinross.

**1. BACKGROUND – THE NATIONAL CONTEXT**

- 1.1 The Scottish Government established The Commission for Developing Scotland's Young Workforce in January 2013. The Commission was chaired by Sir Ian Wood, and published its final report, Education Working for All, in June 2014. This highlighted the need for concerted action to tackle structural and recurring youth unemployment. Its recommendations are wide-ranging spanning the education and training system, and call for more effective joint working between schools, colleges, training providers and employers. It aims to provide the best possible blend of learning for young people to equip them for the world of work. In particular, it highlights the need to change perceptions of the value of qualifications which are of a more vocational nature. The report sets stretching targets to lead to sustained reductions in youth unemployment. The report has received widespread support from Scotland's education and employer communities, from organisations representing young people and parents, and from across the political spectrum.
- 1.2 The Scottish Government responded to the report in December 2014 with a report called "Developing the Young Workforce - Scotland's Youth Employment Strategy – Implementing the Recommendations of the Commission for Developing Scotland's Young Workforce". The Government have established a National Advisory Group and Programme Board to take forward a seven year national plan. At a national level, Scotland is already starting from a strong position, as a number of the building blocks are already in place to support the development of improved outcomes for young people. Existing initiatives include:-
  - On-going development of the Curriculum for Excellence which allows for a blended and more flexible approach to learning, where schools and their partners now have a much greater flexibility to offer a wide

range of pathways and options, including vocational qualifications, meeting the needs of both employers and learners.

- Reforms to college education, creating a regionalised college structure more focussed on responding to regional labour markets.
- The growth in the number of Modern Apprenticeships (MAs)
- All 16-19 year olds are now guaranteed an offer of a post school place to continue their learning via an Activity Agreement.

1.3 The Government allocated £12M in 2014/15 to support the implementation of the proposals, with £6.5M allocated to local authorities (£205K for Perth & Kinross). A further £16.6M has been allocated in 2015/16. This has yet to be allocated to specific local authorities at this stage, although £3.8M has been allocated to Skills Development Scotland to fund an expansion of the Modern Apprenticeship programme. The success of both the national implementation plan and local plans will rely on a pooling of efforts and commitment of partners across national and local government, the wider public sector including Education Scotland, Skills Development Scotland, the Scottish Funding Council, and with employers.

1.4 The National Implementation Programme Board has established 5 broad work packages and outlined 39 specific recommendations across these (these are outlined in Appendix 1). Some of the key elements are outlined below:-

- **Work relevant learning from 3-18**
  - Improved pathways in the senior phase leading to industry recognised vocational qualifications
  - Development of a comprehensive standard for careers guidance
  - Development of a standard & entitlement to appropriate Work Experience
  - A focus on Science, Technology, Engineering and Maths (STEM)
- **Colleges – a valued and valuable choice**
  - Colleges role in developing the young workforce should be managed through Regional Outcome Agreements
  - Colleges should have an increased focus on employment outcomes and supporting local economic development
  - Colleges should work more closely with schools to develop vocational education pathways
- **Apprenticeships – Access to Work Based Learning**
  - MAs should be aligned with our economy & skills needs
  - A greater range & quality of MAs should be offered by employers
- **Employers – Investing in the Young Workforce**
  - Creation of regional industry-led Invest in Youth Groups
  - Greater number and range of school business partnerships
  - Development of an Invest in Youth accolade

- **Equalities – Developing the Talents of ALL our Young People**
  - Encourage greater gender balance across occupations
  - Promotion of career options should target equalities groups to promote diverse participation across gender, black and minority ethnic groups, young people with disabilities and care leavers.

## **2. PERTH AND KINROSS CURRENT SITUATION AND PROPOSALS**

- 2.1 The Council and its Community Planning partners have been following the development of the Commission for Scotland's Young Workforce closely. A report was submitted to the Community Planning Partnership (CPP) Board in November 2014, and updates have been provided to the CPP Economy and Lifelong Learning Outcome Delivery Group.
- 2.2 The CPP established a Wood Commission working group in December 2014, chaired by the Council's Depute Chief Executive and Executive Director (Education and Children's Services). The group comprises senior representatives from Council services, Perth College UHI, Skills Development Scotland, the Department for Work and Pensions, the Perthshire Chamber of Commerce and the Voluntary Sector. They are developing a very broad multi-faceted programme of work; which requires engagement within the local authority between education, human resources, local economic development, and social work services; as well as significant engagement with other community planning partners.
- 2.3 The group has taken forward discussions on how best the CPP can develop our own local action plan in response to the national strategy and plan. To support this work, it has prepared a report which outlines the contextual data around youth unemployment in Perth and Kinross. This is summarised below in paragraphs 2.4 to 2.8, and outlined in detail at Appendix 2. Sub-groups have also mapped out what existing activities are already underway locally against the national recommendations (Appendix 1) which will provide a strong foundation for future activities. Paragraphs 2.9 to 2.22 provide an overview of the early actions proposed under the 4 main workstreams (Schools, Colleges, Modern Apprenticeships, and Employer Engagement). An Action Plan summarising these and outlining those areas where further work and resources are required is attached at Appendix 1.

### **2.4 Youth Employment within Perth & Kinross – Contextual Data**

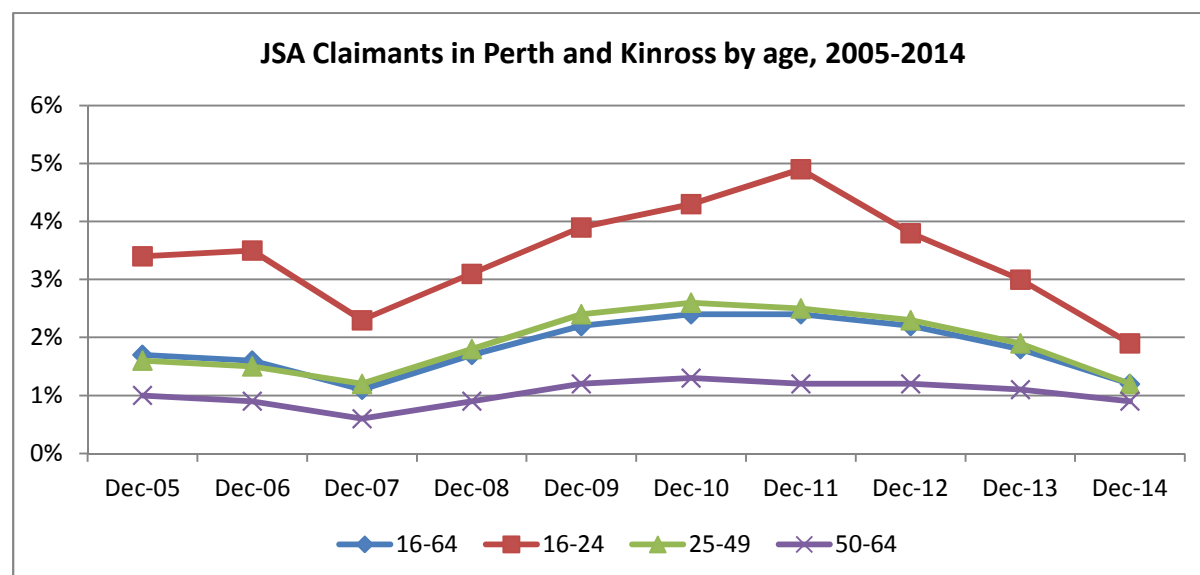
In Perth and Kinross in 2013, there were around 15,800 young people aged between 16 and 24, equating to 13% of the overall population.

In 2011, the Census recorded 14,349 young people aged 16-24 in Perth & Kinross:-

- 45% (6,457) were in employment
- 37% (5,335) were in full-time education (a third of these young people were in employment as well as education)

- 11% (1,566) were unemployed including those claiming Job Seekers Allowance
- 7% (957) were inactive

2.5 During the recession, while unemployment rose for all age groups, the fastest and steepest rises were for the 16-24 age group.



Source: ONS Claimant Count for December, 2005-2014. ONS (2006-2015)

2.6 Skills and qualifications have a significant impact on unemployment; across Scotland, the unemployment rate for 16-24 year olds with no qualifications is 47%. Within Perth and Kinross, 8% of young people aged 16-24 hold no qualifications at all (Census 2011 data).

2.7 Attainment at schools within Perth and Kinross continues to build on already high levels of performance. Pupils taking exams in 2014 achieved:-

- Overall pass rate of 92% in National 4 exams & 84% in National 5 exams in S4
- Overall pass rates for SCQF level 6 exams 81% in S5 & 73% in S6
- Overall pass rate of 81% in SCQF level 7 exams in S6.

2.8 Almost all young people in Perth & Kinross move into a “positive destination” after leaving school. A positive destination includes continuing their education at College or University, starting work, training, undertaking voluntary work or participating in an activity agreement. In Perth & Kinross, the number of school leavers entering a positive destination has risen 6% since 2009/10, with 93.8% moving into a positive destination in 2013/14. This is 1.5% higher than the Scottish figure. Destinations can vary depending on gender and geography, with significantly higher numbers in areas of deprivation likely to be unemployed.

## 2.9 Schools Activity

Currently, there are a number of activities within schools which already support the implementation of the national recommendations. Since the establishment of the Curriculum for Excellence, there has been an expansion of vocational courses within the senior phase (some in conjunction with Perth College UHI), as well as Wider Achievement Awards such as the Duke of Edinburgh, John Muir and Sports Leader Awards. Enterprise activities such as Business Dynamics and Micro Tyco have also been developed locally. However, these offers are not universal across all schools, and we plan to offer these more widely in future years.

2.10 In terms of business engagement, all schools have links to local businesses to some extent. It is estimated that schools are currently engaged with about 250 local businesses. However, given that there are nearly 6200 businesses in Perth & Kinross, there are clearly opportunities to expand this significantly.

2.11 The Council's Education and Children's Services in response to the Commission's report have developed an Enterprise and Employability Policy and Action Plan. This was approved by the Lifelong Learning Committee in January 2015 (Report No. 15/43 refers). There are a number of ambitious proposals set out within the policy and action plan including:

- Schools should target significant growth of wider achievement opportunities within the curriculum by 2016/17
- Schools should aim to support 50% of all pupils who leave school currently with no Highers to leave with at least one industry recognised qualification by 2016/17
- The establishment of a Schools-College Strategic Planning Group which is now operational. This group will expand the "joint offer" in the senior phase, introduce new Foundation Apprenticeships, and offer improved career pathways that "blur" the boundaries of school and college.
- By 2016/17, all young people who plan to leave at the end of S4 will experience a work placement, as will most of the minority cohort in S5 who leave without completing their Highers.
- All schools to review their links with local employers and involve business partners in the development of the 2016/17 curriculum.
- The creation of a Perth & Kinross "standard", outlining the core entitlements all young people would be guaranteed to receive during their secondary school career which contribute to the Perth & Kinross Guarantee.

2.12 At an authority wide level, there is scope to develop a more strategic relationship with our larger employers and key employer organisations such as the Chamber of Commerce and the Federation of Small Businesses (FsB). Projects such as the Career Academy have been successful in supporting this work, and in 2015/16, all secondary schools will be participating. We also plan to establish a Schools Enterprise and Employability Forum with organisations

such as the Chamber, the FsB, the Business Gateway, and Skills Development Scotland.

- 2.13 To kick start our employer engagement activity, we held a very successful Developing Our Young Workforce conference at Perth Racecourse on 27 March 2015. All 10 secondary schools were in attendance, along with parent and pupil representatives and some key local employers. This was very well received, and a number of schools are planning similar local events.

#### 2.14 **College Activity**

Perth and Kinross Schools have an active relationship with our local college, Perth College UHI, at both an operational and strategic level. Over the last couple of years, the College have offered a number of SQA courses in conjunction with the senior phase. In 2014/15, nearly 400 school pupils were participating on courses offered by Perth College, from S3 to S6; across a wide range of subjects including Childcare, Construction, Automotive, Engineering, Hospitality, Photography and Psychology.

- 2.15 The new Strategic Schools-College Partnership has ambitious plans to significantly increase this and offer other options such as the new Foundation Apprenticeships. In 2015/16, Foundation Apprenticeships in both Engineering and Care will be on offer locally via the College. Perth College UHI is a fairly unique learning organisation in that it can offer courses on all levels of the SQA framework from levels 1-12, from leisure courses up to PhD level. It is actively developing effective and flexible learner pathways to ensure students can progress through the framework as easily as possible. It is now offering “tasters” for S3 pupils as well as SQA courses in S4-S6. Increasingly, it is developing its curriculum offer in line with local growth and key employment sectors, linking closely with local employers.

#### 2.16 **Modern Apprenticeships (MA provision in Perth & Kinross)**

Modern Apprenticeships provide individuals with the opportunity to secure industry recognised qualifications whilst earning a wage. In addition, employers benefit from financial assistance for training through support from Skills Development Scotland. The Scottish Government are committed to providing funding for up to 25,000 places currently, and have recently stated they wish to expand this to 30,000 places by 2020.

- 2.17 Within Perth and Kinross MA numbers have risen since the recession, from 248 in 2008/09, to 821 in 2011/12, and 709 in 2012/13. The Council has invested significant resources to increase and expand its own Modern Apprenticeship Programme, including the creation of additional higher level apprenticeships. This forms part of the Council's response as a major employer to Developing Scotland's Young Workforce. We have committed to offer 250 opportunities to young people by 2017, and in doing so our annual intake of MAs has risen from 16 in 2008 to 71 in 2014.

2.18 However, if we are to expand the numbers of MAs available across Perth & Kinross, we will have to continue to work closely with employers to encourage them to provide the opportunities. We will also need to improve the perception of an MA as a valuable qualification in the minds of young people, their parents, carers, and teachers. We also plan to introduce the new Foundation Apprenticeship within the school curriculum which will lead to college attendance while at school, and be linked into work placements and progression through SQA awards.

## 2.19 **Employer Engagement**

Employer engagement will be key to the implementation of the recommendations, both at a national level and locally. The key themes for employer engagement are:-

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

2.20 To support the development of improved employer engagement, an industry led National Invest in Young People Group has been established, and two regional groups have already been established in the North East and Glasgow, with a number of others in development. Locally, Perthshire Chamber of Commerce are keen to submit a bid for a Perth & Kinross Invest in Young People Group. A small sub-group comprising the Chamber, Perth College UHI and the Council are developing a bid to be submitted in the autumn. This should attract specific 3 year funding to support the development of a local Invest in Young People Group.

2.21 In terms of school-employer engagement, Education and Children's Services have reviewed the contacts schools have with local employers. This review highlighted that schools have over 250 links with local businesses. However, there is potential to develop many more, and for us collectively to be more structured in our approach to employer engagement; not just with schools but with College departments and other agencies who are seeking to develop employer links. Work has already started in developing a partnership Employer Offer which lists how the various public sector agencies can support local employers. This work will be intensified in 2015.

2.22 As part of this approach, we are looking to develop a "menu of options" that employers can sign up to, these "employer offers" could range from:-

- an offer of work experience placements
- an offer of workplace visits
- an offer of presentations or talks to classes and/or assemblies
- an offer to support curriculum development
- an offer of one-to-one mentoring for senior pupils
- an offer to support school staff training

## 2.23 Scottish Government Funding – Local Proposals

As mentioned in paragraph 1.3 the Government have allocated some £205K to Perth and Kinross in March 2014, with a further tranche to be allocated by the end of June this year. This money is to support the implementation of the Commission's work programme at a local level. It is specifically targeted to support joint working between schools, colleges and employers. It is proposed that we run a Challenge Fund process seeking bids both from Council services and Community Planning partners. These bids will then be assessed by the CPP Sub Group against the group's action plan priorities, particularly focussing on areas which require additional resources to ensure implementation. These recommendations will then be considered by the CPP Board and the Strategic Policy and Resources Committee in September 2015.

## 3. CONCLUSION AND RECOMMENDATIONS

- 3.1 This report highlights the background to, and recommendations from, the Commission for Developing Scotland's Young Workforce. This is a priority area for the Scottish Government in supporting the work around youth employment and the wider social justice agenda highlighted within the Scottish Government's new Economic Strategy.
- 3.2 A CPP sub-group has been established to develop a local action plan outlined within the report and this is attached at Appendix 1. This plan builds on a significant body of existing activity in this area, but proposes to accelerate activity and ensure it is more co-ordinated and targeted going forward.
- 3.3 It is recommended that the Committee:-
- (i) Notes the findings of the Commission for Scotland's Young Workforce and the Scottish Government's response published in December 2014;
  - (ii) Notes the establishment of a Community Planning Working Group to develop a local response and Action Plan;
  - (iii) Agrees the initial Action Plan for 2015/16 as outlined in Appendix 1
  - (iv) Requests that funding proposals be submitted for consideration to this Committee in September 2015.
  - (v) Requests that a report on progress is submitted to the Council and the Community Planning Partnership in the summer of 2016.

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### Approved

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Jim Valentine	Executive Director (Environment)	



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## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>YES</b>
Corporate Plan	<b>YES</b>
<b>Resource Implications</b>	
Financial	<b>YES</b>
Workforce	<b>NO</b>
Asset Management (land, property, IST)	<b>NO</b>
<b>Assessments</b>	
Equality Impact Assessment	<b>YES</b>
Strategic Environmental Assessment	<b>NO</b>
Sustainability (community, economic, environmental)	<b>YES</b>
Legal and Governance	<b>NO</b>
Risk	<b>YES</b>
<b>Consultation</b>	
Internal	<b>YES</b>
External	<b>YES</b>
<b>Communication</b>	
Communications Plan	<b>YES</b>

### 1. Strategic Implications

#### Community Plan / Single Outcome Agreement

- 1.1 The proposals outlined in this report will support the delivery of the Perth and Kinross Community Plan/Single Outcome Agreement, particularly the priorities outlined below:

- (i) Giving every child the best start in life
- (ii) Developing educated, responsible and informed citizens
- (iii) Promoting a prosperous, inclusive and sustainable economy

#### Corporate Plan

- 1.2 The proposals outlined in this report will support the delivery of the Council's Corporate Plan Priorities:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;

### 2. Resource Implications

### Financial

- 2.1 The Scottish Government have allocated funding to Local Authorities to support the implementation of Commission's recommendations. Paragraph 2.23 outlines how we propose to allocate this locally and a further report will be brought to the Strategic Policy & Resources committee in September with recommendations. The Head of Finance has been consulted on the contents of this report.

### Workforce

- 2.2 There are no workforce implications arising from this report.

### Asset Management (land, property, IT)

- 2.3 There are no land and property implications arising from this report.
- 2.4 There are no information technology implications arising from this report.

## **3. Assessments**

### Equality Impact Assessment

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.
- 3.2 The proposals have been considered under the corporate Equalities Impact Assessment process (EqIA) with the following outcome:
- (i) Assessed as **relevant** and the following positive outcomes expected following implementation: -
- One of the core principles of the Commission for Developing Scotland's Young Workforce is to improve outcomes for all young people, particularly those who face particular challenges; including care leavers, young people with disabilities, those from disadvantaged communities and those from Black and Minority Ethnic communities.
  - In addition, the national and local action plans seek to address some of the gender stereotyping in education, as well as gender segregation in a significant number of occupations and careers young people pursue.

### Strategic Environmental Assessment

- 3.3 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals. No further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

#### Sustainability

- 3.4 Under the provisions of the Local Government in Scotland Act 2003 the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. In terms of the Climate Change Act, the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions. The activities in this report will contribute towards sustainable economic development in Perth and Kinross.

#### Legal and Governance

- 3.5 There are no legal implications arising from this report.

#### Risk

- 3.6 There are no specific risks associated with delivering the actions outlined within the report. The key risk is more around not delivering a local response and action plan.

### **4. Consultation**

#### Internal

- 4.1 The Head of Secondary Education and Inclusion, the Corporate Human Resources Manager and the Head of Finance have been involved in the development of the proposals and the preparation of the report, and their views incorporated.

#### External

- 4.2 The Principal and Vice-Principal Academic of Perth College UHI, the Chief Executive of the Perthshire Chamber of Commerce, and senior colleagues from Skills Development Scotland, Department for Work & Pensions, and PKAVS, have been involved in the development of the proposals and the preparation of the report, and their views incorporated.

### **5. Communication**

- 5.1 In developing our proposals further, we will have to consider developing a communications plan around our key proposals and actions. The key target audiences include pupils, parents and carers, teachers, guidance staff, college lecturers, and businesses. Initial discussions have taken place with the Council's Communications Team, and it is envisaged a variety of

communication channels will be utilised including e-bulletins, press releases, newsletters, and more traditional posters and leaflets.

## **2. BACKGROUND PAPERS**

2.1 The following background papers have been utilised in the preparation of this report:-

- The Commission for Developing Scotland's Young Workforce – Final Report (June 2014)
- Developing the Young Workforce – Scotland's Youth Employment Strategy (Implementing the Recommendations of the Commission for Developing Scotland's Young Workforce) (December 2015)
- Enterprise & Employability in Secondary Schools (February 2015)

## **3. APPENDICES**

3.1 **Appendix 1:** National Recommendations and Mapping of Activities - Actions Proposed in Perth & Kinross  
**Appendix 2:** Contextual Data – Perth & Kinross



**EDUCATION WORKING FOR ALL – NATIONAL RECOMMENDATIONS AND MAPPING OF ACTIVITY/ACTIONS PROPOSED  
IN PERTH & KINROSS**

SCHOOLS	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Senior Phase Vocational Pathways</b>			
<p><b>Recommendation 1:</b> Pathways should start in the senior phase which leads to the delivery of industry recognised vocational qualifications alongside academic qualifications. These pathways should be developed and delivered in partnership with colleges and where necessary training providers. Their delivery should be explicitly measured and published alongside other school performance indicators.</p>	<p>All school are now engaged in enhancing their senior phase provision.</p> <p>This item is addressed in detail in the Schools' Enterprise and Employability Strategy and has been the subject of training for Headteachers and Principal Teachers during session 2014/15.</p>	<p>All pupils without Highers to leave school with at least one industry recognised vocational qualification by end of session 2016-17.</p> <p>All schools to agree targets for significant growth of wider curriculum opportunities within their curriculum by 2016/17.</p> <p>All schools to provide for session 2015/16 an overview of how they currently deliver enterprise learning opportunities, with a more systematic approach implemented during 2016/17.</p>	J Devine, ECS
<b>Preparing Young People for the World of Work</b>			
<p><b>Recommendation 2:</b> A focus on preparing all young people for employment should form a core element of the implementation of Curriculum for Excellence with appropriate resource dedicated to achieve this. In particular, local authorities, SDS, and employer rep organisations should work together to develop a more comprehensive standard for careers guidance which would reflect the involvement of employers and their role and input.</p>	<p>The Draft Standards for Work Placement and Career Education were published for consultation on 26 May (responses due by 6 July). These documents will be the strategic driver for local implementation.</p> <p>Discussions have taken place between reps from ECS and SDS to review authority level inputs from SDS to schools.</p>	<p>SLA between PKC and SDS defining collaboration in this area. In addition, all SDS school partnership agreements to indicate how collectively they will contribute towards them in 15/16. All school to have clear curriculum plan for careers support from S1-S6 for session 2016/17.</p> <p>All schools to audit their current careers provision to ensure that inputs from a range of staff are coherent and progressive.</p>	F Reith, ECS J Hunter, SDS

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Recommendation 3:</b> A modern standard should be established for the acceptable content and quality of work experience, and guidelines should be made available to employers. This should be developed by Education Scotland in partnership with employer bodies & SDS. This should involve input from young people. Work experience should feature in the senior phase Benchmarking Tool & in Education Scotland school inspections.	The Draft Standard for Work Placement was published on the 26 May with comments due back by 6 July.	SDS/Schools Partnership Agreements to incorporate this in 2015/16.  Schools will designate a member of staff at senior management level with responsibility for the area of Enterprise and Employability, including Work Experience.	Education Scotland  SDS/Secondary Schools – HTs
<b>Regional Outcome Agreements</b>			
<b>Recommendation 4:</b> Colleges' key role in the development of Scotland's Young Workforce should be recognised & managed through Regional Outcome Agreements.	Regional Outcome agreement in place between Perth College UHI and Scottish Funding Council. The new Outcome Agreement for academic year 15/16 explicitly links the SYW agenda to the regional outcomes.  A schools-college strategic planning group was established in session 2014/15 to enhance the development and vocational elements within the school senior phase curriculum.	The new Schools-College Strategic Planning Group to establish a work programme to ensure the delivery of relevant vocational qualifications within the school senior phase curriculum.	Perth College UHI  P&K Schools-College Strategic Planning Group



Focus on Employment	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<p><b>Recommendation 5:</b> The new regional colleges should have a primary focus on employment outcomes &amp; supporting local economic development. This should be underpinned by meaningful and wide ranging partnerships with industry &amp; should be at the forefront of Regional Outcome Agreements &amp; their measurement.</p>	<p>Perth College UHI has already reviewed its curriculum offer in light of information gleaned from the new Regional Skills Assessment for Tayside.</p> <p>Perth College UHI has an extensive range of partnerships with local businesses. They also have employer forums in a number of curriculum areas which allow labour market information to inform curriculum design and planning.</p> <p>College staff are members of strategy groups, forums, partnerships and sector skills groups on a local, regional, national &amp; international basis.</p>	<p>Perth College UHI aims to develop employer forums for all appropriate curriculum areas, and develop further strategic partnerships with national industry sector groups.</p>	<p>Curriculum &amp; Business Engagement Director, Perth College UHI</p>
<p><b>Recommendation 6:</b> A commitment to supporting the development of Scotland's young workforce through the enhancement of vocational education pathways should feature prominently in the National Performance Framework, Community Plans and College Regional Agreements.</p>	<p>The new Regional Outcome agreement for academic year 15/16 for the UHI explicitly talks about the development and delivery of foundation apprenticeships.</p>	<p>In future through Regional Outcome Agreements the College propose to increase the no. of Foundation Apprenticeships, widen the spread of vocational areas, and industrial sectors covered.</p>	<p>Pam Wilson, Perth College UHI</p>
<b>MODERN APPRENTICESHIPS</b>			
<b>Alignment with Economic Growth</b>			
<p><b>Recommendation 7:</b> Modern Apprenticeships should be aligned with the skills required to support economic growth.</p>	<p>Perth College UHI delivers MAss in Care, Hospitality, Hairdressing, Customer Service, Automotive Services, Engineering, Plumbing, Electrical Installation, Joinery, and Business Administration. The College designs its' MA offer to meet local and national skills demand.</p>	<p>Perth College UHI is looking to develop MAs in Food &amp; Drink Production, Payroll, and Creative Industries in order to further align its provision with Scotland's key industrial sectors.</p>	<p>Curriculum &amp; Business Engagement Director, Perth College UHI</p>

Access and Higher Level Opportunities	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Recommendation 8:</b> Development of Modern Apprenticeship access processes and progression pathways should be priorities.	The Schools-College Strategy Group has developed more coherent pathways for young people in the senior phase, which should integrate with MA opportunities.	Health & Social Care and Engineering Foundation Apprenticeships supported by school-college collaboration to be piloted with five schools in session 2015/16.  Discussions about growing the range of Foundation Apprenticeships to be a key focus of the Schools/College Strategy Group.	P Wilson, Perth College UHI J Devine, ECS  Schools-College Strategy Group
<b>Quality Improvement</b>			
<b>Recommendation 9:</b> An industry-led quality improvement regime should be introduced to oversee the development & promotion of MAs.		To be led nationally by SDS.	
<b>Recommendation 10:</b> If employers can be encouraged to offer significantly more good quality apprenticeships, the Scottish Government should consider a carefully managed expansion	Scottish Government announced ambition to increase MAs from 25,000 to 30,000 places by 2020	Scottish Government/SDS to implement.	Scottish Government/SDS
<b>Recommendation 11:</b> Employability must be a key focus within Education Scotland's work to support & quality assure the delivery of education. To support this, Education Scotland must work more closely with business organisations & their members to ensure their work is underpinned by an understanding of industry's needs & expectations.	Being led nationally by Education Scotland		

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>SCIENCE, TECHNOLOGY, ENGINEERING &amp; MATHS</b>			
<p><b>Recommendation 12:</b> A focus on STEM should sit at the heart of the development of Scotland's Young Workforce.</p>	<p>Analysis has been conducted of STEM provision in all secondary schools. This has been discussed between authority reps and school leadership teams in March 2015.</p> <p>Perth College UHI has focused on growing its STEM provision in recent years. Delivering new qualifications in Science and Engineering from NC level to Master's degree.</p>	<p>Growth in STEM provision in schools, including the development of more vocational STEM subjects.</p> <p>STEM analysis to be part of annual attainment review process for schools.</p> <p>Propose to develop secondary school 'Beacon' departments for modelling and disseminating good practice.</p> <p>The College will continue to develop &amp; grow its STEM provision &amp; link to key local growth sectors.</p>	<p>J Devine, ECS</p> <p>Secondary HTs</p> <p>Curriculum &amp; Business Engagement Director, Perth College UHI</p>

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<p><b>Recommendation 13:</b> Support for young people at risk of disengaging from education &amp; for those who have already done so should focus on early intervention &amp; wide ranging, sustained support. This should relate to labour market demand &amp; should be focused on helping young people engage on labour market relevant pathways that we have highlighted.</p>	<p>This area is already well developed through schools' support mechanisms and through collaboration with the 16+ co-ordinator.</p> <p>The SDS service offer is embedded within all schools in P&amp;K. The nationally approved risk matrix is currently used to determine initial service offer to pupils from S4 upwards. From Autumn '15 earlier intervention with pupils from primary transition.</p> <p>Pupils at risk of not progressing or sustaining a positive destination are linked to a Career Coach.</p> <p>SDS, PKC and Job Centre Plus annually review and commission Employability Fund training provision at Stages 2, 3 and 4, with a focus on key labour market sectors.</p> <p>PKC delivers Activity Agreements for 16-19 year olds furthest from the labour market, both directly and via commissioned third sector partners, with 66% of participants moving into positive destinations.</p>	<p>Through schools and the Opportunities for All Management Group, it is proposed to use the data hub reports to ensure all young people have the best possible service.</p> <p>Schools/SDS to explore ways that the data from previous leavers is used to refine future practice.</p> <p>CPL opportunities explored to expand teachers' knowledge of opportunities post school.</p> <p>Increase equalities focus when promoting and commissioning Employability Fund opportunities, to improve their accessibility to young people with disabilities and young people from minority ethnic backgrounds.</p> <p>Activity Agreement coaches will engage with young people who will need an Activity Agreement before they have left school, to make the transition smoother and minimise the likelihood that they will disengage before they find a suitable onward destination.</p>	<p>J Devine, ECS Secondary DHTs Support</p> <p>16+ Co-ordinator, PKC</p> <p>16+ Co-ordinator, PKC</p>
<p><b>Recommendation 14:</b> The Scottish Government should support the creation of regional industry-led Invest in Youth Groups across Scotland to provide leadership &amp; a single point of contact &amp; support to facilitate engagement between employers &amp; education.</p>	<p>Initial discussions have started to establish a Perth &amp; Kinross Invest in Youth Group</p>	<p>To progress plans for Invest in Youth Group - submit application to Scottish Government by end August 2015.</p>	<p>Perthshire Chamber of Commerce (Vicki Unite)</p>

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Recommendation 15:</b> Businesses across Scotland should be encouraged & supported to enter into 3-5 year partnerships with Secondary Schools. Every secondary school in Scotland & its feeder primaries should be supported by at least one business in a long-term partnership.	An initial authority-wide engagement with employers took place in the form of a conference in March involving all secondary schools and a range of local employers.	This event will be followed up with local engagement events, such as Business Breakfasts, in all secondary schools by December 2015. A 'sign-up' card has also been developed to provide employers with an at-a-glance overview of opportunities for collaboration with schools. All schools are required to have established a strategic collaboration with one or more business by session 2016/17. A local Schools Enterprise & Employability Forum to be established by end Sept. 2015. This Forum to provide a vehicle for strategic discussion with key stakeholders on the direction of enterprise & employability developments in schools.	F Reith, ECS Secondary HTs
<b>Recommendation 16:</b> Scotland's leading industry sector groups & companies should be encouraged to work with the Scottish College for Educational Leadership to develop a programme to provide emerging school staff leaders with a wide ranging understanding of industry & careers.	Being led Nationally		
<b>Recommendation 17:</b> Employers & national industry sector groups should form partnerships with regional colleges to ensure course content is industry relevant & full advantage is taken of work based learning & employment opportunities.	Perth College UHI has employer forums in certain curriculum areas to ensure course content is industrially relevant & to facilitate work placements. The College has excellent partnerships with sector groups such as SNIPEF, CITB, etc.	Perth College UHI aims to develop employer forums for all curriculum areas; and develop further strategic partnerships with national industry sector groups.	Curriculum & Business Engagement director, Perth College UHI

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Recommendation 18:</b> In the development of future industry Skills Investment Plans & Regional Skills Assessments, and in the updating of existing plans, there should be a specific focus on youth employment & the development of vocational pathways starting in the senior phase.	Being led nationally by SDS	Locally to explore the creation of a Forum with key personnel from Sector Development Industry & Enterprise Networks with senior leaders within schools & Perth College UHI	SDS (nationally) Local Actions to be led by Jill Hunter, SDS
<b>Recognising Good Practice - Invest in Youth Accolade</b>			
<b>Recommendation 19:</b> A nationally defined Invest in Youth Accolade should be developed to recognise industry's engagement in the development & employment of Scotland's young workforce.	Being led nationally by Scottish Government	May be requirement for local publicity & marketing campaign to encourage local companies to sign up.	
<b>Recommendation 20:</b> A small business Modern Apprenticeship recruitment incentive package should be developed to equip & support smaller & micro businesses to recruit & train more young people.	Being led nationally by the Scottish Government		Scottish Government
<b>Recommendation 21:</b> Voluntary levy schemes to recruit & train young people in skills shortage areas should be encouraged. Groups of employers should be supported to work in collaboration, with the Scottish Government providing co-funding.	To be considered by the Scottish Government/Industry.		
<b>Incentivising &amp; Supporting More Employers to Recruit More Young People</b>			
<b>Recommendation 22:</b> Procurement & supply chain policies in both the public & private sectors should be applied to encourage more employers to support the development of Scotland's young workforce.			
<b>Recommendation 23:</b> Public sector employers should be encouraged by the Scottish Government & local authorities to be exemplars in a national Invest in Youth Policy & this should be explicitly reflected in their published corporate plans.			

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Recommendation 24:</b> Growth businesses and Inward Investment companies in receipt of public funding should be encouraged and supported to employ young people.	New area.		Scottish Enterprise/SDI
<b>Recommendation 25:</b> Financial recruitment incentives should be re-examined & carefully targeted to achieve the most benefit in providing sustainable employment for young people.	Being reviewed by Scottish Government.		
<b>ADVANCING EQUALITIES</b>			
<b>Cross Cutting Equality Issues</b>			
<b>Recommendation 26:</b> Scotland should embed equality education across the Curriculum for Excellence.			
<b>Recommendation 27:</b> Promotion & communication of career options should actively target equalities groups to promote diverse participation across gender, Black & Minority Ethnic groups, young people with disabilities & care leavers. The promotion of Modern Apprenticeship opportunities should be to the fore of this activity.	This should be built into actions arising from recommendation 2.		
<b>Recommendation 28:</b> Senior phase vocational pathways should be designed to encourage more gender balance across occupations.	Schools have been asked to review gender balance in STEM subjects.  The schools-college strategy group has discussed the issue of gender stereotypes in curriculum offer.	STEM analysis including gender uptake to be part of annual attainment review process for schools.  STEM analysis to be part of annual attainment review process for schools.	J Devine, ECS Secondary HTs P Wilson, Perth College
<b>Recommendation 29:</b> The Scottish Funding Council and colleges should develop an action plan to address gender disparities within college education. This should be underpinned by realistic but stretching improvement targets. The Scottish Funding Council should report on this annually.	To be led nationally by Scottish Funding Council.	Perth College UHI is developing a local action plan to address gender disparities within its curriculum.	Pam Wilson, Perth College UHI

	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Recommendation 30:</b> Skills Development Scotland should develop an action plan to address gender disparities within Modern Apprenticeships. This should be underpinned by realistic but stretching improvement targets. SDS to report on this annually.			SDS (nationally)
<b>Recommendation 31:</b> A targeted campaign to promote the full range of MAs to young people & parents from the BME community should be developed & launched to present the benefits of work based learning as a respected career option & alternative to university.			
<b>Recommendation 32:</b> SDS should set a realistic but stretching improvement target to increase the number of young people from BME groups starting Modern Apprenticeships. Progress against this should be reported annually.	Being led nationally by SDS		
<b>Recommendation 33:</b> Career advice and work experience for young disabled people who are still at school should be prioritised & tailored to help them realise their potential & focus positively on what they can do to achieve their career aspirations.		Schools will be asked to review their current practice in the context of this specific recommendation.	J Devine, ECS Secondary HTs
<b>Recommendation 34:</b> Funding levels to colleges & MA training providers should be reviewed & adjusted to reflect the cost of providing additional support to young disabled people, & age restrictions should be relaxed for those whose transition may take longer.			
<b>Recommendation 35:</b> Within Modern Apprenticeships, SDS should set a realistic but stretching target to increase the number of young disabled people. Progress against this should be reported on annually.	Being led nationally by SDS		
<b>Recommendation 36:</b> Employers who want to employ a young disabled person should be encouraged & supported to do so.			



	Current Position Perth & Kinross	Proposed Future Actions	Led By (Partner/Officer)
<b>Care Leavers</b>			
<b>Recommendation 37:</b> Educational & employment transition planning for young people in care should start early with sustained support from public & third sector bodies & employers available throughout their journey toward & into employment as is deemed necessary.		Schools will be asked to review their current practice in the context of this specific recommendation.	J Devine, ECS Secondary HTs
<b>Recommendation 38:</b> Across vocational education & training, age restrictions should be relaxed for those care leavers whose transition takes longer.			
<b>Recommendation 39:</b> In partnership with the third sector, the Scottish Government should consider developing a programme which offers supported employment opportunities lasting up to a year for care leavers.	Being led nationally by Scottish Government	Need to explore locally how we best support local care leavers into positive destinations.	

KEY PERFORMANCE INDICATORS	BASELINE FIGURE (NATIONAL)	LOCAL TARGETS	
<b>OVERARCHING TARGET</b> To reduce the level of Youth Unemployment (excluding those in FT education) by 40% by 2021.	52,000 (Jan-Mar 2014)	To be developed	
<b>KP1</b> Be one of the top 5 performing countries in the EU for youth unemployment by reducing the ratio of youth unemployment to 25-64 unemployment to the level of the 5 <sup>th</sup> best country in the EU by 2021.	3.7 (2013)	To be developed	
<b>KP2</b> Be one of the top 5 performing countries in the EU for youth unemployment by reducing the youth unemployment rate to match the 5 <sup>th</sup> best country in the EU by 2021.	19%	To be developed	
<b>KP3</b> Increase the % of school leavers attaining vocational qualifications at SCQF level 5 and above by 2021.	Baseline data to be established.	To be developed	
<b>KP4</b> Increase the % of young college students moving into employment of higher level study by 2021.	2013/14 baseline to be available June 2015.	To be developed	
<b>KP5</b> The number of Modern Apprentices at level 3 and above to be increased. The target is for 20,000 out of a total of 30,000 MA starts to be at this level by 2021, i.e. two-thirds.	15,655 (end 2013/14)	To be developed.	
<b>KP6</b> Increase the % of employers recruiting young people directly from education to 35% by 2018.	32% (2014)	To be developed.	
<b>KP7</b> To reduce to 60% the percentage of MA frameworks where the gender balance is 75:25 or worse by 2021.	73% (2013/14)	To be developed.	
<b>KP8</b> Increase by 5 percentage points the minority gender share in each of the 10 largest and most imbalanced superclasses (subject groups in colleges) by 2021.	Minority gender share is between 2% and 9% in each of the 10 relevant superclasses. (2012/13)	To be developed.	

KEY PERFORMANCE INDICATORS	BASELINE FIGURE (NATIONAL)	LOCAL TARGETS	
<b>KP9</b> Increase the number of MA starts from minority ethnic communities to equal the population share by 2021.	1.1 % (Q4 2014)	To be developed.	
<b>KP10</b> Increase the employment rate for young disabled people to the population average by 2021.	31% disabled youth employment rate (July 2013-June 2014)	To be developed.	
<b>KP11</b> Increase positive destinations for looked after children by 4 percentage points per annum resulting in parity by 2021.	60.3% (2012/13)	To be developed.	



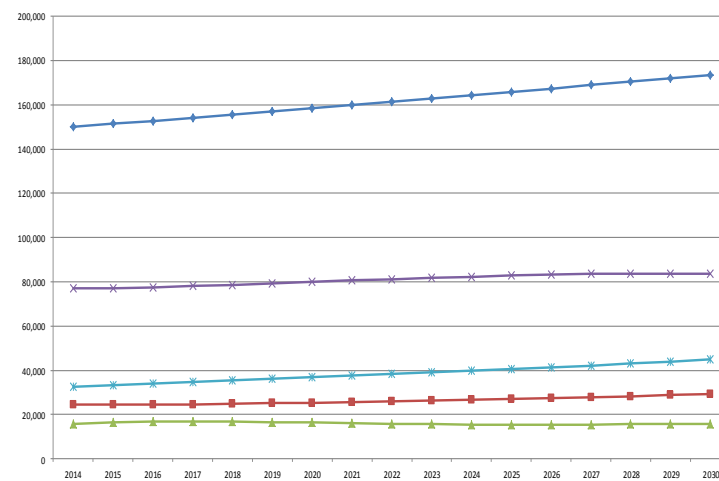
## Commission for Developing Scotland's Young Workforce: Contextual Data – Perth and Kinross

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# Population of Perth and Kinross

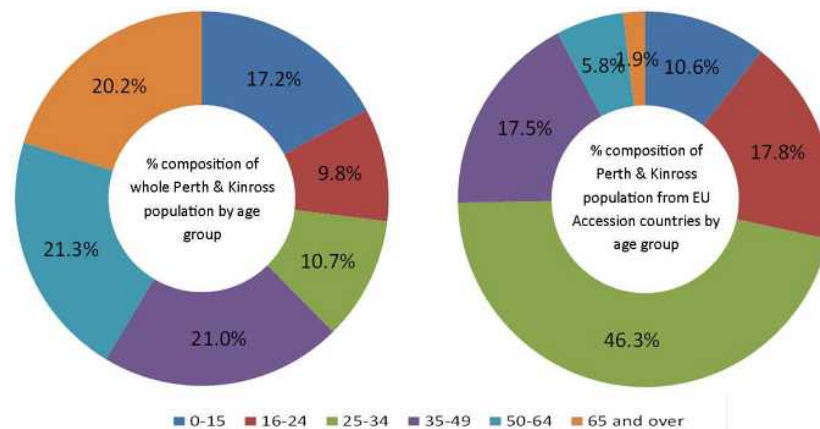
- Between the census's of 2001 and 2011, the overall population of Perth and Kinross rose by 8.7% to 146,652. Over the same period, the population aged 16-24 years rose 17.4% to 14,349
- As of 2011, the overall population had a female/male split of 51.3/48.7%, whilst for those aged 16-24 there is a male/female split of 52.6/47.4%
- Population projections show that between 2014 and 2030 the population of Perth and Kinross is going to rise by 15.6%, to 173,467.
- However, over the same period the 16-24 population will exhibit negative growth of 1.2%, dropping to 15,696. The 16-24 age group is the only group that exhibits negative growth by 2030, with the biggest % growth coming in the 65 and over age group.
- The decline of the 16-24 population is not steady, with the projected peak coming in 2018.
- Overall, those born in Scotland account for 79.3% of the total population of Perth and Kinross.
- Between 2001 and 2011, immigration from outside of the UK has contributed to the growing population. The largest groups have come from within the EU, particularly the countries that have joined the EU since 2001, including Poland. The number of people born in Poland has grown from 115 in 2001 to 2,244 in 2011.
- When looking at the percentage composition of Perth and Kinross, the largest age group by proportion is those aged 50-64 (21.3% of population), followed by the 35-49 age group (21.0%) and those aged 65 and over (20.2%). Those aged 16-24 make up 9.8% of the overall population
- In comparison, when examining those from EU Accession countries, the 25-34 age group is undoubtedly makes the largest proportion of the population (46.3%), with those aged 16-24 being the next largest group (17.8%), and then the 35-49 age group (17.5%).

Changes in population of Perth and Kinross 2014-2030 by age group



Source: Projected Population of Perth and Kinross (2012-based). NRS (2013)

Compositions of Perth and Kinross population, 2011

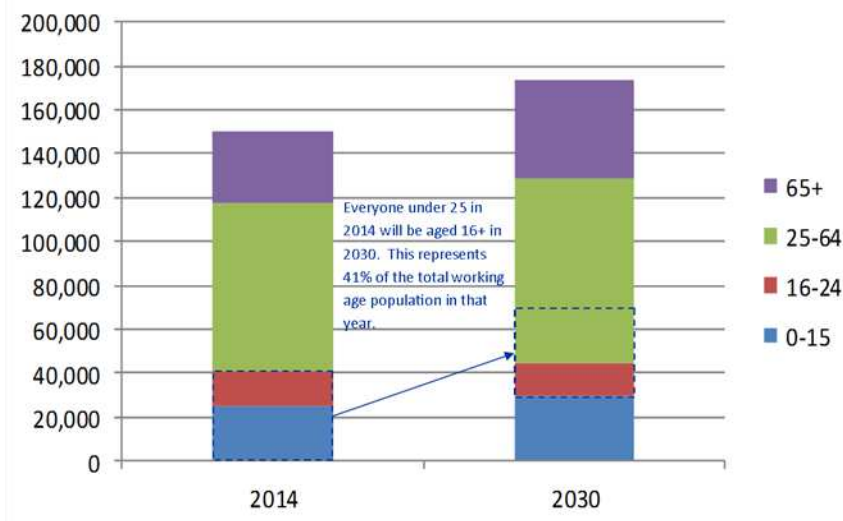


Source: 2011 Census. NRS (2011)

# Young people are important in the labour force

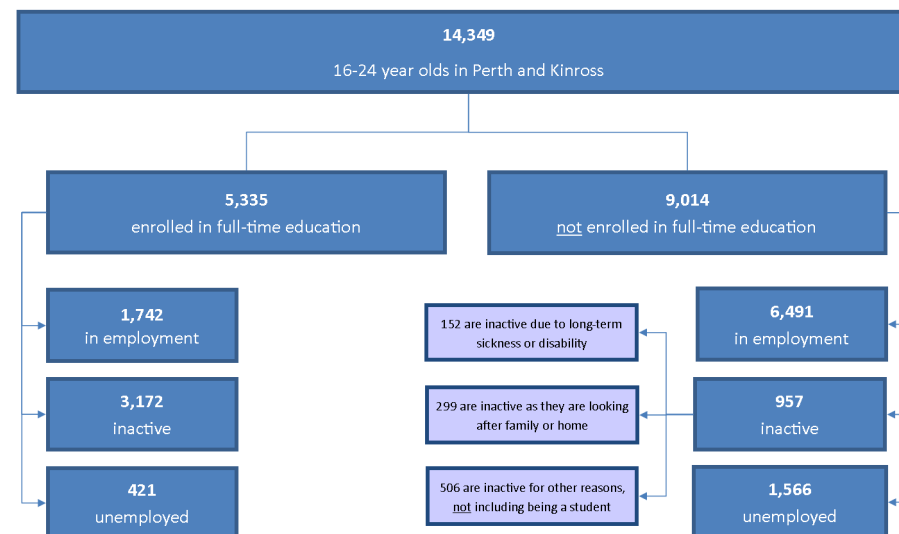
- For at least the next 40 years, today's young people (16-24s) will form part of Scotland's working age population (defined as all people aged 16 to 64).
- By 2030, every person aged under 25 today (2014) will be aged between 16 and 40. Not including migrants, projections suggest this group will account for 41 per cent of the total working age population of Perth and Kinross in 2030.
- Looking only at those young people aged under 16 today, they will account for 27 per cent of the working age population of Perth and Kinross in 2030.
- Over time, estimates suggest the working age population will form a smaller part of the overall population - falling from 62 per cent in 2014 to 57 per cent in 2030.
- In Perth and Kinross in 2013, there were around 15,800 young people aged between 16 and 24, making up 13% of the overall population (Annual Population Survey, Jan-Dec 2013). This has risen 10.1% since the 2011 National Census.
- Based on data from the 2011 census, 37% of young people in Perth and Kinross are full-time students. 72% of those not enrolled in full-time education were working.
- People who are neither in work or seeking work are part of the 'inactive' group. Students who do not work would fall into this group. The most common reasons given for inactivity of young people who are not enrolled in full-time education include having caring responsibilities and sickness/disability.
- 33% of young people in Perth and Kinross who are in full-time education also work.

Estimated change in Perth and Kinross's population 2014 to 2030



Source: Projected Population of Perth and Kinross (2012-based). NRS (2013)

Young people in Perth and Kinross's Labour Market, 2011

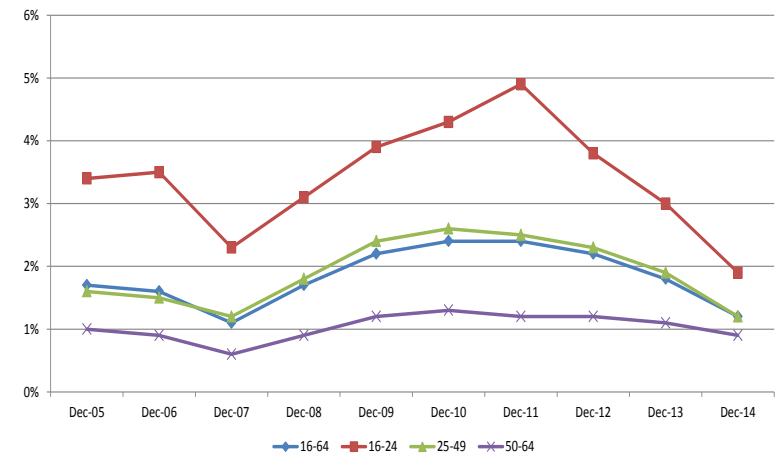


Source: 2011 Census. NRS (2011)

## Since the start of the economic downturn youth unemployment has risen more quickly than for other age groups

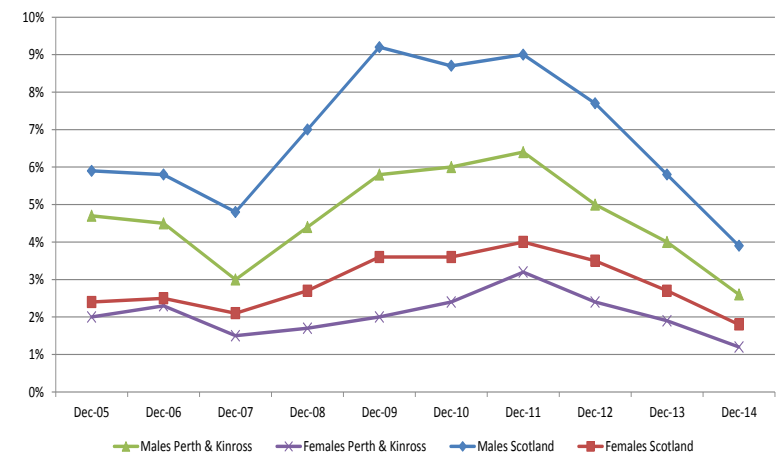
- Unemployment includes those people who are not in employment but who want a job, are actively seeking work and available to start work. The unemployment rate is the number of unemployed people expressed as a percentage of the economically active population (those people who are employed and unemployed). However, measuring unemployment accurately is difficult as not all instances of unemployment are recorded, and some records may be inaccurate. For this reason, the claimant count (those claiming Jobseekers Allowance) is used here to illustrate the number of unemployed people that are actively seeking work. It does exclude homemakers and those on training schemes.
- The upper graph to the right shows the number of Jobseekers Allowance (JSA) claimants in Perth and Kinross between the Decembers of 2005-2014, by age group. As can be seen the percentage of young people (16-24) claiming JSA is consistently higher than those for other age groups, whilst following a similar pattern to the overall level for 16-64 year olds.
- The rise in 16-24 year olds claiming JSA was driven by increasing unemployment at all levels, but rose more sharply than for other age groups. At the peak in 2011, the level of JSA claimants aged 16-24 was 2.5pp higher than the figure for all working age people (16-64).
- The JSA claimant rate for young people has fallen over the last two years, due to both the overall rise in employment rates and the increased focus on youth employment and training.
- When comparing the JSA claimant rate of 16-24 year olds by gender in Perth and Kinross, the rate for females is consistently about 50% lower than that for males (lower by 53.8% in December 2014). This echoes the relationship across the whole of Scotland, with the rate for female claimants also being lower by 53.8% in December 2014.
- The levels in Perth and Kinross by gender are consistently lower than those for the whole of Scotland. In December 2014 the rates for both male and female JSA claimants were 33.3% lower in Perth and Kinross than for the whole of Scotland.

**JSA claimants in Perth & Kinross by age**



Source: ONS Claimant Count for December, 2005-2014. ONS (2006-2015)

**JSA claimants aged 16-24 in Perth & Kinross and Scotland by gender**



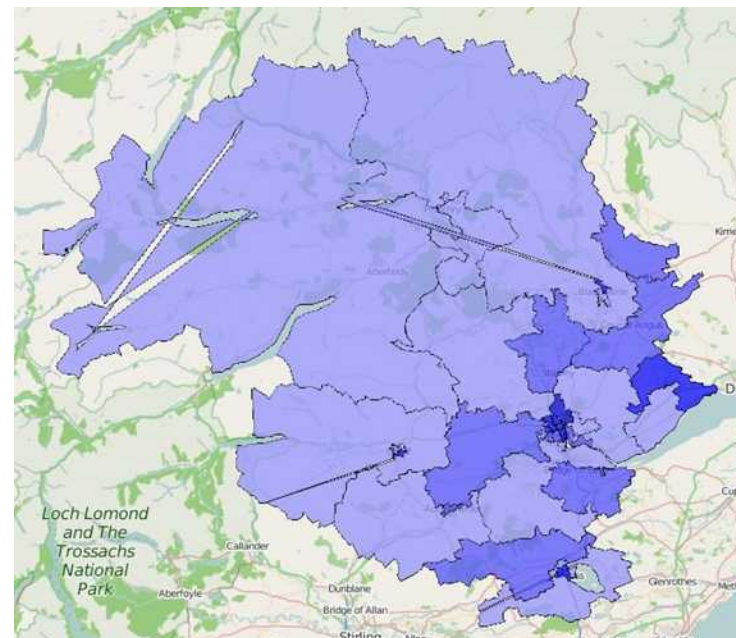
Source: ONS Claimant Count for December, 2005-2014. ONS (2006-2015)



## Distribution of JSA claimants

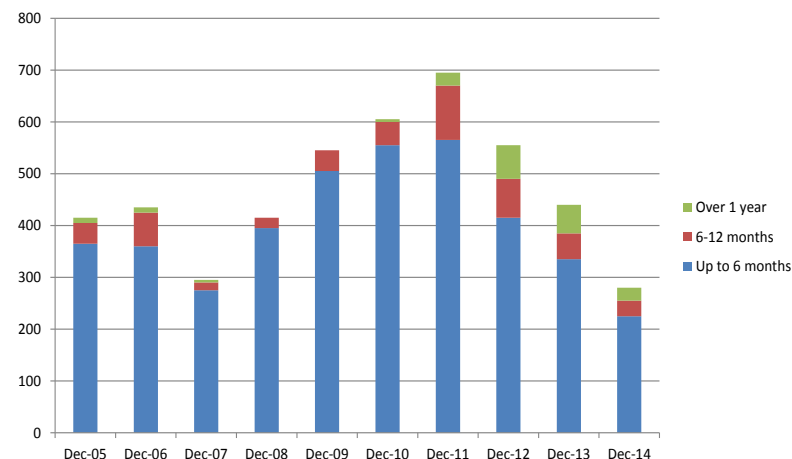
- The rate of JSA claimants is not consistent across Perth and Kinross. The map to the right show the percentage of 16-24 year olds claiming jobseekers allowance across the area. The darker the colour, the higher percentage in the area.
- As can be seen, the areas with the highest levels of JSA claimants are centred around the areas of higher population - North Perth, Kinross, Crieff and the Blairgowrie/Rattray area, as well as in areas of eastern Perth and Kinross, close to Dundee.
- The level ranges across the region from 0.7% of the 16-24 population in Glenfarg, Dunning and Rhynd; to 8.1% of young people in North Muirton and Old Scone. This represents a 7.4pp difference between these areas.
- When analysing the length of time that young people claim JSA for, it is found that most claims made by 16-24 year olds last less than 6 months
- In December 2014, 225 young people had being claiming for up to 6 months, with a further 30 claiming between 6 and 12 months, and 25 young people had been claiming for more than a year.
- When comparing the rate of length of claim for Perth and Kinross with the levels for the whole of Scotland over the past 10 years, the levels in Perth and Kinross were consistently lower between 2005 and 2012. In 2012, the level for those claiming for less than 6 months was lower for Scotland than for Perth and Kinross, though the rate in Perth and Kinross has since dropped below that for Scotland.
- Since 2012, the level of those claiming for over 1 year has been consistently above the level of those claiming for 6-12 months on both a local and national level.
- Skills and qualifications have a significant impact on unemployment. The biggest impact is found for those with low skills. The unemployment rate for 16-24 year olds with no qualifications is 47 per cent for the whole of Scotland, which is more than twice the rate overall.

Map showing % of 16-24s claiming JSA in Perth & Kinross



Source: Scottish Neighbourhood Survey , 2012 Q4. Scottish Government (2013)

Length of claim for 16-24s claiming JSA in Perth & Kinross



Source: ONS Claimant Count for December , 2005-2014. ONS (2006-2015)

# Levels of qualification 2011

- As mentioned on the previous page, skills and qualifications can have a significant effect on finding and keeping a job.
- Amongst 16-24s in Perth and Kinross, the highest proportion held Level 1 qualifications as their highest (40.3%), whilst 8.8% held no qualifications. The same trend is seen for the whole of Scotland, with the largest proportion of 16-24s only holding Level 1 qualifications (35.4%) and the small (8%) holding no qualifications.
- The proportion of young people with no qualifications is substantially lower than the level for all working age people (16-64), which stood at 15.2% for Perth and Kinross and 18.4% for Scotland in 2011.
- Only 22% of 16-24s in Perth and Kinross held qualifications at Level 3 or 4, compared to 43% of the working age population of Perth and Kinross, but there is no indication of when qualifications were gained.
- Nearly half (47.6%) of young people in Perth and Kinross that were classed as Economically active: unemployed in 2011 only held Level 1 qualifications.
- Over a third (34.3%) of self-employed 16-24s held Level 3 or 4 qualification, compared to 28.3% of employees, 16.1% of unemployed, and 10.4 of Economically inactive.
- When analysing the gender split of qualifications amongst 16-24 in Perth and Kinross, a higher proportion of males hold no qualifications or Level 1 qualifications (51.5/46.4%); whilst a slightly higher proportion of females hold Level 3 or 4 qualifications (23.0/20.9% female/male split).

Highest level of qualification is defined as:

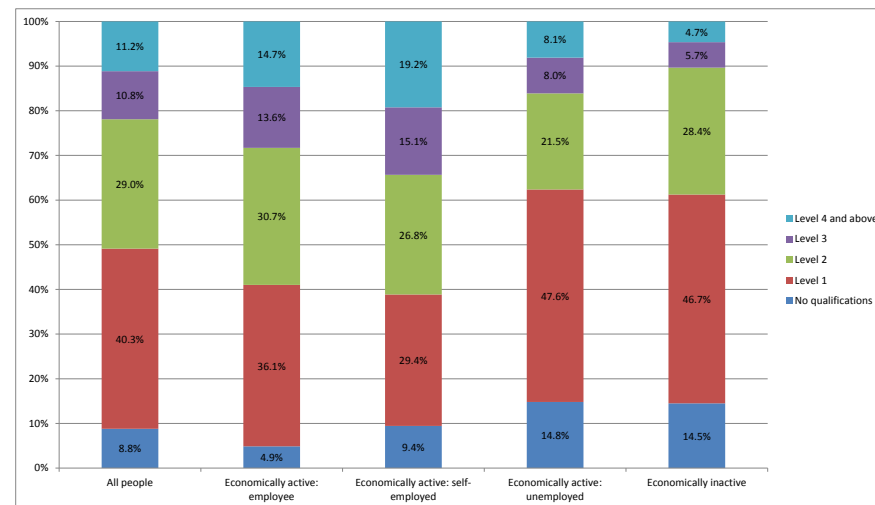
Level 1: 0 Grade, Standard Grade, Access 3 Cluster, Intermediate 1 or 2, GCSE, CSE, Senior Certification or equivalent; GSVQ Foundation or Intermediate, SVQ level 1 or 2, SCOTVEC Module, City and Guilds Craft or equivalent; Other school qualifications not already mentioned (including foreign qualifications).

Level 2: SCE Higher Grade, Higher, Advanced Higher, CSYS, A Level, AS Level, Advanced Senior Certificate or equivalent; GSVQ Advanced, SVQ level 3, ONC, OND, SCOTVEC National Diploma, City and Guilds Advanced Craft or equivalent.

Level 3: HNC, HND, SVQ level 4 or equivalent; Other post-school but pre-Higher Education qualifications not already mentioned (including foreign qualifications).

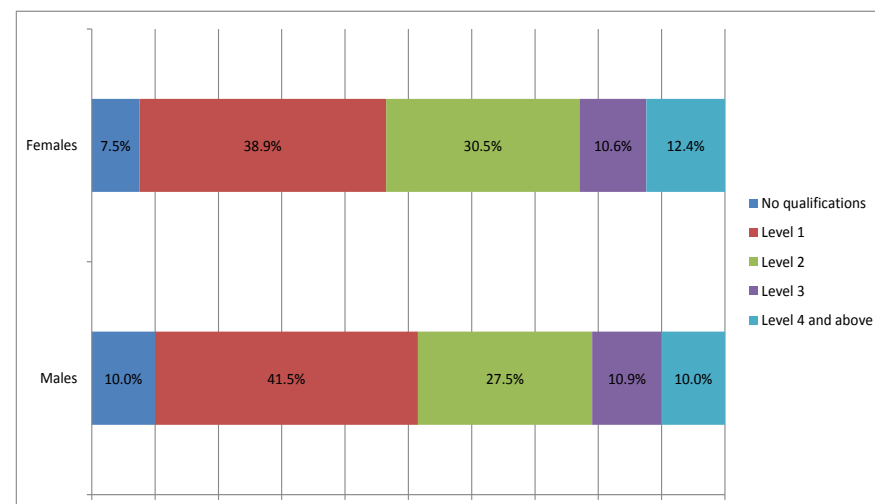
Level 4 and above: Degree, Postgraduate qualifications, Masters, PhD, SVQ level 5 or equivalent; Professional qualifications (for example, teaching, nursing, accountancy); Other Higher Education qualifications not already mentioned (including foreign qualifications).

**Highest qualification by economic activity, 16-24s Perth and Kinross**



Source: 2011 Census. NRS (2011)

**Highest qualification by gender, 16-24s Perth and Kinross**

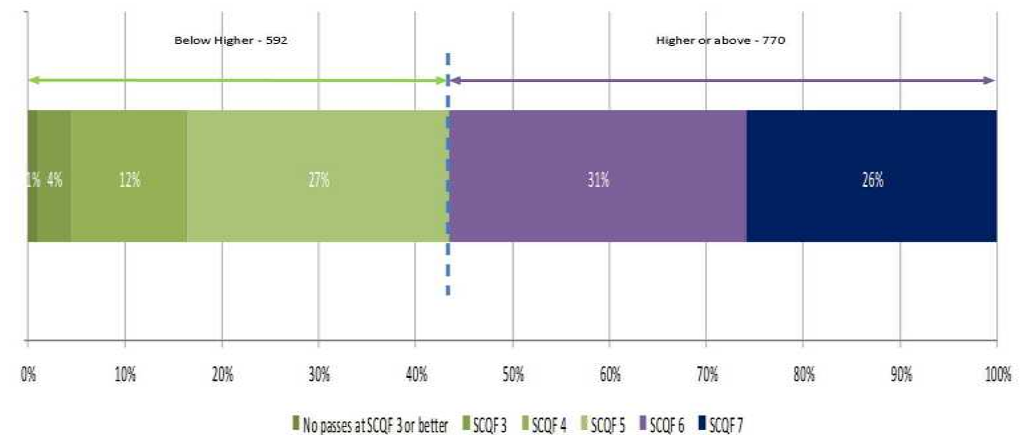


Source: 2011 Census. NRS (2011)

# Achievements increase the chances of young people being in work and increase wages

- Attainment at schools in Perth and Kinross continues to build on already high levels of performance. Pupils taking exams in 2014 achieved:
  - ◊ An overall pass rate of 92.% in National 4 examinations and 84.2% in National 5 examinations in S4;
  - ◊ Overall pass rates for SCQF level 6 exams were 80.5% in S5, and 72.7% in S6;
  - ◊ An overall pass rate of 80.8% in SCQF level 7 examinations in S6.
- The second year of Perth City campus showed high attainment levels, with a pass rate of 89% for those who travelled to another school to attend a learning opportunity, with half those travelling for courses achieving an A grade.
- The average tariff score amongst all school leavers in Perth and Kinross for 2012/2013 was 428. This 1.4% lower than the average for 2011/2012 but a rise of 18.2% when compared to the level for 2007/2008.
- In 2013/14 S4 pupils living within the most deprived areas achieved the highest tariff score for 5 years, with tariff score rising 12.5% since 2011/12.
- Along with academic qualifications, young people in the senior phase of schooling now have the opportunity to gain vocational qualifications, which provide them with job-related skills to augment their academic achievements. Both academic and vocational qualifications can help young people find employment and have a positive effect on wages.
- Alongside working towards traditional qualifications, young people at school in Perth and Kinross have the opportunity to gain a wider achievement award, such as John Muir or Youth Achievement Awards. During the 2013/14 academic year, 49% of young people gained such an award, with the highest number of Duke of Edinburgh Gold awards by region being gained by young people in Perth and Kinross.
- Schools in Perth and Kinross also engage with a range of local and national businesses to offer experiences and opportunities for their pupils, both within the curriculum and for the whole school.

## Highest qualification of all secondary school leavers in Perth and Kinross, 2012/13



Source: Summary statistics for attainment, leaver destinations and healthy living, No. 4: 2014 Edition. Scottish

## Wider achievement awards gained in Perth and Kinross in 2013/14

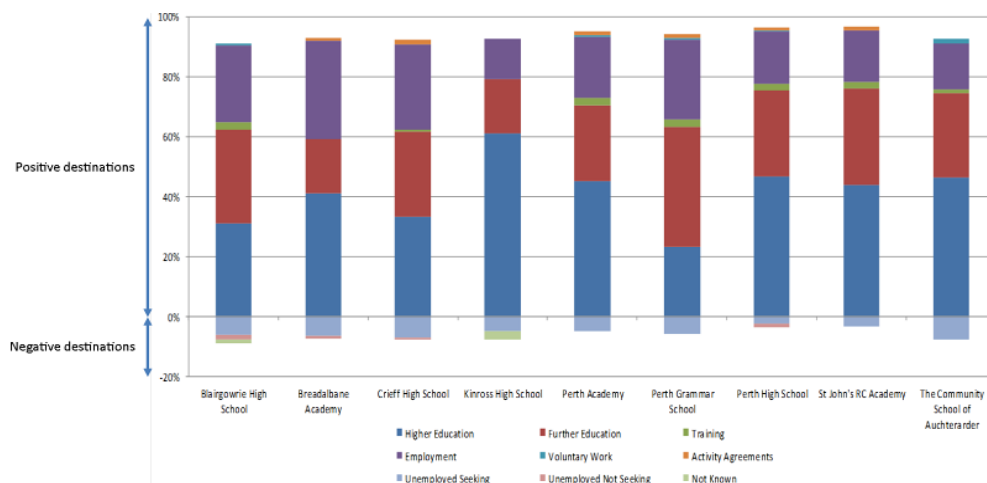
Percentage of Perth and Kinross Pupils Achieving		S2 %	S3 %	S4 %	S5 %	S6 %
Wider Achievement Awards	Duke of Edinburgh	0	16.1	14.2	9.2	3.8
	John Muir	0.2	1.0	1.4	0.1	0
	Sports Leader	0	6	3	4	8
	Saltire Awards	0	6	5	5	8
	School to Work	-	1.7	-	-	-
Business Support Group Programmes	Enhancing Employability	-	-	9.8	0.5	0.7
	Your Money	-	1.4	0.7	3.3	0
Business Dynamic Awards	Business Awareness	-	4.3	5.4	9.0	4.3
	Enterprise Days	-	12.1	0	5.8	2.2
Philanthropy	YPI	8.2	59.1	5.4	0	0
	Micro Tyco	-	0.6	0.7	0.7	0.8
Access to High Demand Professions	Reach Tayside (Medicine/Dentistry/Law)	-	0	0.1	3.1	0.8
	ACES (Access to Creative Industries)	-	0	0	2.2	0.6
	Open University YASS	-	0	0	0	0
Others	STEM - Nuffield Research Placements	-	0	0	0	0.2
	Virtual Work Experience	-	0	0	0	0.5
	F1 in Schools	-	0.3	0.3	0.4	0
	Imbewu Wilderness Trail	0.2	0.6	0	0	0
	Patrick Geddes Award	-	1.1	0	0	0
	Rotary Young Leadership Award	0.2	0.1	0.1	0	0
	Dynamic Youth	-	0.7	0	0	0
	Sports Coaching Award	-	1.9	0	0	0
	Youth Achievement Awards	-	5.2	0	0	0
	SQA Pupil Achievement Awards	-	0.2	0	0	0
	CSLA	-	0	0	0.3	0
	Religion, Beliefs and Values SCQF 4	-	0	2.7	0	0

Source: Perth and Kinross Council (2014)

# Transitions from school - Positive and negative destinations

- Most young people move into a 'positive destination' after leaving school. This includes continuing their education, starting work, training, undertaking voluntary work or an activity agreement. In Perth and Kinross the number of school leavers entering a positive destination has risen 6% since 2009/10, with 93.8% of all school leavers moving onto a positive destination in 2013/14. This figure is 1.5pp higher than the 92.3% of all Scottish school leavers entering a positive destination.
- 40.9% of the 2013/14 school leavers in Perth and Kinross entered higher education, compared to 38.9% across Scotland. This is the highest level for Perth and Kinross in 10 years and 5.0pp higher than 2012/13.
- A further 28.2% of school leavers in Perth and Kinross chose to continue their education in further education. This is 1.9pp higher than the 26.3% across the whole of Scotland. This is 0.8pp lower than the figure for 2012/13, which saw the highest percentage of school leavers entering FE (29.0%)
- The percentage of young people entering employment on leaving school has dropped by 1.2pp since last year to 21.8%. The figure for 2013/14 marks a reduction of 11.2pp on the highest percentage entering employment in 2006/07. The figure for Scotland as a whole rose by 1.3pp to 21.7%.
- When analysing individual schools, St John's RC Academy had the highest rate of positive destinations in 2013/14, with 96.6%. The lowest rate (excluding Pitlochry High) is Blairgowrie High School, where 91.0% of the students entered positive destinations when they left school.
- Perth High School had the had the highest percentage of leavers continue into Higher Education (46.6%), whilst Perth Grammar school had the highest rate of leavers enter further education (40.0%).
- Breadalbane Academy has the highest rate of young people entering employment (32.7%), whilst the Community School of Auchterarder has the highest rate entering unemployment (7.7%).

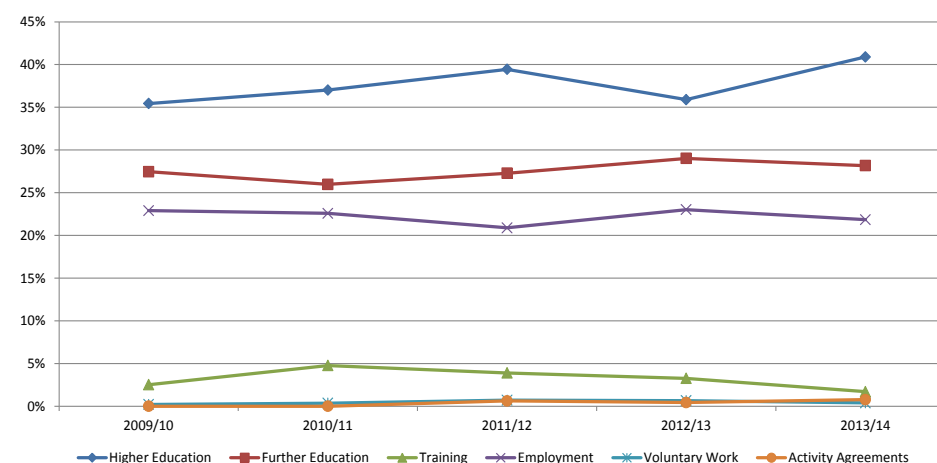
Secondary school leavers destinations by school 2013/14



Note: Pitlochry High only had 5 leavers in 2013/14. For this reason it is excluded from analysis.

Source: Perth and Kinross Community Planning Partnership Report. SDS (2014)

Year on year positive destination trend analysis, 2009/10 - 2013/14

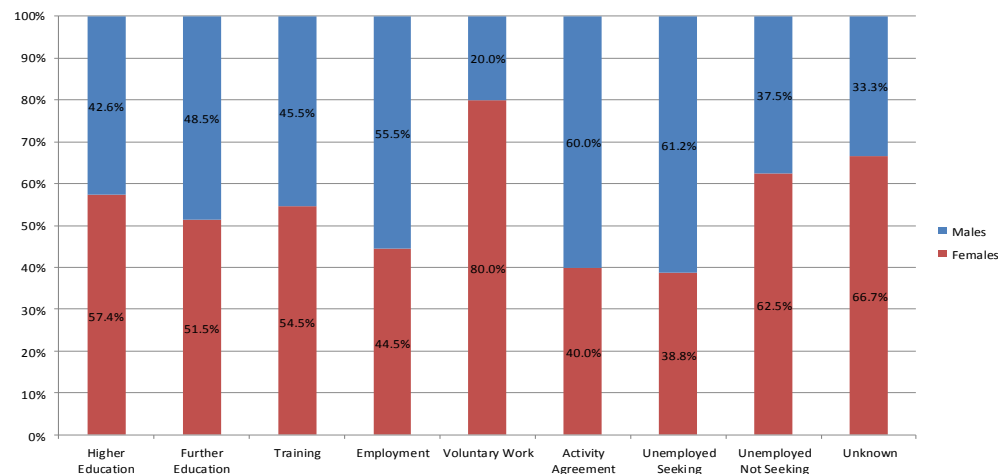


Source: Perth and Kinross Community Planning Partnership Report. SDS (2014)

# Transitions from school - Differences between gender and SIMD

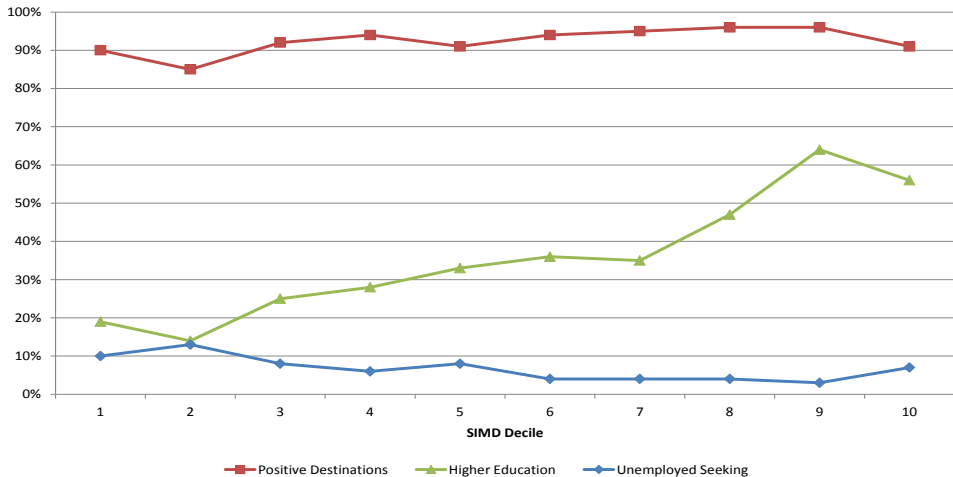
- When examining the gender split within the destinations it can be seen that 94.8% of females entered a positive destination on leaving school in 2014, compared to 92.6% of males, a 2.2pp difference. This reflects the national trend, where a greater percentage of females enter positive destinations compared to males.
- 73.1% of female leavers continued their education into Higher and Further Education. This is in comparison to 64.7% of males, a difference of 8.4pp.
- A higher percentage of males than females (26.8% and 20.5% respectively) entered employment or training on leaving school in 2014. This is a difference of 6.3pp.
- Males are more likely to be unemployed but seeking work than females, with the split of unemployed being 61/39%
- The graph on the right attempts to show that where a leaver lives could have an effect on their destination when they leave school.
- As can be seen, the percentage of leavers entering a positive destination is high for all levels of SIMD, with it ranging from 85% (for SIMD 2) to 96% (for those in SIMD 8 and 9), however there is disparity in the types of destination that young people from the different SIMD levels enter.
- School leavers who live in less deprived areas are more likely to continue their education by entering higher education. Of those from SIMD 1 and 2 areas of Perth and Kinross, 19% and 14% respectively entered HE, compared to 64% and 56% from SIMD 9 and 10 respectively. When examining those entering further education, the opposite is seen. Whilst 57% and 47% respectively from SIMD 1 and 2 continue into FE, only 11% of those from SIMD 9 and 15% of those from SIMD 10 enter FE.
- In 2013/14, leavers from the more deprived areas were more likely to be unemployed but seeking work compared to those from less deprived areas. 10% of leavers from SIMD 1 and 13% from SIMD 2, compared to 3% of leavers from SIMD 9 and 7% from SIMD 10.

Gender split within each destination 2013/14



Source: Perth and Kinross Community Planning Partnership Report. SDS (2014)

Percentage positive, HE and unemployed seeking destinations by SIMD



Source: Perth and Kinross Community Planning Partnership Report. SDS (2014)

## Continuing education into FE and HE

- As previously mentioned, 40.9% of school leavers from 2013/14 moved onto higher education, with a further 28.2% continuing entering further education.
- Of those entering higher education, 85% entered a university or another Higher Education Institution, with a further 13% choosing HE courses taught through a further education college. The remaining 2% joined institutions outwith Scotland or other learning providers.
- The number one choice of university for Perth and Kinross school leavers was the UHI, with FE colleges being the 2nd most popular choice and Other Learning Providers having the third highest percentage of school leavers. Of the traditional universities, Edinburgh was the most popular, followed by Dundee.
- Of the students studying HE qualifications at a further education college, over a third attend Dundee & Angus College, with a further 18.6% attending City of Glasgow College.
- Perth College UHI is the most popular choice of those students entering further education, with 81.5% of school leavers choosing it as their destination when they left school in 2013/14. The next most popular choice was Dundee & Angus College, with 5.8% of leavers choosing courses there.
- When considering the choice of courses the 2013/14 cohort of school leavers chose in both HE and FE, the most popular area of study amongst all leavers is Arts and Social Sciences, with 10.6% of students studying in the area. The next most popular area is Science & Mathematics. However, when looking at the male/female split in these areas, it is 23/77% in Arts & Social Sciences, and 51/49% in Science & Mathematics.
- Across Scotland, Arts and Social Sciences is the most popular course area, with 10.0% of all students and a 29/71% male/female split. Engineering is the second most popular area (9.1%), just ahead of Science and Mathematics. The male/female splits for these areas are 89/11% and 44/56% respectively.
- The most popular course areas with female leavers are Arts & Social Sciences (14.9%); Social, Caring & Advisory Services (13.0%); and Health and Medicine (8.6%). For the whole of Scotland, the two most popular choices were the same as Perth and Kinross with 13.1% and 12.7% of students respectively, with Science & Mathematics the third most popular choice (9.4%).
- For male leavers, the most popular course areas are Engineering (13.2%); Computing & ICT (10.4%); and Performing Arts (10.0%). Across Scotland, Engineering is also the most popular choice (17.5%), with Construction second (11.2%) and Computing & ICT third (10.3%).

Note: Only institutions with 5 or more leavers have been displayed in the tables. All other institutions are captured under 'Other Learning Providers'.

Source for all tables: Perth and Kinross Community Planning Partnership Report. SDS (2014)

### HE Students by Institution

Institution	Total	%
University of the Highlands & Islands	112	21.2
University of Edinburgh	45	8.5
University of Dundee	44	8.3
Edinburgh Napier University	41	7.8
University of Strathclyde	36	6.8
Robert Gordon University	31	5.9
University of Stirling	20	3.8
Heriot-Watt University	20	3.8
Abertay University Dundee	20	3.8
University of Aberdeen	18	3.4
Other Learning Providers	63	11.9
Outwith Scotland	8	1.5
FE Colleges	70	13.3

### HE Students by FE Colleges

Institution	Total	%
Dundee & Angus College	26	37.1
City of Glasgow College	13	18.6
Edinburgh College	10	14.3
Fife College	7	10.0
North East Scotland College	5	7.1
Other Institutions/Learning Providers	9	12.9

### FE Students by FE Colleges

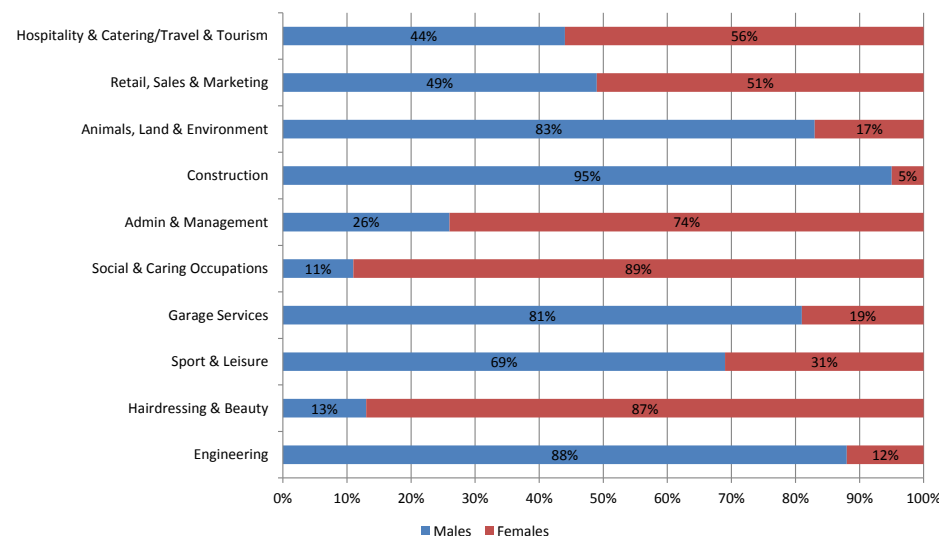
Institution	Total	%
Perth College UHI	296	81.5
Dundee & Angus College	21	5.8
Scotland's Rural College (SRUC)	12	3.3
Fife College	11	3.0
Edinburgh College	6	1.7
Outwith Scotland	0	0.0
Other Institutions/Learning Providers	17	4.7



# Entering employment

- 283 young people (21.8%) chose to enter employment when they left school in 2013/14
- The most popular occupational area amongst these Perth and Kinross school leavers is the group of Hospitality & Catering/Travel & Tourism, with 25.8% of leavers taking up roles within the area. This was also the number one choice for each gender group, with a male/female split of 44/56%
- This was followed by Retail, Sales & Marketing, with 19.3% of leavers taking up roles in the sector. This was also the 2nd most popular choice for each gender group, with the gender split showing that slightly more females leavers are working in the area, with a 51/49% split.
- For all leavers in Scotland. Hospitality & Catering/Travel and Tourism was the most popular employment destination, with Retail, Sales & Marketing second. These were also the two most popular choices for female leavers. However, amongst male leavers they ranked 3rd and 4th respectively, behind Construction and Engineering.
- Overall, Animals, Farms & Environment was the third most popular choice amongst all leavers. However, for female leavers, Social & Caring occupations gained the third highest level of new starts; and for male leavers, Construction was the third most popular area.
- Some occupational areas have a large gender imbalance. The majority of leavers taking up roles in Social & Caring occupations, and Hairdressing & Beauty are female (89% and 88% respectively), whilst in Construction; Engineering; Animals, Land & Environment; and Garage Services, the majority of leavers are male (95%, 88%, 83% and 81% respectively).
- Perth and Kinross Council and the Perth and Kinross Community Planning Partnership provide supported routes into employment and education through employability and transition programmes including: Linking into New Careers; the Enhancing Employability Programme; and More Choices, More Chances. The Council has also launched the Youth Employment Scotland (YES) fund, which is co-funded by the Council, the Scottish Government, COSLA and the European Commission.
- The HUB employment advice centre offers a tailor-made recruitment service, and has helped 125 people aged 16-24 into work.
- Since 2012, 114 young people have commenced training on a Modern Apprenticeship with Perth and Kinross Council or one of its partner organisations.
- Skills Development Scotland also help young people transition from school to work, and in the first 6 months of 2014/15 they have achieved the following in Perth and Kinross: funded 348 Modern Apprenticeship starts, with a total of 972 now in training; delivered 4,781 Career Information, Advice and Guidance engagements with 2,930 people in groups and one-to-one; funded 135 people through the employability fund; provided Skills Advice to 16 companies in the area.

**Gender split of employment areas entered by school leavers 2013/14**

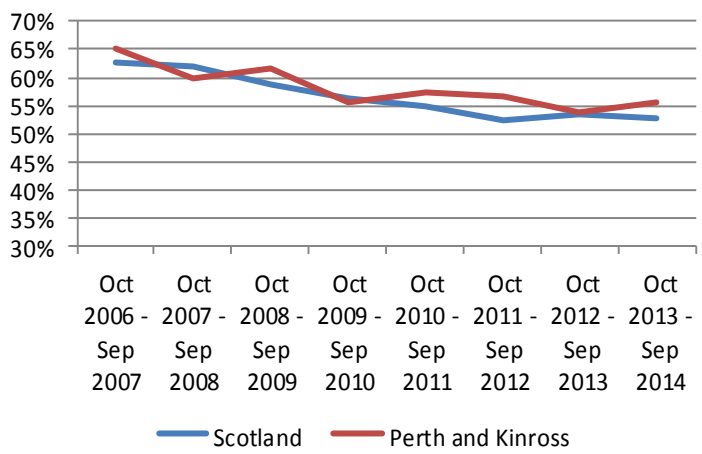


Source: Perth and Kinross Community Planning Partnership Report. SDS (2014)

# Youth employment

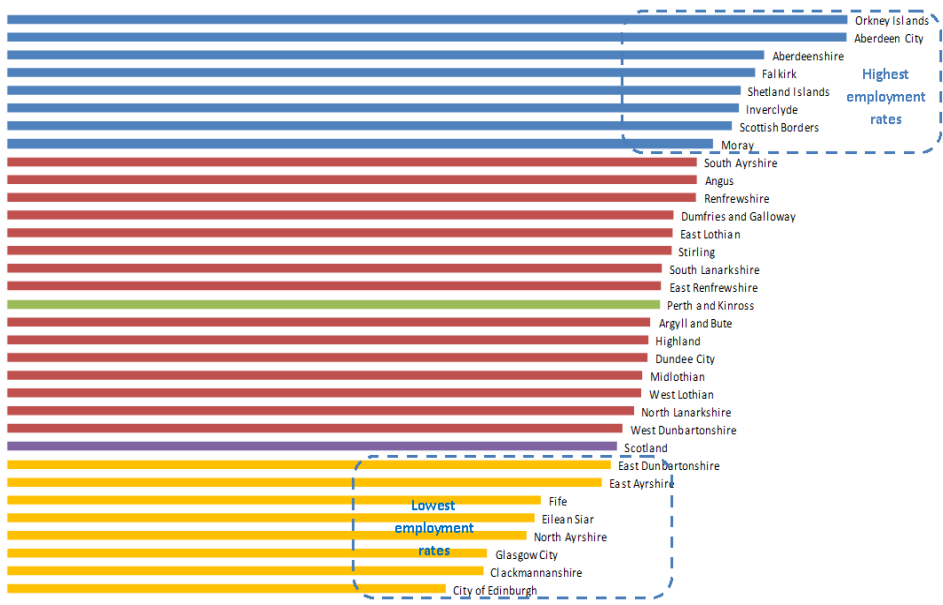
- Employment rates show the proportion of all young people who are in work. As youth unemployment levels have risen, so the level of employment amongst 16-24 year olds has dropped.
- Between October 2007 and September 2014 the level of youth employment has been consistently higher than for Scotland as a whole. However, the rate in Perth and Kinross reached a 7 year low between October 2012 and September 2013 at 53.8%. This figure has recovered slightly in the past year (up by 1.8% by September 2014)
- The employment rate of those aged 16-24 in Perth and Kinross has dropped 6.1% between October 2008-September 2009 and October 2013-September 2014. In comparison, the level for Scotland has dropped by 5.7% over the same period
- Employment rates vary significantly across local authorities from 38 per cent in Edinburgh to 73 per cent in the Orkney Islands. In 2013, the employment rate of 16-24s in Perth and Kinross was 56.3%, 3.7pp higher than the average for Scotland
- In some local authorities there is a large student population. These include the main university cities - Dundee, Edinburgh, Glasgow and Stirling. A large student population could result in a lower employment rate for young people, if those students are not working. However, around one third of full-time students do work, so this will not be the only factor in explaining lower employment rates.

Annual employment rate for 16-24s, Oct 2006-Sep 2014



Source: Annual Population Surveys, Oct-Sep, 2006-2014. ONS (2006-2014)

Annual employment rates 2013, 16-24s by local authority



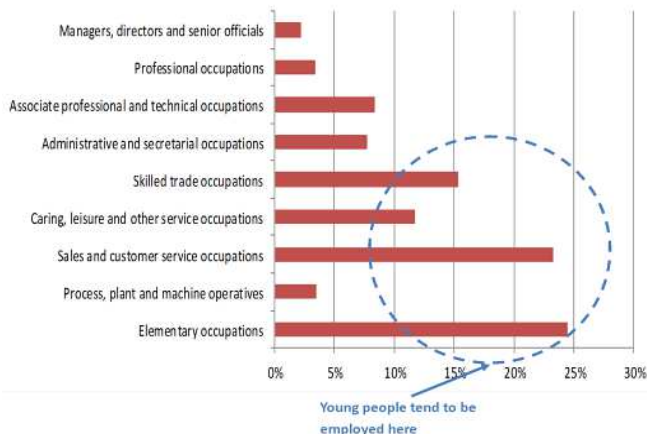
Source: Annual Population Survey, Jan-Dec 2013. ONS (2014)



## Areas of employment

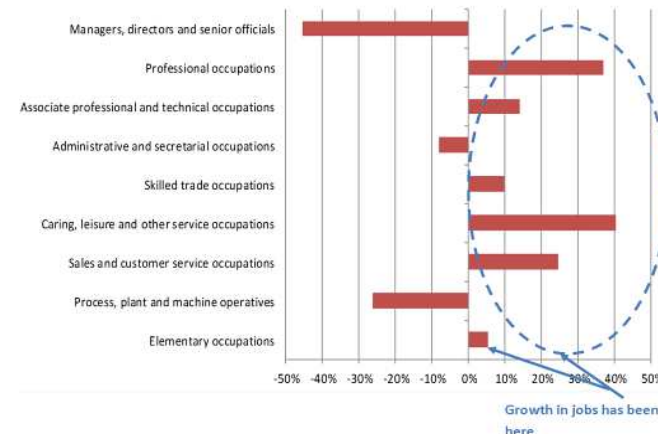
- The three largest employment areas for young people in Perth and Kinross are: elementary occupations (24.5%); sales and customer service occupations (23.3%); and skilled trade occupations (15.3%). Each of these groups has seen growth in the number of 16-24 year olds employed between 2001 and 2011.
- The lowest three employment areas are: managers, directors and senior officials (2.2%); professional occupations (3.4%); and process, plant and machine operatives (3.5%).
- Overall, the number of young people employed in Perth and Kinross rose by 9.6% between 2001 and 2011, compared to an overall rise of 17.4% in the 16-24 population in the area.
- The areas that have seen the biggest growth in young people employed are: caring, leisure and other service occupations (up 40.4%); professional occupations (up 36.9%); and sales and customer service occupations (up 24.6%). Only three occupational areas had negative growth of 16-24 employees between 2001 and 2011. These were: managers, director and senior officials (down 45.6%); process, plant and machine operatives (down 26.2%); and administrative and secretarial occupations (down 8.1%).
- When analysing the urban/rural divide in youth employment, we can see that nearly 59% of 16-24 year olds working in the area live in rural areas, this compared to nearly 65% of all working age people.
- Sales and customer service occupations is the only occupation area that has more young people living in urban areas (51.2/48.8% split). The second largest proportion of urban living young people are employed in Administrative and secretarial occupation (47.8%).
- Process plant and machine operatives has the largest proportion of young employees living in rural areas (69.6%), followed Skilled trade occupations (64.8%).

**Employment by occupation of 16-24s, 2011**



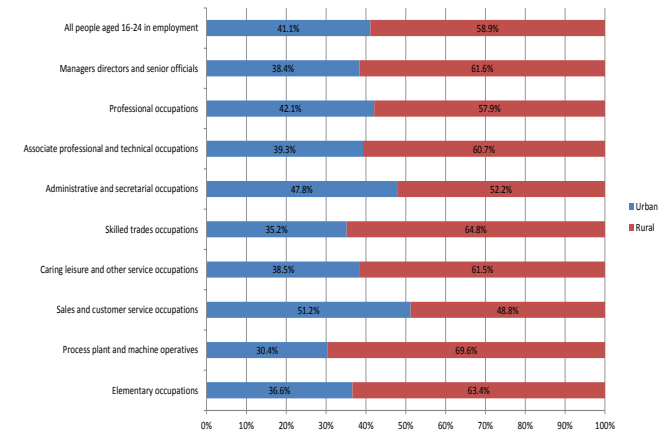
Source: 2011 Census. NRS (2011)

**Employment changes amongst 16-24s, 2001 to 2011**



Source: 2001 and 2011 Census. NRS (2001 & 2011)

**Urban/Rural divide of employment of 16-24s, 2011**



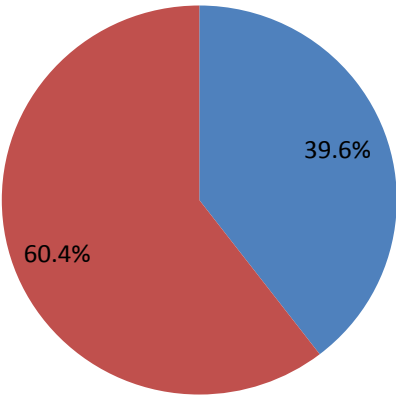
Source: 2011 Census. NRS (2011)

NOTE: All data on this page is based on SOC 2010 categories

# Full-or part-time work

- Overall, amongst 16-24 year olds, there is a near 60/40 split between full- and part-time work in Perth and Kinross.
- Nearly 70% of males aged 16-24 (69.4%) in Perth and Kinross work full-time (over 31 hours per week), with the remaining 30.4% working for 1-30 hours; for females aged 16-24 it is closer to a 50/50 split, with 51.2% working full-time jobs, and the remaining 48.8% working part-time.
- For females, the single largest proportion work full-time 38-48 hours per week (27.5%), with part-time 16-30 hours next (26.5%), and then part-time 1-15 hours (22.2%).
- For males, the two largest groups by proportion are the same as females. However, the number of males working full-time 38-48 hours is 45.9%, with males working 16-30 hours represents 18.7% of the total. For males, the third largest group is full-time 31-37 hours (15.0%)
- Only 5.7% of all 16-24s in Perth and Kinross work more than 49 hours per week. This compares to 14.2% of all 16-64 year olds that work 49 or more hours.

Percentage of 16-24s working full and part-time, 2011



■ Part-time:Total ■ Full-time: Total

Source: 2011 Census. NRS (2011)

Hours worked by male 16-24s, 2011



Source: 2011 Census. NRS (2011)

Hours worked by female 16-24s, 2011



Source: 2011 Census. NRS (2011)

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