



To: Economy and Jobs Policy Board

On: 23 March 2016

Report by: Director of Development and Housing Services

Heading: Opportunities for All Activity 2015-16

1. Summary

- 1.1 Opportunities for All is the Scottish Government's programme to ensure that all 16-19 year olds in Scotland who are not in education, training or employment, have an offer of a place in further education and training.
- 1.2 This report provides an overview of the Renfrewshire Council activity relating to the 2015-16 Opportunities for All Grant from the Scottish Government and outlines the new grant for the 2016-17 period.
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2. Recommendations

- 2.1 It is recommended that the board:
- (i) Note the delivery of, and outcomes achieved through, the Opportunities for All grant of £130, 510 over the past year and
 - (ii) Note the 2016-17 grant allocation of £130,510 and that an update report will be presented to a future meeting of the Economy and Jobs Policy Board
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3. Background

- 3.1 Renfrewshire Council was awarded a Scottish Government grant of £130,510 for 2016-17 to continue to support the delivery of Opportunities for All in the coming year.
 - 3.2 Opportunities for All supports learning and training opportunities for 16-19 year olds in Scotland who are not in employment, education or training. Within Renfrewshire this forms part of the overall youth employability approach supported through Invest in Renfrewshire and delivered through the Employability Hub.
 - 3.3 The Opportunities for All grant provides support towards the costs of the 16+ Learning Choices Coordinator, three further Trusted Professional posts based within the Employability Hub at Assurance House and some training and learning provision for young people on Activity Agreements and other employability programmes. The grant is matched through YEI to provide a wider range of services to unemployed young people.
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4. Opportunities for All Grant 2015-16

- 4.1 In September 2015, the staffing structure at the Employability Hub was changed to provide a dedicated team of 4.6 fte Employability Advisers for the 16-19 age group in recognition of the diverse needs of this age group. This group of Advisers also take on the role of Trusted Professional as described under Opportunities for All.
- 4.2 The Trusted Professionals have supported 76 young people on Activity Agreements in the period 1 April 2015 to 26 February 2016. The young people were referred from a range of agencies including Schools, Skills Development Scotland and Social Work Department as being in need of support. Increasingly, referrals are coming in by word of mouth as other young people recommend the Service to their peers.
- 4.3 Activity Agreement provision included personal development programmes including The Recruit, literacy support, accredited vocational learning opportunities, employability skills training and work experience placements sourced through employers signed to Invest in Renfrewshire. Provision was delivered by a range of providers including Employability Hub staff, Optima Training, Gary Bedingfield Training, Tree of Knowledge and Skills Development Scotland.
- 4.4 Young people on an Activity Agreement work towards individually identified career goals. Outcomes to date in 2015-16 include

- 15 young people entered employment including 10 in MA positions
- 24 young people took up training opportunities with Employability Fund Providers and through our own Sector Academies and Traineeships
- 11 young people took up places in Further Education
- 1 young person returned to school
- 6 young people reached the age of 18 years and moved to DWP benefits but continued to receive employability support
- 2 young people became economically inactive
- 2 young people moved out of Renfrewshire
- 15 young people remain on Activity Agreement

5. Partnership Working

5.1 The 16-19 Employability Team work in partnership with other local Agencies, departments and bodies for the benefit of unemployed young people. Work in the past year has included:

- 2 Employability Advisers working with Renfrewshire's Looked After and Accommodated (LAAC) young people to support the improvement of sustainable outcomes for this group. The advisers work closely with Throughcare staff and staff at Children's Houses to ensure that every young person of post school age is offered support and training.
- 1 Employability Adviser supports the Sports Coach Academy developed by Renfrewshire Leisure for LAAC young people and delivers the employability skills element of this programme.
- 1 Employability Adviser attends the multi agency Early Intervention Screening Group designed to prevent minor offences leading to criminal charges. Where a young person is not in a Positive Destination, support is offered.
- 1 Employability Adviser supports the YES Programme being delivered by Kibble at The Experience and carries out monthly reviews with trainees there who are funded by Invest in Renfrewshire.
- Staff continue to support Skills Development Scotland in the revised School Leaver Destination Report exercise (now the Participation Measure), including Data Sharing and regular meetings between the SDS Team Leaders, Children's Services and the 16+ Learning Choices Coordinator.
- Supporting the continued development of The Recruit programme for unemployed young people linking with local business partners and training providers.
- Working with School Employability Project Leaders to ensure that they have an up to date knowledge of the breadth and range of opportunities available to Renfrewshire school leavers.

- 0.2fte of Employability Adviser time has also been allocated to Flexible Learning to support young people at New Directions and the Kintyre Base
- The 16+ Learning Choices Coordinator is working as part of a Focus group set up by the National Development Officer to pilot a new approach to encouraging 16/17 year olds to take up Community Jobs Scotland training opportunities with third sector employers

6. Opportunities for All 2016-17

- 6.1 The grant offer from the Scottish Government for the forthcoming year remains the same as in 2015-16, £130,510. However, Local Authorities are required to wholly fund the salary costs of 16+ Learning Choices Coordinators from 1 April 2016.
- 6.2 The key change to the programme for this year is that there should now be a focus on young people who are still at school but intend to leave within the following 6 months and for whom an Activity Agreement would be the best option.
- 6.3 The 2016-17 activities will be reported to Board on completion of the programmed activities.

Implications of the Report

1. **Financial** – In 2015-16, £28,000 of the grant could be used towards the salary costs of the 16+ Learning Choices Coordinator. This is no longer an eligible expenditure for Opportunities for All and the whole salary cost must be met from other budgets. This will be achieved through the Invest in Renfrewshire and EU funding which match funds all 16-19 provision.
2. **HR & Organisational Development** – Opportunities for All Grant funding will continue to fund the three Trusted Professional posts in the Employability Hub and will continue to be matched to YEI. All posts will be located in Assurance House.
3. **Community Planning** –
 - Children and Young People** – Opportunities for All contributes to improving the number of school leavers entering positive and sustained destinations.
 - Jobs and the Economy** – Opportunities for All provides support to our most disengaged and disadvantaged young people to help them to develop skills, confidence and motivation and enhance their training and employment opportunities.
4. **Legal** – None.

5. Property/Assets – None.

6. Information Technology – None.

7. Equality & Human Rights -

The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. Health & Safety – None.

9. Procurement – None.

10. Risk – None.

11. Privacy Impact - None

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