

THE HIGHLAND COUNCIL

ADULT AND CHILDREN'S SERVICES COMMITTEE 15th January 2014

Agenda Item	10.
Report No	ACS/09/14

Bridge to Employment

Report by Director of Education, Culture and Sport Service

Summary

- Bridge to Employment has been run successfully for pupils in S4-S6 in a small number of schools within travelling distance of Inverness, largely on an extra-curricular basis, over the last four and a half years
- The core aims of the Highland Model are to increase the number of pupils who enrol in Further or Higher Education, and, secondly, to increase the number of pupils pursuing careers in Health, or in Science, Technology, Engineering or Maths (STEM). It is particularly aimed at young people with potential who need that little bit of extra support to achieve
- LifeScan Scotland have sought to engage a small number of other businesses to lead BtE programmes across a wider geographical area of Highland. The Highland Council is aiming to extend the scheme with those partners, one of whom would be LifeScan itself, by taking on a co-ordinating role

1. Background

- 1.1 The Bridge to Employment programme was initially run by Johnson & Johnson for one cohort until 2012, subsequently by LifeScan Scotland for another. This second cohort is currently in its second year of three. The schools concerned are within the Travel to Work area for LifeScan in Inverness. The other principal partners are UHI and HIE.
- 1.2 Young people from S4 are able to undertake Bridge to Employment as a 1, 2 or 3-year programme. Examples of content include: developing employability skills; specific job-seeking skills; mentoring; careers and STEM-related talks, presentations and visits and the opportunity to take a Skills for Work qualification in Leadership.

2. Organisation and Funding

- 2.1 The main input is and would continue to be by partner companies, so that the model is business-led; and with input by HIE and UHI. It is envisaged that four companies would participate from 2014, subject to formal agreement in January. The companies in addition to LifeScan Scotland who have been

approached to lead groups are: SSE, HIAL and Cap Gemini. Year One activity is the busiest because the number of young people has been over 100 just with the one company. Year one focuses largely on awareness of the business sector and UHI opportunities.

- 2.2 In the first cohort, 6 schools were part of the scheme. This rose to 11 with the second cohort. It is envisaged that this will rise to well over half of Highland secondary schools, pre-supposing the agreement of the companies at a meeting in early January and dependent on buy-in from secondary schools themselves.
- 2.3 Costs are largely related on the one hand to company time, and to joint planning with schools; on the other to travel and subsistence for participants. Lifescan Scotland's contribution is largely in terms of staff time. An additional contribution of £3k and £4k is made annually for each cohort. For ECS, the current budget available for pupil activity is £20k, with a Development Officer spending approximately half her time in a co-ordination role.

3. Implications

- 3.1 Highland Council would be co-ordinating four programmes based in different parts of Highland and would need to establish relationships and procedures based upon the Highland Model with three new companies. In addition, there needs to be liaison with school managers and practitioners in a wider range of Highland schools, as well as with young people themselves and their parents. The timescale for achieving this for a start in May 2014 is tight
- 3.2 It is proposed therefore to make an additional temporary appointment within the Senior Phase 16+ Team in ECS, for one year, to take forward the planning and development of the wider roll-out of Bridge to Employment in Highland. This would be a joint approach between ECS and Planning and Development (Employability), who would fund the extra post to take forward the roll-out with the new companies and schools in the extended programme as part of the Council's commitment to Youth Employment.

4.	Recommendation
4.1	Members are asked to note the development of the Bridge to Employment model in secondary schools in Highland as one strand of developing employability skills in partnership with the business and Higher Education sectors

Signature: Hugh Fraser

Designation: Director of ECS

Date: 7th January 2014

Author: Bill Irwin, CfE Development Officer & Senior Phase 16+ Lead

Background Papers: Draft Summaries as provided by Lifescan Scotland

BTE
Time breakdown

LIFESCAN SCOTLAND DRAFT

January- End of April spent on school applications, teacher inductions, school road shows and pupil selection.	May	June	July	August	September	October	November	December	January	February	March	April
Year 1 (S4) [Focus on raising awareness of business sector and UHI opportunities] CV additions: ■ British Safety Council certificate. ■ Employability Skills workshop.	Team building day - S3 pupils (7 hours)	Company visits (14 hours)		STEMinars (30 hours averaging 6 per month)						STEMinar graduation (5 hours)		Employability Workshops (11 hours)
		Local programme steering group (2.5hours)		Overall BTE steering group (2.5 hours)	Local programme steering group (2.5hours)		Overall BTE steering group (2.5 hours)	Local programme steering group (2.5hours)	Overall BTE steering group (2.5 hours)		Local programme steering group (2.5hours)	Overall BTE steering group (2.5 hours)
Year 2 (S5) [Focus on developing the individuals for life after school and exploring the business sector in more depth] CV additions: ■ Skills for Work unit. ■ Professional mentoring.		Skills for Work project introduction - S4 pupils (5 hours)	Skills for Work project	Badaguish residential (48 hours)	Mentoring introduction (6 hours)	Skills for Work project presentations (5 hours)		Social event (5hours)		Innovation project & presentation (12 hours)	Information night at local college (4hours)	
		Local programme steering group (Same time as year 1)		Overall BTE steering group (Same time as year 1)	Local programme steering group (Same time as year 1)		Overall BTE steering group (Same time as year 1)	Local programme steering group (Same time as year 1)	Overall BTE steering group (Same time as year 1)		Local programme steering group (Same time as year 1)	Overall BTE steering group (Same time as year 1)
Year 3 (S6) [Focus on delivering an Intermediate 2 Leadership Skills course] CV additions: ■ SQA Intermediate 2 Leadership qualification.	Year 3 applications	Year 2 graduation (10 hours) S6 SQA Leadership introduction (5 hours)		S6 Leadership programme (20 hours averaging 2 per month)								End of programme lunch (4 hours)
		Local programme steering group (Same time as year 1 & 2)		Overall BTE steering group (Same time as year 1 & 2)	Local programme steering group (Same time as year 1 & 2)		Overall BTE steering group (Same time as year 1 & 2)	Local programme steering group (Same time as year 1 & 2)	Overall BTE steering group (Same time as year 1 & 2)		Local programme steering group (Same time as year 1 & 2)	Overall BTE steering group (Same time as year 1 & 2)
Total Hours*	7	31.5	0	58.5	16.5	13	10.5	15.5	4.5	19	8.5	19.5

* Approximation, not including preparation time

BTE
Who lead what?

LIFESCAN SCOTLAND DRAFT

	May	June	July	August	September	October	November	December	January	February	March	April
Year 1 (S4)	Team building day - S3 pupils (CO)	Company visits (C)		STEMinars (HIE) (UHI)							STEMinar graduation (C)	Employability Workshops (C)
		Local programme steering group (C)		Overall BTE steering group (HC)	Local programme steering group (C)		Overall BTE steering group (HC)	Local programme steering group (C)	Overall BTE steering group (HC)		Local programme steering group (C)	Year 2 applications (HC) Overall BTE steering group (HC)
Year 2 (S5)		Skills for Work project introduction - S4 pupils (UHI)	Skills for Work project (UHI)		Badaguish residential (CO)	Mentoring introduction (HIE, C)	Mentoring (HIE, C)		Social event (C)		Innovation project & presentation (C)	Information night at local college (UHI)
		Local programme steering group (As above)		Overall BTE steering group (As above)	Local programme steering group (As above)		Overall BTE steering group (As above)	Local programme steering group (As above)	Overall BTE steering group (As above)		Local programme steering group (As above)	Overall BTE steering group (As above)
Year 3 (S6)	Year 3 applications (HC)	Year 2 graduation (C) S6 SQA Leadership introduction (CO)		S6 Leadership programme (CO)								End of programme lunch (C)
		Local programme steering group (As above)		Overall BTE steering group (As above)	Local programme steering group (As above)		Overall BTE steering group (As above)	Local programme steering group (As above)	Overall BTE steering group (As above)		Local programme steering group (As above)	Overall BTE steering group (As above)

Although the company may not lead all activities, it will be involved in all of the planning and will attend the actual activity. Highland Council also need to be involved in planning as it liases with the schools on the businesses' behalf. Centrally organised events should be lead by Highland Council.

Key

CO = Overall BTE steering group; C = Company; HC = HighlandCouncil; UHI = University of Highlands Islands; HIE = Highlands Islands Enterprise

BTE
Cost breakdown

LIFESCAN SCOTLAND DRAFT

	May	June	July	August	September	October	November	December	January	February	March	April	Total cost*
Year 1 (S4) Central cost of £1500 which covers: ■ Team building day ■ Branded merchandise ■ Employability Workshop materials ■ Certificates ■ Photographer ■ BSC qualification cost	Team building day - S3 pupils (Covered centrally)	Company visits (£180) (Lunch for 45 @ £4 pp)		STEMinars (£700) (Cereal bars and water for 40 @ £2 pp x 8)						STEMinar graduation (£1190) (Buffet for 140 @ £8.50 pp)		Employability Workshops (£180) (Lunch for 45 @ £4 pp)	£3750 Excluding school's travel costs @ 45p per mile after 30 miles travelled, if this is to be paid.
		Local programme steering group		Overall BTE steering group	Local programme steering group		Overall BTE steering group	Local programme steering group	Overall BTE steering group		Local programme steering group	Year 2 applications Overall BTE steering group	
Year 2 (S5) Central cost of £1500 which covers: ■ Badaguish ■ Branded merchandise ■ Filming ■ Certificates ■ Photographer		Skills for Work project introduction - S4 pupils (£100) (Lunch for 25 @ £4 pp)	Skills for Work project							Innovation project & presentation (£460) (Lunch for 30 @ £4 pp and buffet for 40 @ £8.50 pp)		Information night at local college (4hours)	£4140 Excluding school's travel costs @ 45p per mile after 30 miles travelled, if this is to be paid.
		Local programme steering group		Overall BTE steering group	Local programme steering group		Overall BTE steering group	Local programme steering group	Overall BTE steering group		Local programme steering group	Overall BTE steering group	
Year 3 (S6) Central cost of £3200 which covers: ■ Branded merchandise ■ Photographer ■ Certificates ■ Leadership materials ■ End of programme lunch	Year 3 applications	Year 2 graduation (£1200) (Hot buffet for 80 @ £15 pp)		S6 Leadership programme (Covered centrally)								End of programme lunch (Covered centrally)	£3200 Excluding school's travel costs @ 45p per mile after 30 miles travelled, if this is to be paid.
		Local programme steering group		Overall BTE steering group	Local programme steering group		Overall BTE steering group	Local programme steering group	Overall BTE steering group		Local programme steering group	Overall BTE steering group	
													£11090 For running three years in one year

The company, along with the central pot, are the only monetary contributors to the programme. UHI and HIE contribute personnel and that personnel's time to the programme. Highland Council provide locations for many of these activities free of charge to the programme.

*Approximate cost based on a programme with 40 Year 1, 20 in Year 2 and 5-10 in Year 3

*Steering group costs dependent on business catering provision