

Agenda Item	9.
Report No	CC/11/23

HIGHLAND COUNCIL

Committee:	Caithness Committee
Date:	29 May 2023
Report Title:	My Future, My Success
Report By:	Executive Chief Officer - Education & Learning

1. Purpose/Executive Summary

- 1.1 This report provides Members with the interim report for My Future, My Success (MFMS) to update The Caithness Committee on progress and activity currently being undertaken within The Education and Learning Directorate and across partners in relation to MFMS both in Caithness and across Highland.

2. Recommendations

- 2.1 Members are invited to:
- i. congratulate the progress made on My Future, My Success on the difference they have made;
 - ii. thank the MFMS Mentors from the local community; and
 - iii. acknowledge and celebrate the young people on future destinations.

3. Implications

- 3.1 **Resource:** The priorities have been identified through the Education and Learning Draft Service Plan, and the Council's Corporate Plan, agreed at the most recent Council meeting.
- 3.2 **Legal:** There are no legal implications.
- 3.3 **Community (Equality, Poverty and Rural):** The work reduces the impact on our most vulnerable children and families by highlighting bespoke programmes of support for those children and young people facing complex and multiple barriers to learning and employment.

- 3.4 **Climate Change / Carbon Clever:** There are no implications.
- 3.5 **Risk:** Without this work taking place there is a risk that:
- Young people leave school without the skills, qualifications, and experiences to support them to access a relevant career pathway and contribute to local and national economic growth.
 - The percentage of young people entering a negative post-school destination and potentially long-term unemployment may rise.
 - Young people are unable to make informed choices about their post-school pathways through signposting and individualised mentoring support.
- 3.6 **Gaelic:** THC has a requirement to implement the Gaelic Language Plan under the Gaelic Language (Scotland) Act of 2005 and the Education Scotland Act 2016. The Education (Scotland) Act 2016 contains provisions on Gaelic Education, these include placing a duty on education authorities to promote and support Gaelic Medium Education (GME) and Gaelic Learner Education (GLE). Working with My future My Success Gaelic provision will be explored.

4. Overview

4.1 My Future, My Success (MFMS):

MFMS is a partnership approach to empowering young people in the Highlands to think about their future careers and aspirations by connecting them with a network of genuine support, employability & enterprise learning, mentoring and personal skills building, ensuring that their future is determined by potential not by background, barriers, or postcode that they come from.

MFMS Referrals

MFMS Development Officers employed and in partnership with HLH are based throughout the Highlands within the Community Planning Partnership areas, we have one Development Officer dedicated to Caithness. The MFMS Highland Initiative supports and develops some of our most vulnerable learners who are all referred with barriers to attending, engagement and achieving positive destinations post school.

The Development Officer uses a person centred, systemic coaching and mentoring approach when working with young people, meeting the learners where they are at. Working with partners and families, MFMS brings a bespoke offer to each young person, developing skills for life, work, and learning. Each Development Officer knows their geographical area well and brings together Mentors, Employers, Partners, and Education in a professional, efficient, accessible, and mutually beneficial community.

MFMS has now been operational since August 2022, the interim report (**Appendix 1**) gives a 6-month progress report up until 22nd February 2023, below gives you a current picture in relation to Caithness and Highland.

Currently MFMS has 316 referrals from 31 schools across The Highland Council area, both Thurso High School and Wick High School have referred.

	Caithness	Highland
Total Referrals	34	316
Additional Support for Learning	24	246
Free School Meals	18	112
Care Experienced Young People	4	34
SIMD1	5	30
Attendance below 20%	12	78
Attendance below 80%	31	275
Not been able to engage with MFMS	3	41

- 91% of young people in Caithness engage with MFMS compared to 86% of young people across Highland, where they are unable to engage, this is largely due to mental ill health.

Currently MFMS in Caithness has 7 young people leaving in May 2023, with current projections 6 are expected to achieve a positive destination, the Development Officer will continue to work with the young people throughout the transition and support young people who are still not yet in a positive destination.

94% of young people engaging with MFMS felt more positive about their future, each programme is designed to meet the young person where they are through a CLD approach, 3 key components are:

- Mentoring focuses on rich conversations and goals around the young person's aspirations, through a network of 96 mentors from a range of backgrounds, young people are matched, and mentors help to expand their networks and understanding of life beyond school. All mentors receive coaching/mentoring training and child protection R&R. Mentors also engage in supervision and CPD to further develop skills and knowledge. 96% of mentors expressed that the training met their expectations.
- MFMS UHI course North Highland College:
A bespoke course around developing young people's skills, through practical learning opportunities incorporating core skills. Young people gain a suite of qualifications including employability, personal finance, and mental health
- Social Enterprise:
Young people have an opportunity to address a social issue within their own communities. By putting together a business plan and pitching the ideas they secure seed funding enabling them to address the social issue.

National Certificate in Employability & Citizenship (SCQF3):

Expands the opportunity for young people working at SCQF level 3 to develop skills and gain a qualification that will raise aspirations and opportunities post school. Working closely in partnership with key employers, social enterprise academy and the Highland Council Employability Team, young people work towards gaining a full National Certificate. All units have been developed and are available on google classroom

3 pilot schools have trialled materials:

"As their teacher, I have been so impressed with how the pupils working on the Personal Development Unit are beginning to see problems and think of solutions independently, how their confidence and self-esteem is growing and how seriously they are taking the running of their club".

During session 2023/24 a further 13 settings plans to roll out this qualification.

Healthcare Pathway Pilot

The Highland Council is one of 5 NHS Huddle groups who are piloting the Healthcare Pathway pilot through NHS Academy, Skills Development Scotland and UHI beginning in session 2023/24. There are 6 schools involved, including Wick High School which currently has 29 young people, they will work towards a SCQF 5 qualification with the qualification leading into a direct NHS pathway through a Modern Apprenticeship, college related course or direct employment. All young people will have a combination of online learning, site visits and mentoring by NHS professionals trained as part of MFMS.

"The NHS Pathway Pilot qualification will help young people progress into a range of great careers in health and care, by developing their transferable skills. It will also help young people understand the modern health and care workforce, by active project-based learning. It is a great example of NHS, Local Authorities, and schools across Highland working together to help develop the workforce of the future." - *Dylan White, Academy Principal Lead: Widening Access and Sustainable Workforce, NHS Scotland Academy*

Pharmacy Sponsorship

In partnership with My Future, My Success, NHS Highland has created a pilot sponsorship scheme on the premise that people educated and trained in their local community are more likely to continue to work in that community when they have completed their education and training.

The programme offers:

- up to 20 weeks of paid work per year during their university holidays and employment within Caithness General Hospital throughout the scheme.
- £3,000 per year to support with expenses, travel, accommodation, and specifically for materials to support study such as laptop, books, or materials.
- Provide the student with a mentor from the service who is accessible to them throughout their studies.
- Work in partnership with NHS Education for Scotland (NES) to ensure that, on graduation, the foundation pharmacist enters the (NES) Foundation Pharmacist Training Scheme based in Caithness General Hospital with cross sector training in other hospitals, primary care, and community pharmacy.

1 pupil from Wick High School has successfully secured an offer, once the young person has met the UCAS conditions they will be able to start in post. It is hoped this model will be rolled out wider.

5. Next Steps

- 5.1 There is a lot to be celebrated with MFMS supporting our most vulnerable young people into positive destinations. The report highlights the need to support families as well as the young people with pathway conversations the addition of "My Future,

My Success” mentoring ensures that our most vulnerable young people have the signposting and access to individual mentor conversations to support them with their dreams and aspirations. MFMS is unique to our Highland context and should be widely celebrated. The pathways being created with NHS Highland and UHI are essential for targeted work given the high level of health and social care vacancies within the Highlands.

Designation: Executive Chief Officer – Education & Learning

Date: 11 May 20223

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