

REPORT TO EDUCATION AND CHILDREN'S SERVICES COMMITTEE – 21 MARCH 2018

ANALYSIS OF INITIAL SCHOOL LEAVERS' DESTINATIONS DATA 2017-18

1 Recommendations

The Committee is recommended to:

- 1.1 Consider and comment on the analysis of initial school leavers' destinations data presented in the report.
- 1.2 Note Aberdeenshire's progress in the latest Participation Measure, the National Outcome measure for positive post-school destinations.

2 Background / Discussion

- 2.1 The purpose of this report is to provide a summary and analysis of initial leaver destinations of pupils who left Aberdeenshire schools in 2017-18. Data from *Insight* is presented for pupils leaving during their senior phase (S4-S6) and does not include pupils attending special schools.

This report links to the Education and Children's Services Service Plan 2017-20 priority of Developing Excellence and Equity, and the Aberdeenshire Improvement Framework Plan.

- 2.2 The analysis compares Aberdeenshire school leaver destinations with comparator authorities and the national position. Data on initial school leaver destinations for each school in Aberdeenshire is included as well as data for young people in Aberdeenshire who are looked after and accommodated, or for whom English is not their first language.
- 2.3 The initial destinations of school leavers is a snapshot collected on 1 October, 2018, through a combination of direct follow-up of leavers by Skills Development Scotland (SDS) and shared administrative data from local authorities, colleges, the Department for Work and Pensions (DWP) and the Student Awards Agency for Scotland (SAAS). The figures include all school leavers from 21 September, 2017 - 19 September, 2018.

School leaver destination information is used to monitor progress in improving the proportion of school leavers in positive and sustained destinations, which now forms the basis of one of the national benchmarking measures within the Scottish Government's senior phase benchmarking tool, *Insight*. The data in *Insight* is used as the basis for this report, and for national reporting on initial post-school destinations (A national report for 2017-18 was published by the Scottish Government in late February, 2019, and these statistics will also be made available on Parentzone via <https://education.gov.scot/parentzone>).

'Follow-up Destinations of all School Leavers 2017-18' will be published by the Scottish Government in June, 2019, based on post-school destinations in March, 2019, for those pupils who left school in 2017-18.

- 2.4 The Scottish Government's 'Opportunities for All' (OfA) programme is a key driver to ensuring that all school leavers secure a positive destination. It brings together a range of national and local policies and strategies as a single focus to improve young people's participation in post-16 learning or training, and ultimately employment, through appropriate interventions and support. The key elements in delivering this aim are early identification of need; intervention and support; effective tracking and monitoring of young people as they pass through the system; appropriate provision and opportunities at each stage; and effective partnership working between the range of partners involved.

Within Aberdeenshire, Opportunities for All is overseen by Community Learning & Development (CLD). It is delivered using a cross-Service (involving Education, Social Work and Economic Development) and cross-partnership approach (including a range of third sector providers funded by an Aberdeenshire OfA budget, including the Foyer, Lead Scotland and Barnardos),

Links have improved between 'alternative curriculum' and post-school employability provision to ensure improved post-16 transitions.

- 2.5 Alongside Initial and Follow-up Destination Reports, the impact of the OfA National Outcome is measured using the Annual Participation Measure, included in the Scottish Government's National Performance Framework. The Participation Measure captures the activity of all 16-19 year olds, including those who choose to stay on at school, as well as the status of young people who have left school, compared to the school leavers' destination reports which only report on the destination of school leavers in a particular year. It combines data from SDS, schools, colleges, Scottish Funding Council, the Student Awards Agency Scotland and the Department for Work and Pensions.

Moving towards measuring participation recognises staying on at school as a positive choice and allows for recognition of the wide range of provision and support available to young people. Young people can be monitored and sustainability of destinations can be assessed over a longer period of time. In Aberdeenshire, it has also helped SDS along with Aberdeenshire OfA Officers to inform availability of provision.

In August, 2018, SDS published statistics on the participation of 16-19 year olds at a national and local authority level ("Annual Participation Measure for 16-19 year olds in Scotland 2018"). The Annual Participation Measure is included in the Scottish Government's National Performance Framework.

2.6 When considering the data in this report, it should be noted that:

When recording leaver destinations, SDS uses the following eight categories: Higher Education, Further Education, Training, Employment, Voluntary Work, Activity Agreements¹. These make up positive destinations. There are two more categories of Unemployed and Seeking Work, and Unemployed and Not Seeking Work. There is an additional category of Personal & Skills Development, which is recorded as a negative destination in Insight but as a positive destination in the Participation Measure.

Each year, SDS is unable to make contact with a small percentage of school leavers (about 0.5% nationally). During 2017-18, SDS and the Aberdeenshire Opportunities for All team have worked on a joint project to reduce the number of unknowns/unable to determine, using a range of methods including use of social media and engaging with range of partners.

All data in this report is drawn from Insight.

2.7 In the 2017-18 session, there were 2,547 school leavers from Aberdeenshire schools². The numbers of leavers in S4, S5 and S6 are given in the following table:

School Leavers Aberdeenshire									
	2017-18			2016-17			2015-16		
	S4	S5	S6	S4	S5	S6	S4	S5	S6
No. of Leavers	374	738	1,435	441	815	1,423	381	818	1,382
% of Leavers	14.7%	28.8%	56.3%	16.5%	30.4%	53.1%	14.8%	31.7%	53.5%
School Leavers Nationally									
	S4	S5	S6	S4	S5	S6	S4	S5	S6
No. of Leavers	5,678	12,902	31,174	5,975	13,224	32,059	5,786	13,170	33,293
% of Leavers	11.4%	25.9%	62.7%	11.7%	25.8%	62.5%	11.1%	25.2%	63.7%

The number (and proportion) of pupils in Aberdeenshire leaving school in S4 and S5 decreased in 2017-18 and the proportion of pupils leaving in S6 increased. The proportion of leavers who were in S4 or S5 is higher in Aberdeenshire than Nationally.

2.8 The following table shows the percentage of school leavers recorded in Insight as having a positive destination. It shows Aberdeenshire as compared to the national figure and the 'virtual comparator'³ authority over the past three years.

School Leavers in Positive Destinations						
	Left During					
	2017-18		2016-17		2015-16	
	%	Number	%	Number	%	Number
Aberdeenshire	96.3%	2,453	95.5%	2,559	94.7%	2,444
Virtual Comparator	95.2%	24,255	94.3%	26,268	93.8%	24,218
National	94.4%	46,934	93.7%	48,039	93.3%	48,769

¹ An Activity Agreement is defined as being at stage 1 in the employability pipeline, aimed at young people aged 16-19 who may be facing multiple barriers to seeking a positive destination or OfA offer. In Aberdeenshire, this provision is coordinated and managed by the OfA team.

² Where possible, percentages to 1 decimal places have been used in calculations of pupil numbers.

³ Insight provides a virtual comparator, based on pupils drawn from across Scotland with a set of similar characteristics to those within Aberdeenshire, against which performance may be compared.

Aberdeenshire is still performing above both national figures and the ‘virtual comparator’ and the positive destination rate increased slightly from 95.5% to 96.3% in 2017-18.

Higher Education continues to be above the national average with employment slightly below the national average level.

SDS reports that, after a downturn in the local labour market opportunities in 2015-16 due to the downturn in the oil and gas sector, employment is expected to remain flat over the next few years but decline slightly in the longer term (Regional Skills Assessment Aberdeen and Aberdeenshire Summary Report 2018).

The Aberdeenshire Employment Support Team is Aberdeenshire Council’s central point for employment and coordinates the Aberdeenshire Employability Partnership which is geared to helping people into work and training.

- 2.9 There were 19 pupils who left Aberdeenshire Special Schools in 2017-18. Of these, 5 (26%) went on to positive destinations. Of the others, 12 (63%) went on to a Personal Skills Developments (PSD) programmes. PSD programmes are not included as a positive destination in Initial Leavers Destination reporting but is included in the ‘Training and Other Development’ category of the Participation Measure.
- 2.10 From the Participation Measure published in August, 2018 (see Section 2.5), 93.4% of young people aged 16-19 in Aberdeenshire were reported as “participating”. This is a slight decrease from 93.5% in 2017 and it is higher than the National figure of 91.8% in 2018.
- 2.11 Appendix 1 gives a more detailed breakdown of school leaver destinations according to the definitions of destinations categories.

The majority of S4 leavers in 2017-18 went on to Further Education (52.7%) or Employment (30.8%). The percentage going on to Further Education was almost 10% lower in 2017-18 than 2016-17, whilst a similar proportion of leavers were Employed (30.8%) or Unemployed (8%).

For S5 leavers, almost 2% more went on to Higher Education 2017-8 while there were small percentage increases in the numbers going on to Activity Agreements, Employment and Unemployment.

For S6 leavers, 2.3% fewer went on to Further Education in 2017-18 and 2% more went on to Higher Education.

Aberdeenshire No. of Leavers (% of leavers)	Employment			Further Education			Higher Education		
	S4	S5	S6	S4	S5	S6	S4	S5	S6
2017-18	115 30.8%	216 29.3%	190 13.2%	197 52.7%	313 42.4%	139 11.8%	* *	135 18.3%	1035 72.1%
2016-17	135 30.6%	239 29.3%	188 13.2%	267 61.2%	364 44.7%	200 14.1%	* *	135 16.6%	968 68.0%
2015-16	131 34.4%	237 29.0%	204 14.8%	197 51.7%	363 44.4%	175 12.7%	* *	149 18.2%	938 67.9%

2.12 Appendix 2 gives a school by school breakdown of school leaver destinations by category.

2.13 The following table provides data on the percentage of young people for whom English is not their first language who secured a positive destination on leaving school.

Leavers for whom English is not their first language in positive destinations						
	Left During					
	2017-18		2016-17		2015-16	
	%	Number	%	Number	%	Number
Aberdeenshire	98.9%	89	95.3%	107	87.7%	73
Virtual Comparator	93.9%	890	92.2%	1,070	88.8%	730
National	95.0%	2,069	95.4%	2,062	93.7%	1,783

In 2017-18, the proportion of leavers for whom English is not their first language who went on to positive destinations was higher than 2016-17 and higher than the National figure (although neither were statistically significantly higher $p>0.05$).

2.14 The following table provides data on the percentage of Care Experienced Young People (CEYP) who secured a positive destination on leaving school.

Care Experience Young People leaving and going on to positive destinations						
	Left During					
	2017-18		2016-17		2015-16	
	%	Number	%	Number	%	Number
Aberdeenshire	80.9%	47	70.7%	41	85.2%	27
Virtual Comparator	90.0%	470	n/a	n/a	86.6%	270
National	80.4%	1,012	76.4%	1028	73.6%	1035

Over 10% more CEYP went on to positive destinations in 2017-18 compared to 2016-17, although this is not statistically significant due to relatively small numbers of pupils. The proportion of CEYP going on to positive destinations in Aberdeenshire is very similar to the National figure.

2.15 With over 2,500 school leavers every year, Aberdeenshire has to ensure effective data analysis processes and well developed partnership working are used to enable young people to receive their full entitlement from the “Opportunities for All” commitment.

In 2018-19, SDS has worked closely with schools and key partners including Aberdeenshire OfA Officer across Aberdeenshire, using their needs matrix to identify young people requiring additional support to move into a positive destination. Via their NEXT STEPS offer, a case management support package is put in place for ALL young people aged 16-18 and half years old who are unemployed (for CEYP experienced young people aged up to 26).

Within Aberdeenshire Council, the Aberdeenshire Employment Support Team (EST) coordinates the Aberdeenshire Employability Partnership, which is geared to helping people into work and training, Youth Employability is one of the key strands, deliverable outcomes is lead by Aberdeenshire OfA Officer and SDS.

In school, young people are provided with a range of opportunities delivered by Council Services, a partnership approach to delivery is undertaken for example delivery of JobClubs by EST and CLD. The Working with Young People Team, Community Learning & Development delivers Move on Up transitional support to young people moving on from school across Aberdeenshire. ASN Young People, if appropriate, are offered support by Aberdeenshire Council Employability Services (ACES) Social Work Team.

Aberdeenshire Developing the Young Workforce is a seven year programme that aims to better prepare children and young people for the world of work by providing learning which is directly relevant to getting a job, benefitting the individuals and improving the economy through increased youth employment.

- 2.16 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report, their comments are incorporated within the report and they are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3 Scheme of Governance

- 3.1 The Committee is able to take a decision on this item in terms of Section E.1.1.b of the List of Committee Powers in Part 2A of the Scheme of Governance, as it relates to Education.

4 Implications and Risk

- 4.1 An equality impact assessment is not required because the report is to update the Committee on performance.
- 4.2 There are no staffing or financial implications arising from this report.
- 4.3 The following risks have been identified as relevant to this matter on a Strategic Level (link to [Directorate Risk Register](#))
- Embedding GIRFEC – the risk of a reducing range of appropriate transition opportunities and destinations from schools is mitigated by the actions contained in this report.

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Director of Education and Children's Services

*Report prepared by Vincent A Docherty, Head of Education
12 February, 2019*

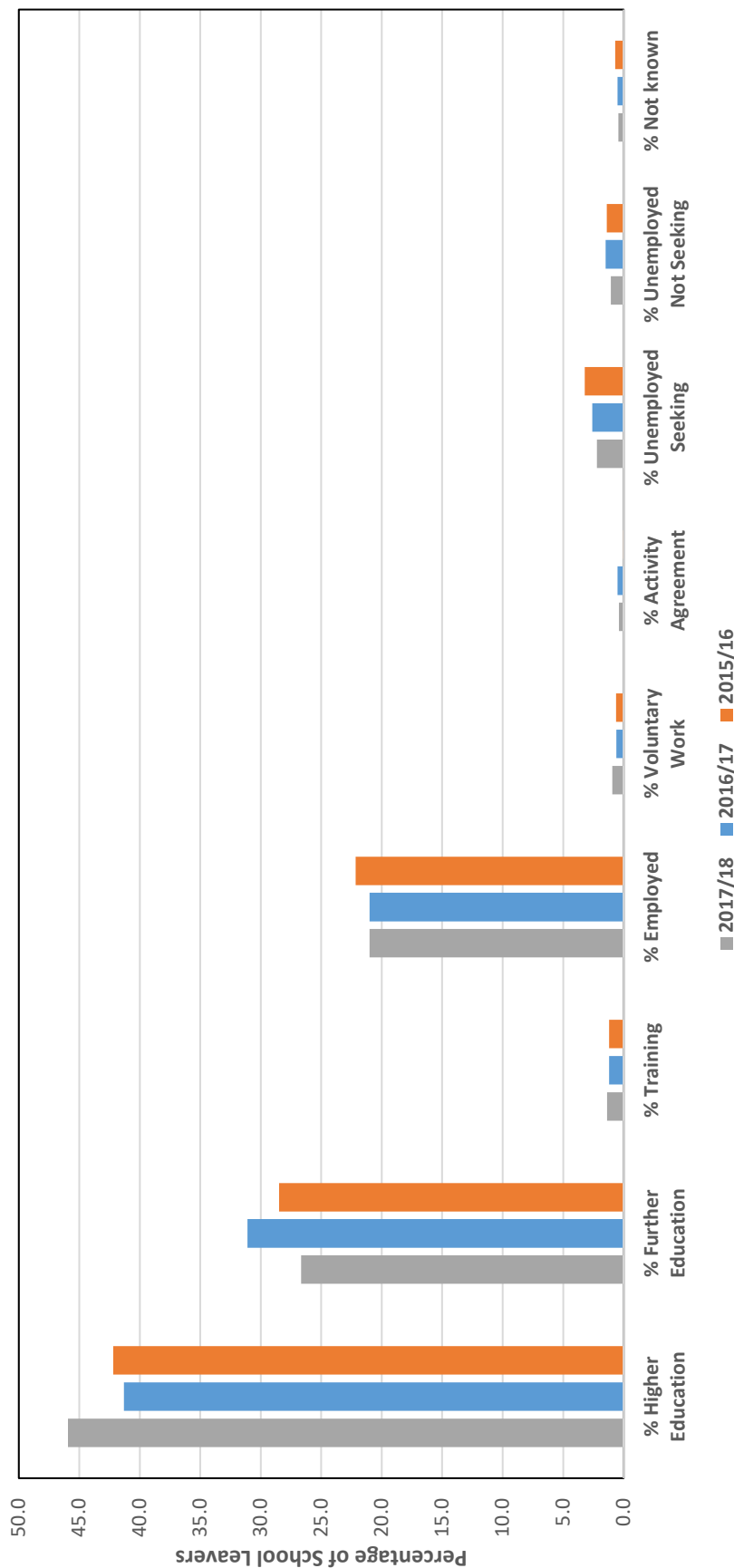
**Appendix 1
Analysis of School Leaver Destinations by destination category 2015-16 to 2017-18 (Destination Percentages)**

Year	Cohort	Higher Education	Further Education	Training	Employed	Voluntary Work	Activity Agreement	Unemployed Seeking	Unemployed Not Seeking	Not known
2017-18	Aberdeenshire	45.9	26.7	1.4	21.0	0.9	0.4	2.2	1.1	0.4
2017-18	Virtual Comparator	41.8	25.2	1.7	24.7	0.7	1.1	3.2	1.2	0.4
2017-18	National	41.2	26.5	2.1	22.7	0.7	1.2	3.8	1.3	0.4
2016-17	Aberdeenshire	41.3	31.1	1.2	21.0	0.6	0.5	2.6	1.5	0.5
2016-17	Virtual Comparator	39.6	26.8	2.2	23.4	0.7	1.2	3.8	1.6	0.3
2016-17	National	40.7	26.8	2.4	22.0	0.6	1.2	4.5	1.5	0.4
2015-16	Aberdeenshire	42.2	28.5	1.2	22.2	0.6	*	3.2	1.4	0.7
2015-16	Virtual Comparator	39.5	26.8	2.2	23.9	0.6	0.9	4.7	1.3	0.2
2015-16	National	40.3	26.6	2.6	22.3	0.5	1.0	5.1	1.3	0.2

Analysis of School Leaver Destinations by destination category 2015-16 to 2017-18 (Destination Figures)

Year	Cohort	Higher Education	Further Education	Training	Employed	Voluntary Work	Activity Agreement	Unemployed Seeking	Unemployed Not Seeking	Not known
2017-18	Aberdeenshire	1,170	679	35	535	24	10	56	27	11
2017-18	Virtual Comparator	10,649	6,418	443	6,286	173	285	805	303	107
2017-18	National	20,466	13,197	1,059	11,272	338	597	1,904	666	219
2016-17	Aberdeenshire	1,105	834	31	562	15	12	69	39	12
2016-17	Virtual Comparator	10,609	7,185	576	6,400	188	311	1,023	421	78
2016-17	National	20,867	13,753	1,246	11,261	282	625	2,291	743	190
2015-16	Aberdeenshire	1,089	735	31	572	16	*	83	36	18
2015-16	Virtual Comparator	10,182	6,909	568	6,158	157	243	1,205	333	54
2015-16	National	21,077	13,893	1,353	11,646	266	533	2,665	700	125

School Leaver Destinations Aberdeenshire 2015/16 - 2017/18



**Appendix 2
Analysis of Initial School Leaver Designations by school and destination category 2017-18 (Percentage of Leavers)**

School	Total Leavers	% Higher Education	% Further Education	% Training	% Employed	% Voluntary Work	% Activity Agreement	% Unemployed Seeking	% Unemployed Not Seeking	% Not known	Overall Positive
Aboyne Academy	111	51.4	17.1	*	25.2	*	*	*	*	*	96.4
Alford Academy	121	46.3	21.5	*	19.8	*	*	5.0	*	*	91.7
Banchory Academy	160	68.8	11.3	*	17.5	*	*	*	*	*	98.1
Banff Academy	174	35.6	30.5	*	27.0	*	*	*	*	*	95.4
Ellon Academy	188	45.2	29.3	4.3	17.0	*	*	*	*	*	96.8
Fraserburgh Academy	211	30.8	39.8	*	23.2	*	*	3.8	*	*	95.3
Inverurie Academy	142	46.5	30.3	*	21.8	*	*	*	*	*	99.3
Kemnay Academy	141	57.5	17.7	*	17.7	*	*	*	*	*	97.2
Mackie Academy	169	56.2	19.5	*	16.6	3.0	*	*	*	*	96.5
Mearns Academy	119	51.3	16.8	*	23.5	*	*	*	*	*	95.8
Meldrum Academy	165	50.9	29.1	*	13.9	*	*	*	*	*	97.0
Mintlaw Academy	137	32.1	37.2	*	21.9	*	*	4.4	*	*	94.2
Peterhead Academy	202	30.2	40.1	*	22.8	*	*	2.5	*	*	95.1
Portlethen Academy	127	55.1	26.0	*	15.0	*	*	*	*	*	98.4
The Gordon Schools	138	35.5	27.5	*	31.9	*	*	*	*	*	97.8
Turriff Academy	108	36.1	28.7	*	28.7	*	*	4.6	*	*	95.4
Westhill Academy	134	63.4	15.7	*	16.4	*	*	*	*	*	97.0
Aberdeenshire	2,547	45.9	26.7	*	21.0	*	*	2.2	*	*	96.3

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Analysis of Initial School Leaver Designations by school and destination category 2017-18 (Number of Leavers)

School	Number of Leavers	Higher Education	Further Education	Training	Employed	Voluntary Work	Activity Agreement	Unemployed Seeking	Unemployed Not Seeking	Not known	Overall Positive
Aboyne Academy	111	57	19	*	28	*	*	*	*	*	107
Alford Academy	121	56	26	*	24	*	*	6	*	*	111
Banchory Academy	160	110	18	*	28	*	*	*	*	*	157
Banff Academy	174	62	53	*	47	*	*	*	*	*	166
Ellon Academy	188	85	55	8	32	*	*	*	*	*	182
Fraserburgh Academy	211	65	84	*	49	*	*	8	*	*	201
Inverurie Academy	142	66	43	*	31	*	*	*	*	*	141
Kemnay Academy	141	81	25	*	25	*	*	*	*	*	137
Mackie Academy	169	95	33	*	28	5	*	*	*	*	163
Mearns Academy	119	61	20	*	28	*	*	*	*	*	114
Meldrum Academy	165	84	48	*	23	*	*	*	*	*	160
Mintlaw Academy	137	44	51	*	30	*	*	6	*	*	129
Peterhead Academy	202	61	81	*	46	*	*	5	*	*	192
Portlethen Academy	127	70	33	*	19	*	*	*	*	*	125
The Gordon Schools	138	49	38	*	44	*	*	*	*	*	135
Turriff Academy	108	39	31	*	31	*	*	5	*	*	103
Westhill Academy	134	85	21	*	22	*	*	*	*	*	130
Aberdeenshire	2,547	1170	679	35	535	24	10	56	27	11	2453

*figures <5 to be suppressed