

REPORT TO EDUCATION & CHILDREN'S SERVICE COMMITTEE – 18 MARCH 2021

SUMMARY AND ANALYSIS OF INITIAL SCHOOL LEAVER DESTINATIONS 2019/20 AND OVERVIEW OF SUSTAINED DESTINATIONS DATA

1 Reason for Report / Summary

- 1.1 To provide the Education and Children's Services Committee with a summary and analysis of initial leaver destinations data of pupils who left Aberdeenshire schools in the 2019/20 school session and provide update on leavers who left during session 2018/19.

2 Recommendations

The Committee is recommended to:

- 2.1 Consider and comment on the analysis of initial school leavers destinations presented within this report to inform the Council's priority to improve life chances for young people; and
- 2.2 Consider and provide comments on the progress made in supporting young people post-school and beyond to ensure sustained destinations.

3 Purpose and Decision Making Route

- 3.1 The data in this report provides an annual update on initial destinations of school leavers and data related to sustained post-school destinations, to allow elected members to see progress towards positive destinations for young people when they leave school. This report contains the most recent data for 2019/20 and follow-up data related to 2018/19 leavers. This relates to performance and progress achieved towards the former Council Plan Priorities (2017-2022) framework up to December 2020.

With the impact of Covid-19 on Aberdeenshire communities, the economy and on public services, Full Council formally closed down the Council Plan 2017-2022 and associated priorities at the special meeting of [23rd July 2020 \(Item 4\)](#), and approved a renewed Council Plan 2020-2022 at the special meeting of [7th October 2020 \(Items 3 and 3a\)](#) to better reflect the current challenges being faced by the council and the region – centric to the [three pillars](#) *Our People, Our Environment, and Our Economy*.

Subsequently, Directorate service plans have been advanced to provide more detail around how outcomes are to be delivered with a focus on performance and improvement – setting out high level key themes for performance measures and benchmarking to monitor the progress of our key actions, and accountability for delivery. The ECS Directorate Plan was considered at ECS Committee of [28th January 2021 \(Item 11\)](#). To ensure regular performance updates evidencing delivery is maintained in the interim, reporting has

continued linked to the former Council Plan Priorities, pending realignment to the renewed monitoring and evaluation framework.

The former Council Plan 2017-2022 was approved by Full Council at the meeting of 23rd November 2017, providing strategic direction through the confirmation of its associated eleven priorities to provide a focus for the delivery of council services and how the council would engage and work with partners, communities, businesses and the third sector in future years.

- 3.2 As agreed at the Education & Children's Services (ECS) Committee meeting of [17th May 2018](#), the Service continues to lead on and scrutinise the delivery plans for the following former council priorities and associated outcomes:



Provide the best life chances for all our children and young people by raising levels of attainment and achievement

As a follow-up, an [update on the priority delivery plans](#) was presented to ECS Committee at the meeting of 21st March 2019.

- 3.3 The information in this report has not been considered by any other Committee. Analysis of Initial School Leavers Destinations Data 2018/19 was considered by the Education and Children's Services Committee on [19 March 2020](#) (Item 10).

4 Discussion

- 4.1 A school leaver is classed as a young person in the senior phase (S4-S6) who left school during the school year taken to run from the school census day in a particular year to the day before census the following year. Therefore, for 2019/20 leavers, the leaver year is 18 September 2019 to 15 September 2020.
- 4.2 Please note, the initial destinations of school leavers are a snapshot on 5th October 2020, as the destination that the young person is participating in, on that day is used. This is 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).
- 4.3 Schools closed on 20th March 2020 due to Covid-19 and did not re-open before the end of the session although the summer leaving date remained 31st May 2020. This meant it was more difficult for schools and SDS to contact young people to find out what they were doing after leaving school. The economic and social effects of Covid-19 at the time young people were leaving school has influenced decisions made about their post school destination.
- 4.4 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 2018/19](#) was published by Scottish Government on 26 February 2020 and these updated statistics will

also be made available on Parentzone via <https://education.gov.scot/parentzone>) after 23rd February 2021.

- 4.5 SDS use the following positive leaver destination categories: Higher Education, Further Education, Training, Employed, Voluntary Work, Personal Skills Development (PSD). There are further categories of Unemployed Seeking, Unemployed Not Seeking and Unknown. The category Unemployed Not Seeking includes leavers who are economically inactive for various reasons such as caring responsibilities, pregnancy and time out to travel and those leavers who are unable to work due to ill health.
- 4.6 Each year, SDS is unable to contact a small percentage of school leavers. In Aberdeenshire for 2019/20, 1.6% of leavers (40 young people) had an unknown destination recorded after multiple attempts at contact which is an increase from 0.5% (12 young people) in 2018/19. The percentage of leavers with an unknown destination also increased Nationally from 0.4% in 2018/19 to 0.7% in 2019/20.

As noted previously, contacting young people during the pandemic and lockdown was problematic for SDS. For instance, no letters could be sent out, which is normally the last step when there has been no response from phone, text or email. Over 50% of those unknown had left school in 2019, so up-to-date contact details were difficult to obtain. Work continues to trace 'unknowns', for example, Community Learning & Development (CLD) Service – Working with Young People Team are currently supporting SDS to contact remaining 'unknowns' that had been previously supported by CLD whilst at school.

- 4.7 In the 2019/20 session there were 2,531 school leavers from Aberdeenshire schools. The table below gives the number of school leavers and the percentage of leavers in each stage from S4 to S6 for each year from 2017/18 to 2019/20.

Year	Stage	Aberdeenshire		Scotland	
		Number of Leavers	% of Leavers	Number of Leavers	% of Leavers
2019/20	S4	381	15.1%	5,401	11.4%
	S5	765	30.2%	12,241	25.8%
	S6	1,385	54.7%	29,793	62.8%
	Total	2,531		47,435	
2018/20	S4	453	17.3%	5,919	11.9%
	S5	852	32.5%	13,340	26.8%
	S6	1,315	50.2%	30,458	61.3%
	Total	2,620		49,717	
2017/20	S4	374	14.7%	5,646	11.4%
	S5	738	29.0%	12,887	25.9%
	S6	1,435	56.3%	31,174	62.7%
	Total	2,547		49,707	

The proportion of leavers who were in S4 and S5 in 2019/20 was lower than 2018/19 and the proportion of leavers who were in S6 increased in 2019/20. The proportion of leavers who were in S4 or S5 is higher in Aberdeenshire than Nationally.

4.8 The following table shows the number and percentage of school leavers recorded in Insight as having a positive destination. It shows Aberdeenshire as compared to the national figure, the ‘virtual comparator’¹ authority and the Northern Alliance² over the past three years 2017/18 to 2019/20.

	Left During					
	2019/20		2018/19		2017/18	
	Number	% of Leavers	Number	% of Leavers	Number	% of Leavers
Aberdeenshire	2,398	94.8%	2,526	96.4%	2,453	96.3%
Virtual Comparator	23,781	94.0%	25,026	95.5%	24,255	95.2%
Northern Alliance	7,817	93.0%	8,568	95.0%	8,520	95.0%
National	44,285	93.4%	47,256	95.1%	46,934	94.4%

The percentage of leavers who went on to a positive destination was 94.8% which is 1.6% lower than 96.4% in 2018/19. Nationally there was also a decrease of 1.7% in the percentage of school leavers going on to a positive destination from 95.1% in 2018/19 to 93.4% in 2019/20. The decrease in positive destinations in Aberdeenshire and in Scotland is due to the impact of the COVID-19 lockdown and the economic downturn. Although a downward trend, Aberdeenshire is still 7th highest out of 32 local Authorities in terms of positive school leaver’s destinations.

4.9 The table below gives a summary of the number and percentage of school leavers entering employment, further education or higher education each year from 2017/18 to 2019/20. Appendix 1 gives a more detailed breakdown of school leaver destinations according to the definitions of destinations categories.

¹ 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.

² The Northern Alliance is a **Regional Improvement Collaborative** between eight local authorities: Aberdeen City, Aberdeenshire, Argyll and Bute, Comhairle Eilean Siar [Western Isles], Highland, Moray, Orkney Islands and Shetland Islands.

		Employment		Further Education		Higher Education	
		Number	% of Leavers	Number	% of Leavers	Number	% of Leavers
2019/20	S4	79	20.7%	249	65.4%	*	*
	S5	160	23.0%	353	45.2%	161	18.0%
	S6	125	9.0%	177	12.8%	1,028	74.2%
	Total S4-S6	364	14.4%	779	30.8%	1191	47.1%
2018/19	S4	114	25.2%	289	63.8%	*	*
	S5	252	29.6%	384	47.1%	149	17.5%
	S6	202	15.4%	165	12.6%	907	69.0%
	Total S4-S6	568	21.7%	838	32.0%	1,058	40.4%
2017/18	S4	115	30.8%	197	52.7%	*	*
	S5	240	32.5%	313	42.4%	135	18.3%
	S6	180	12.5%	169	11.8%	1035	72.1%
	Total S4-S6	535	21.0%	679	26.7%	1170	45.9%

*figures <5 suppressed

The percentage of leavers who went on to Higher Education in 2019/20 was 47.1% which is an increase from 40.4% in 2018/19. There was a decrease in the percentage of leavers going on to Further Education from 32.0% in 2018/19 to 30.8% in 2019/20 and the percentage of leavers who went on to employment decreased from 21.7% in 2018/19 to 14.4% in 2019/20.

Fewer young people transitioned directly into employment upon leaving school due to a reduction in employment opportunities available in Grampian. This is demonstrated by the dramatic decrease in job postings - a reduction of 65% in Week 2, January 2021 compared to 34% fewer job postings in Scotland for the same period (SDS Regional Skills Assessment January 2021).

Within Grampian, we face a significant challenge as we are experiencing a two-fold impact due to Covid-19 and changes within the Oil & Gas Sector. For example, in 2020/21, there was a 50% decrease in apprenticeships on offer, due to employers wanting to protect their existing apprentices.

Nationally, the percentage of leavers going on to Higher Education increased from 40.4% in 2018/19 to 44.2% in 2019/20, the percentage of leavers going on to Further Education increased from 27.3% in 2018/19 to 28.1% in 2019/20 and the percentage of leavers going on to employment decreased from 22.9% in 2018/19 to 16.2% in 2019/20.

The majority of S4 leavers in Aberdeenshire in 2019/20 went on to Further Education (65.4%), or Employment (20.7%) while the majority of S5 leavers went on to Further Education (45.2%) and the majority of S6 leavers went on to Higher Education (74.2%).

'Unemployed seeking' remained at a similar level to last year, however 'unemployed not seeking' increased from 1.2% in 2018/19 to 1.7% in 2019/20. Within this 'unemployed not seeking' cohort, SDS in partnership with the

OfA Officer, have identified an increase in young people with mental health and wellbeing issues or lower confidence levels, meaning they are less ready or confident to move onto a positive destination.

- 4.10 The following table provides data on the number and percentage of young people for whom English is not their first language (EAL) who secured a positive destination on leaving school. It shows Aberdeenshire as compared to the national figure, the 'virtual comparator' authority and the Northern Alliance over the past three years 2017/18 to 2019/20.

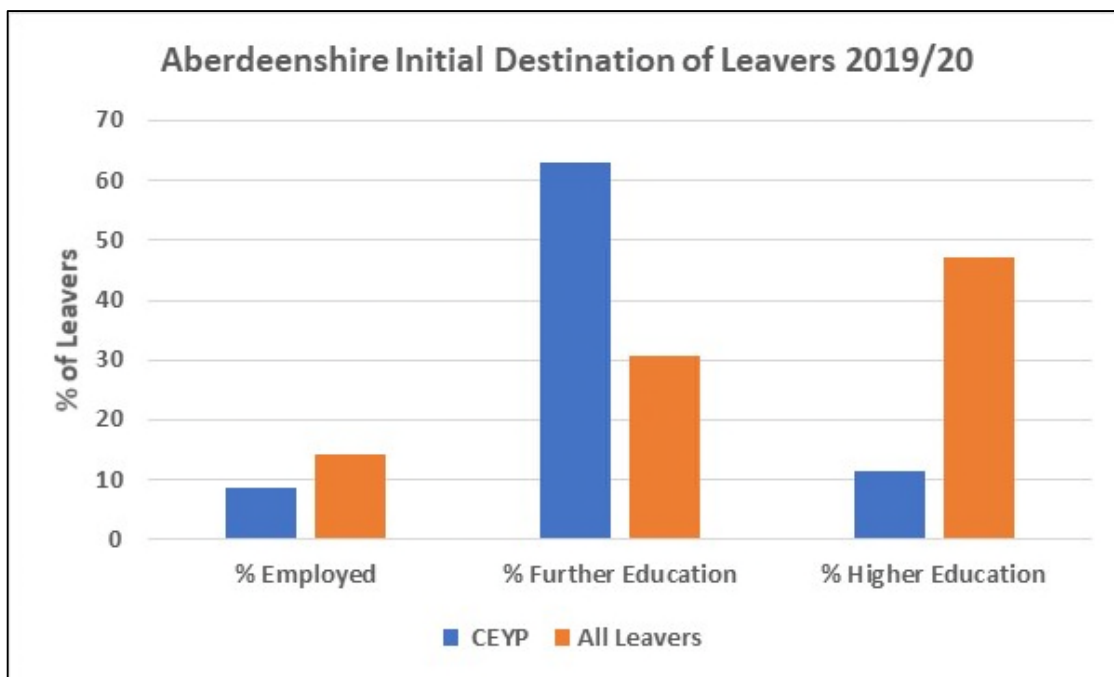
	Left During					
	2019/20		2018/19		2017/18	
	Number	% of Leavers	Number	% of Leavers	Number	% of Leavers
Aberdeenshire	99	95.2%	90	95.6%	89	98.9%
Virtual Comparator	927	89.1%	900	93.7%	890	94.0%
Northern Alliance	331	94.0%	358	94.1%	348	97.4%
National	2,044	94.2%	2,109	96.4%	2,068	95.0%

There has been a small decrease in the percentage of young people with EAL who were in a positive destination from 95.6% in 2018/19 to 95.2% in 2019/20. There was a larger decrease Nationally from 96.4% in 2018/19 to 94.2% in 2019/20 and Aberdeenshire is above the National figure in 2019/20.

- 4.11 The following table provides the number and percentage of Care Experienced Young People (CEYP) who secured a positive destination on leaving school. It shows Aberdeenshire as compared to the national figure, the 'virtual comparator' authority and the Northern Alliance over the past three years 2017/18 to 2019/20.

	Left During					
	2019/20		2018/19		2017/18	
	Number	% of Leavers	Number	% of Leavers	Number	% of Leavers
Aberdeenshire	31	88.6%	39	94.9%	47	80.9%
Virtual Comparator	320	91.4%	390	91.0%	470	90.6%
Northern Alliance	103	79.6%	145	81.4%	164	81.7%
National	823	81.4%	1,047	82.4%	1,011	80.4%

The following chart provides the percentage of leavers who were CEYP going on to employment, Further Education and Higher Education for the past three years 2017/18 to 2019/20



In 2019/20, 88.6% of CEYP went on to a positive destination which is a decrease from 94.9% in 2018/19. Note that small numbers can mean large fluctuations in percentage figures. There was also a decrease Nationally from 82.4% in 2018/19 to 81.4% in 2019/20. In Aberdeenshire, a higher percentage of CEYP went on to Further Education than employment or Higher Education. For all leavers in Aberdeenshire, the pattern was different with the highest percentage of leavers going on to Higher Education.

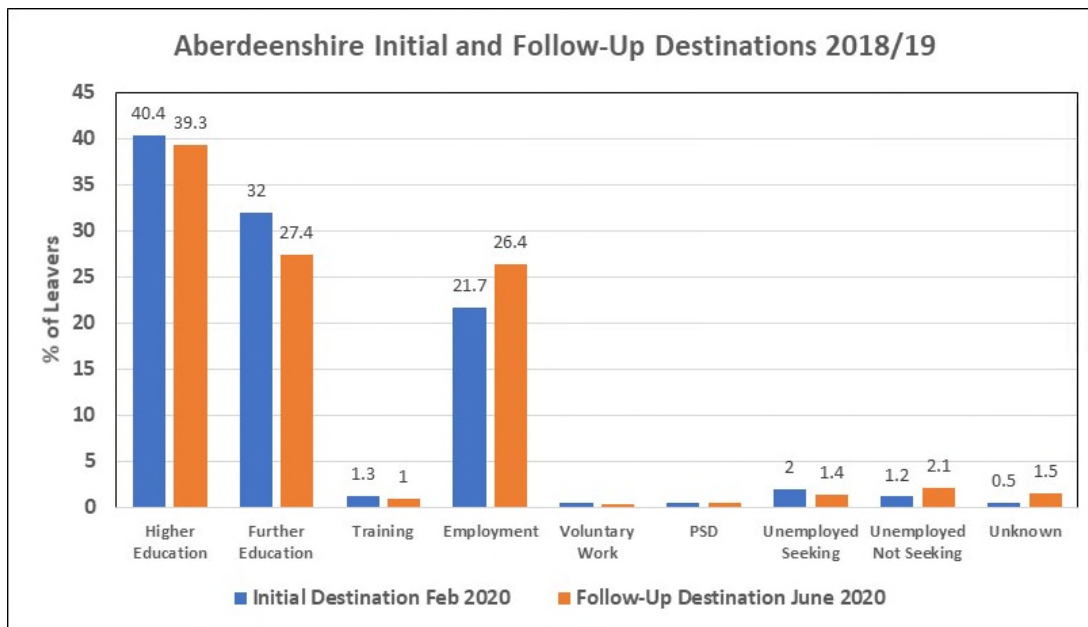
- 4.12 **Appendix 2** gives a breakdown of school leaver destinations by category for each of Aberdeenshire’s Secondary Schools.

Follow-up post-school and beyond

- 4.13 Follow-up destinations of school leavers in 2019/20 will be published by the Scottish Government in June 2021 based on post-school destinations published in March 2021 for those pupils who left school in 2019/20. Follow-up destinations for pupils who left in 2018/19 are published in [Follow-up leaver destinations – number 2 2020: summary statistics](#).

There is a consistent pattern both Nationally and in Aberdeenshire, that fewer leavers are recorded in a positive destination nine months after leaving school, normally due to the percentage of young people with an ‘unknown’ destination increasing. The percentage of pupils in Aberdeenshire still in a positive destination when followed up has remained stable at 95.2% in 2017/18 and 95.0% in 2018-19 and still significantly higher than the 2018/19 Scottish figure of 92.9%. There was a rise in Employment of almost 5% at follow-up, but also reductions in Further and Higher Education compared to initial destinations.

The chart below shows the percentage of 2018/19 leavers in each initial destination and follow-up destination. It highlights that 4.6% left College early/non-completion, however the majority who left (66%) moved into Employment, hence Employment rose at follow-up. 'Unemployed seeking' decreased due to SDS and Partners, supporting young people into positive destinations.



- 4.14 Alongside Initial and Follow-up Destination Reports, impact of the Opportunities for All 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 status of young people who have left school, compared to the school leavers destination report which only reports 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.
- 4.15 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. As the dataset is combined, young people in Aberdeenshire can be continually monitored by SDS along with the Opportunities for All Officer to ensure identification of those young people who require advice and support and measuring sustainability of destinations can be assessed over a longer period.
- 4.16 In August 2020, SDS published statistics on the participation of 16-19-year-olds at a national and local authority level ([National report](#) and [Aberdeenshire report](#)). The Participation Measure published by SDS is the percentage of 16-19-year-olds participating in education, training or employment between 1st April and 31st March. The Participation Measure for Aberdeenshire in 2020 (1st April 2019 to 31st March 2020) was 92.3%, which was the same as 2019 and slightly higher than the National rate of 92.1%.

There was a 0.4% increase in the percentage of young people with an unconfirmed status from 5.8% in 2019 to 6.2% in 2020 and this was higher than the 2020 National figure of 5.1%. Young people aged 18-19 make up most of this category due to a number of reasons, for instance changed personal contact details since leaving school. Nationally, on-going discussions are taking place between SDS and HMRC to address this issue, as many of those with an unconfirmed status may be in employment but not responding to SDS researchers.

Over the last two years, the increase in the unconfirmed status in Aberdeenshire may in part be a result of GDPR legislation and to the way the Department of Work and Pensions system records Universal Credit, where 'participation' is harder to identify.

The table below summarises the percentage of young people aged 16-19 years in Aberdeenshire participating in each destination in 2018 to 2020:

	2020	2019	2018
16-19 year olds participating	92.3%	92.3%	93.4%
Education (further and Higher)	72.9%	72.9%	72.6%
Employment	18.3%	18.2%	19.7%
Training and Personal Development	1.0%	1.2%	1.1%
Unemployed Seeking	0.6%	0.9%	1.1%
Unemployed Not Seeking	1.0%	1.0%	1.2%
Unconfirmed	6.2%	5.8%	4.4%

Support provided to young people

- 4.17 In 2020, Scottish Government launched the Young Person's Guarantee providing the opportunity of a job, placement, training or volunteering for every 16-24-year-old, expanding on the existing 'Opportunities for All' offer. Within Aberdeenshire, Opportunities for All is overseen by the Community Learning and Development Working With Young People – Opportunities for All Team. A cross service, cross-partnership model is used in Aberdeenshire, including a range of Council services involving Education, Social Work, Community Learning and Development and Economic Development. The cross-partnership approach includes a range of third sector providers funded via our 'No One Left Behind' Community Learning and Development Opportunities for All grant. Key partners include Foyer, LEAD Scotland, Station House Media Unit and Barnados, who also link in to Aberdeenshire Employability Partnership (employmentCONNECT), led by Economic Development.
- 4.18 At end of 2020, Aberdeenshire Council received over £1 million to support the Young Person's Guarantee to deliver programmes and initiatives up to March 2022, adding to our Aberdeenshire 'No One Left Behind' fund. As a result, employmentCONNECT are developing an action plan aimed at young people aged 16-24-year-old. Informed by data analysis and partner feedback, Aberdeenshire Council will provide funding for key projects starting from March 2021, including supported employment for young people with disabilities

delivered by ENABLE Scotland and Barnardo's TRIBE project to support young people with mental health and wellbeing issues, who are recorded as unemployed not seeking, for example due to health reasons.

- 4.19 In addition to new provision during 2020/21, existing employability provision was adapted to ensure clients continued to be supported by delivering and maintaining contact using virtual on-line or blended learning approaches. For example, Aberdeenshire Employability Agreements managed by Community Learning and Development Service, continued to be delivered throughout 2020/2021 ensuring vulnerable young people were still supported by their Keyworker.

Our Family Firm moved to digital on-line support for Care Experienced Young People, accessing Connecting Scotland funding to ensure this barrier to participation was removed. Digital support includes assisting care experienced young people to access on-line training courses on ALDO and 'virtual' preparation for work placements. Shared good practice and positive experiences from phased lockdown delivery, will be embedded within the new Young Person's Guarantee provision.

Although young people have continued to be supported during 2020/21, there has been an increased focus on health and wellbeing support. Unfortunately, every Employability provider in Aberdeenshire has also reported a decrease in positive outcomes from their provision due to the economic downturn and lack of employment opportunities.

- 4.20 As well as supporting young people who are either unemployed or economically inactive, key elements of Opportunities for All and Young Person's Guarantee are the early identification of need and ensuring an early intervention approach for school pupils, allowing for referrals to be submitted up to 6 months prior to leaving school. In Aberdeenshire, we link into existing GIRFEC/MAAP meeting processes, intervention and support. SDS, along with the Opportunities for All Officer, are piloting enhanced transition planning models within several academies to help inform school Developing the Young Workforce curriculum planning and ensuring post-school interventions meet the needs of summer 2021 school leavers.
- 4.21 Whilst in school, a range of Council services and key partners provide support to pupils including Community Learning and Development Service who deliver personal development and employability-focused programmes including Princes Trust Achieve. Economic Development's EST team normally co-ordinate Job Clubs in every Network, however due to lockdown, they offered every Academy 'virtual job clubs' or individual on-line support to any identified pupils requiring job search support. Effective tracking and monitoring jointly between Education, SDS and the Opportunities for All Officer ensure pupils who are ready for a guarantee are offered employment, learning, training or volunteering prior to leaving school.

Our Aberdeenshire Developing the Young Workforce model ensures a range of initiatives are on offer to pupils. It is responsive to needs of the local labour

market and strengthens partnerships between schools, colleges and employers. A range of partners are involved in supporting delivery of Developing the Young Workforce who might also offer post-school employability provision.

Through Young Person's Guarantee, Pathway Apprenticeships, which are based on the successful Foundation Apprenticeship model, have been developed by SDS. Set up to help unemployed young people, particularly for those impacted by the current economic climate. Aberdeenshire Council in partnership with Tullos Training, have offered 25 young people an opportunity of an Engineering Pathway Apprenticeship.

- 4.22 Skills Development Scotland, working with the Local Authority, have a key role in ensuring every young person is provided with an opportunity to move into a positive destination by using a career coaching approach (Career Management Skills), focusing on those pupils who require the most support to transition into education, training or employment. A 'needs matrix' is used, validated by school, to suggest the level of support needed for each young person, which takes into account known barriers to transition and participation such as disability, care experience, interrupted learning etc. Support continues post-school for those aged 16-19 years of age (enhanced offer for CEYP up to age 26) via their Next Steps offer, providing on-going one-to-one support for unemployed young people to help them transition into a positive destination.

5 Council Priorities, Implications and Risk

- 5.1 This report helps deliver on the renewed Strategic Priorities 'Education' and 'Health & Wellbeing' within the Pillar 'Our People', 'Resilient Communities' within the Pillar 'Our Environment', and 'Economy & Enterprise' within the Pillar 'Our Economy', underpinned by the key principles right people, right places, right time; responsible finances; Community Planning Partnership Local Outcome Improvement Plans; human rights and public protection; tackling poverty and inequalities; and digital infrastructure and economy.

More details on the changes to the Council's strategic priorities being adopted as part of the updated Council Plan 2020-2022 are available on the Aberdeenshire Council website ([Aberdeenshire Council Plan 2020-2022](#)).

- 5.2 This report also helps deliver on the former Council Priority 3³- 'Providing the best life chances for all our children and young people' by maintaining positive destinations for school leavers.

This report also helps deliver against the [Aberdeenshire Children's Services Plan](#) priorities.

³ From the former Council Plan Priorities 2017-2022 framework.

5.3 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed.

Subject	Yes	No	N/A
Financial		x	
Staffing		x	
Equalities		x	
Fairer Scotland Duty			x
Town Centre First			x
Sustainability			x
Children and Young People's Rights and Wellbeing		x	

5.4 An equality impact assessment is not required because this report is to inform committee on performance and does not have a differential impact on any of the protected characteristics.

5.5 Although there are no direct implications arising from this report, trends are used to inform improvement activity and future budget planning.

5.6 The following Risks have been identified as relevant to this matter on a Corporate Level ([Corporate Risk Register](#)):

- ACORP004 - Business & Organisational Change (*including ensuring governance structures support change, and, managing the pace of change*)
- ACORP006 - Reputation Management (*including social media*)

The following Risks have been identified as relevant to this matter on a Strategic Level ([Directorate Risk Registers](#)):

- ECSR002 – Developing Excellence and Equality
- ECSR003 – Embedding GIRFEC
- ECSR004 – Support Inclusive, Vibrant & Healthy Communities

6 Scheme of Governance

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

6.2 The Committee is able to consider and 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 and Section E.6.1 as it relates to the scrutiny and review of the effectiveness of Council policy and Council service delivery.

Laurence Findlay
Director of Education & Children's Services

Report prepared by Vincent Docherty, Head of Education, Anne Horgan, Analysis & Research Officer and Miranda Aitken, Opportunities for All Officer
Date 3rd March 2021

List of Appendices

Appendix 1 – School Leaver Destinations by destination category 2017/18 to 2019/20
(Number and percentage of leavers)

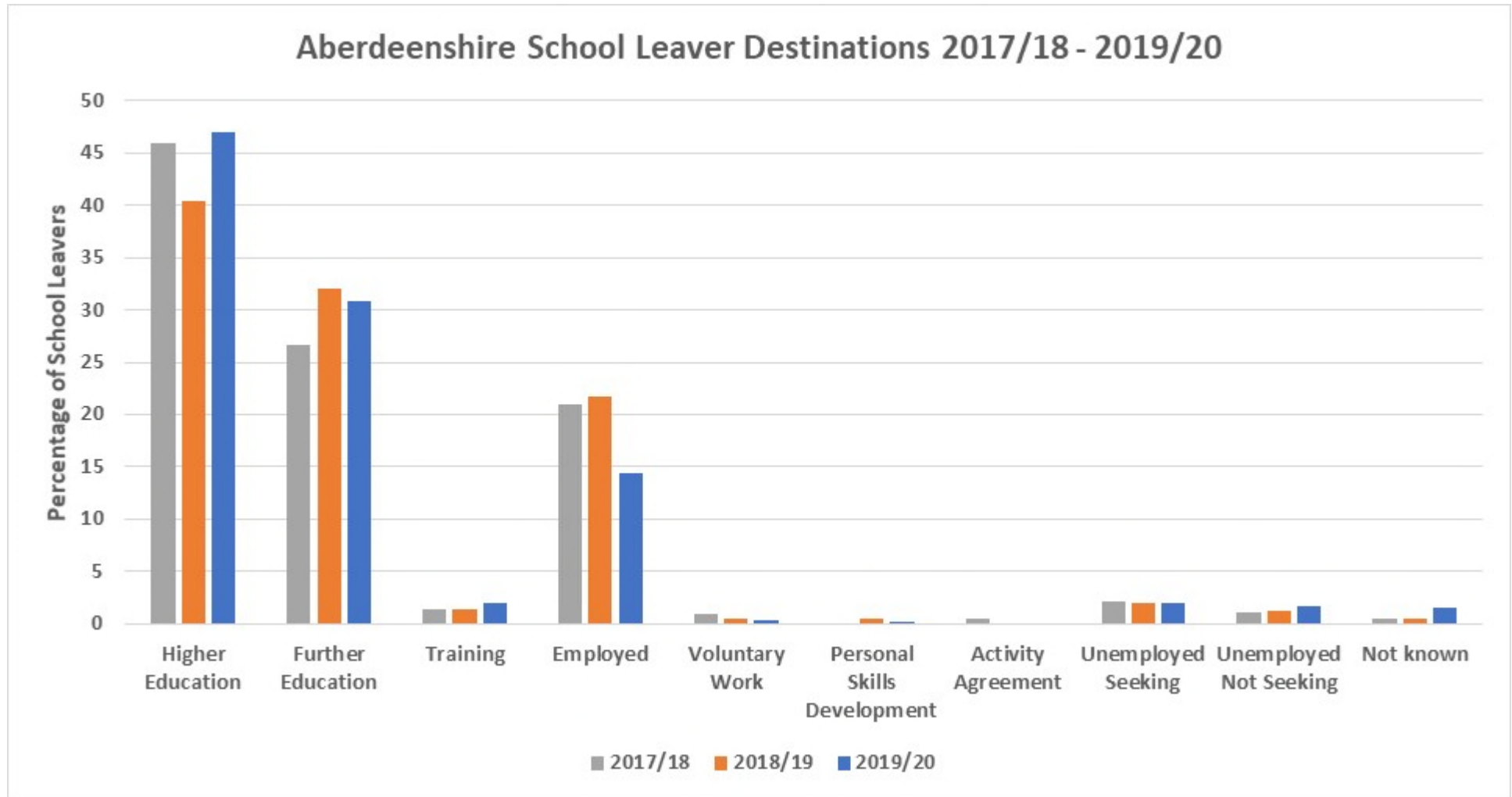
Appendix 2 - Initial School Leaver Destinations by school and destination category
2019/20 (Number and Percentage of Leavers)


Appendix 1. School Leaver Destinations by destination category 2017/18 to 2019/20 (Number and percentage of leavers)⁴

Year		Cohort	Higher Education	Further Education	Training	Employed	Voluntary Work	Activity Agreement	PSD	Unemployed Seeking	Unemployed Not Seeking	Not known
2019/20	Aberdeenshire	2,531	1,191 47.1%	779 30.8%	51 2.0%	364 14.4%	*		*	50 2.0%	43 1.7%	40 1.6%
	Virtual Comparator	25,310	11,116 43.9%	7,150 28.3%	795 3.1%	4,465 17.6%	114 0.5%		142 0.6%	896 3.5%	499 2.0%	134 0.5%
	Northern Alliance	8,406	3,647 43.4%	2,312 27.5%	216 2.6%	1,579 18.8%	32 0.4%		31 0.4%	311 3.7%	175 2.1%	103 1.2%
	National	47,435	20,966 44.2%	13,310 28.1%	1,746 3.7%	7,675 16.2%	213 0.5%		375 0.8%	1,964 4.1%	868 1.8%	318 0.7%
2018/19	Aberdeenshire	2,620	1,058 40.4%	838 32.0%	35 1.3%	568 21.7%	14 0.5%		13 0.5%	52 2.0%	30 1.2%	12 0.5%
	Virtual Comparator	26,200	10,058 38.4%	7,064 27.0%	841 3.2%	6,770 25.8%	173 0.7%		121 0.5%	734 2.8%	330 1.3%	107 0.4%
	Northern Alliance	9,021	3,329 36.9%	2,450 27.2%	243 2.7%	2,461 27.3%	53 0.6%		32 0.4%	235 2.6%	123 1.4%	95 1.1%
	National	49,717	20,061 40.4%	13,558 27.3%	1,725 3.5%	11,395 22.9%	288 0.6%		234 0.5%	1,551 3.1%	701 1.4%	205 0.4%
2017/18	Aberdeenshire	2,547	1170 45.9%	679 26.7%	35 1.4%	535 21.0%	24 0.9%	10 0.4%		56 2.2%	27 1.1%	11 0.4%
	Virtual Comparator	25,470	10,677 41.9%	6,424 25.2%	438 1.7%	6,258 24.6%	168 0.7%	290 1.1%		818 3.2%	293 1.2%	102 0.4%
	Northern Alliance	8,970	3,593 40.1%	2,165 24.1%	143 1.6%	2,470 27.5%	67 0.8%	83 0.9%		288 3.2%	102 1.1%	59 0.7%
	National	49,707	20,469 41.2%	13,192 26.5%	1,059 2.1%	11,269 22.7%	338 0.7%	596 1.2%		1,904 3.8%	666 1.3%	219 0.4%

*figures <5 suppressed

⁴ Number of pupils is calculated from percentages given in Insight and total number of pupils/percentages may not add to /100% due to rounding



Appendix 2. Initial School Leaver Destinations by school and destination category 2019/20 (Number and Percentage of Leavers)

School	Total Leavers	Higher Education	Further Education	Training	Employed	Voluntary Work	PSD	Unemployed Seeking	Unemployed Not Seeking	Not known	Overall Positive
Aboyne Academy	114	66 (57.9%)	20 (17.5%)	*	21 (18.4%)	*	0	*	*	0	110 (96.5%)
Alford Academy	123	62 (50.4%)	27 (22.0%)	*	23 (18.7%)	0	0	*	*	*	114 (92.7%)
Banchory Academy	136	83 (61.0%)	20 (14.7%)	*	19 (14.0%)	*	*	*	*	*	128 (94.1%)
Banff Academy	143	55 (38.5%)	56 (39.2%)	*	19 (13.3%)	0	0	*	*	9 (6.3%)	132 (92.3%)
Ellon Academy	192	93 (48.4%)	66 (34.4%)	5 (2.6%)	21 (10.9%)	0	0	*	*	*	185 (96.4%)
Fraserburgh Academy	196	78 (39.8%)	82 (41.8%)	*	22 (11.2%)	0	*	*	*	*	187 (95.4%)
Inverurie Academy	158	81 (51.3%)	42 (26.6%)	10 (6.3%)	21 (13.3%)	*	0	*	*	0	156 (98.7%)
Kemnay Academy	122	61 (50.0%)	29 (23.8%)	*	21 (17.2%)	0	*	*	6 (4.9%)	0	114 (93.4%)
Mackie Academy	202	112 (55.5%)	50 (24.8%)	*	26 (12.9%)	*	0	*	5 (2.5%)	*	192 (95.1%)
Mearns Academy	119	53 (44.5%)	39 (32.8%)	*	20 (16.8%)	*	*	0	0	0	119 (100%)
Meldrum Academy	159	85 (53.5%)	35 (22.0%)	*	21 (13.2%)	*	0	*	*	7 (4.4%)	146 (91.8%)
Mintlaw Academy	132	43 (32.6%)	60 (45.5%)	0	26 (19.7%)	0	0	*	*	0	129 (97.7%)
Peterhead Academy	214	58 (27.1%)	106 (49.5%)	*	30 (14.0%)	0	0	12 (5.6%)	*	5 (2.3%)	195 (91.1%)
Portlethen Academy	151	87 (57.6%)	35 (23.2%)	*	17 (11.3%)	0	0	*	5 (3.3%)	*	141 (93.4%)
The Gordon Schools	122	46 (37.7%)	42 (34.4%)	*	25 (20.5%)	0	0	5 (4.1%)	0	*	115 (94.3%)
Turriff Academy	126	43 (34.1%)	48 (38.1%)	*	24 (19.1%)	0	0	*	0	5 (4.0%)	118 (93.7%)
Westhill Academy	122	85 (69.7%)	22 (18.0%)	*	8 (6.6%)	0	0	*	*	0	117 (95.9%)
Aberdeenshire	2,531	1,191 (47.1%)	779 (30.8%)	51 (2.0%)	364 (14.4%)	*	*	50 (2.0%)	43 (1.7%)	40 (1.6%)	2,398 (94.8%)

*figures <5 suppressed