

ABERDEEN CITY COUNCIL

COMMITTEE	Education, Culture and Sport
DATE	18 February 2010
DIRECTOR	Annette Bruton
TITLE OF REPORT	More Choices, More Chances & School Leaver Destinations Report
REPORT NUMBER:	ECS/10/11

1. PURPOSE OF REPORT

The **School Leaver's Destinations Report (SLDR)**¹ provides national and education authority level data on the destinations of all young people leaving publicly funded schools in Scotland in 2008-09². This report presents a summary of the key facts from this publication breaking this down to an Aberdeen City Council level as well as providing the local context and clarification on the actions being taken forward to address the challenges through the development and implementation of the Aberdeen City More Choices More Chances Strategy and Action Plan 2008-2010, including the roll out of 16+ Learning Choices to all school leavers.

2. RECOMMENDATION(S)

- (i) To provide regular updates on performance against the (a) school leaver destinations (annually); (b) implementation of 16+ learning choices (bi-annually for summer and winter leaver cohorts) to the Education, Culture and Sports (ECS) Committee within the standing item: ECS Performance Report.
- (ii) To continue to report on progress on performance against the 'school leaver destinations' indicators within the Single Outcome Agreement to the Policy and Performance Committee on an annual basis.
- (iii) To note the submission of the Aberdeen City More Choices More Chances Strategy 2010-2013 to the Education, Culture and Sport Committee on 15 April 2010.

3. FINANCIAL IMPLICATIONS

The Scottish Government provided an additional £63,063 up to 31 March 2011 to establish a 16+ Learning Choices Coordinator (Full Time) and 16+ Learning Choices Information Officer (Part Time) up to 31st March 2011. The allocation is ring fenced for the purpose of the delivering 16+ Learning Choices Programme across all secondary schools in the City.

¹ Data is collated by Skills Development Scotland and published by the Scottish Government.

² The data provides a snapshot of where young people are in the month of Sept following their departure from school. A follow up survey is carried out 6 months later.

There is a clear focus to ensure all processes and practice can be mainstreamed within existing Education, Culture and Sport Service resources. The Strategy and Action Plan will be to ensure an evidence based approach to service delivery where local resources are aligned to meet the needs of this priority group. The Scottish Government have clearly stated that success of the Scottish education system will be measured on the success of young people entering positive and sustained destinations. It is therefore essential that we plan and deliver local services and target available resources to meet these objectives as a key part of the delivery of *A Curriculum for Excellence*.

In order to ensure innovation in service design and development and to test models of best practice, the Partnership are (i) targeting the allocation of resources through the Fairer Scotland Fund to areas of greatest need with a clear plan to exit short term funding and mainstream effective practice, and (ii) working with the Council's external funding officers to develop a 3 year funding strategy to resource areas of the plan where short term investment is required to provide coordinated support for young people currently in need of more choices more chances to ensure we do not divert local resources from early intervention to stem the flow of young people moving into the MCMC cohort in future years.

4. SERVICE & COMMUNITY IMPACT

This report links to the following actions under the education section of 'Vibrant, Dynamic and Forward Looking':

- Continue to work to improve attainment across city schools.
- Ensure education is appropriate to pupils' needs and ensure pupils leave school with skills essential for living.
- Ensure Aberdeen's teachers receive appropriate training and CPD to deliver the best quality education.
- Continue work to raise the achievement of vulnerable children and close the attainment gap across the City.

The developments outlined within this report also support progress towards meeting the following national outcomes outlined within the Single Outcome Agreement:

- National Outcome 2 – We realise our full economic potential with more and better employment opportunities for our people.
- National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation.
- National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- National Outcome 5 – Our children have the best start in life and are ready to succeed.
- National Outcome 8 – We have improved the life chances of children and young people and families at risk.

The *MCMC Strategy* is identified as a key local priority within *The Aberdeen City Alliance Single Outcome Agreement* and success will be measured against the National Indicator in the National Performance Framework to *'Increase the*

proportion of school leavers (from Scottish publicly funded schools) in positive and sustained destinations'.

5. OTHER IMPLICATIONS

The developments contained in this report have contributed towards improved social inclusion for our most vulnerable children and young people. An Equalities Impact Assessment will be carried out in relation to the MCMC Strategy and Action Plan in advance of submission to ECS Committee on the 15th of April.

6. REPORT

6:1 Background

In June 2006, the Scottish Government published *More Choices, More Chances: A Strategy to Reduce the Proportion of Young People not in Education, Employment or Training* and the *National Employability Framework Work Force Plus*. The commitments set out in the national strategy are intended to underpin the efforts required to ensure all young people in Scotland receive the support and assistance they need to become successful learners, confident individuals, effective contributors and responsible citizens.

The population of young people in need of *more choices, more chances* is made up of school leavers who are unemployed at statutory school leaving age and young people aged 18-19 who are economically inactive and claiming benefits.

A *positive destination* is defined by the Scottish Government as a take up of opportunities by young people aged 16-19 to move into full or part time education in school (secondary 4 and 5), further education colleges or university higher education, national training programmes (such as *Get Ready for Work, Skillseekers* or *modern apprenticeships*), locally recognised good quality training and jobs without training, informal learning including personal and social development opportunities, or volunteering. It is important to highlight that the choice of destination is determined by the young person and must be appropriate to their need and level of ability. Ensuring that young people have chosen their destination based on their own aspirations and then supporting them to consider the appropriateness of the destination or to explore alternatives (that they feel are appropriate) is essential to ensuring the young person with take up the offer, and more importantly be able to sustain that offer.

A *negative destination* is defined as unemployed and seeking opportunities, unemployed and not seeking opportunities or where the destination is unknown indicating that the young person is disengaged from learning and not responding to offers of assessment and support from Skills Development Scotland.

The destinations that young people move onto post secondary education are a key indicator of success in adult life. There is a growing body of research that shows those young people who experience spells of disengagement between the ages of 16 and 19 are significantly more likely to be economically inactive adults with both an economic and human cost.

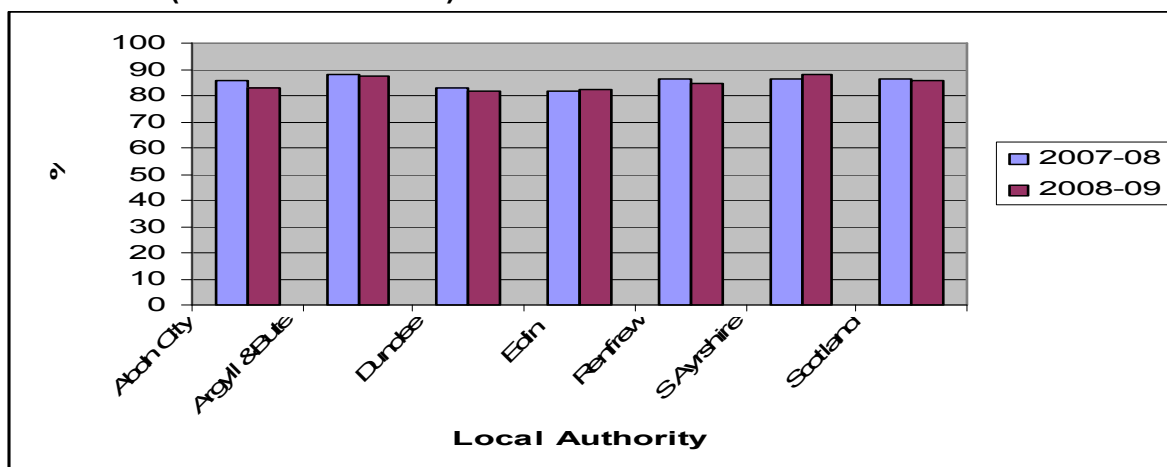
6:2 Skills Development Scotland School Leaver Destination Report (SLDR)

Skills Development Scotland *School Leavers Destination Report (SLDR³)* for Aberdeen City provides robust local data to enable the MCMC Partnership to measure success locally and to assess progress against national comparator data.

The most recent report was published in late December 2010 and provides a snapshot of where young people in Aberdeen were in the month of September 2009 following their departure from school.

6:2:1 Summary of Aberdeen City SLDR

Chart 1: Positive destination data for Aberdeen City & comparator authorities (2007/08 – 2008/09)



In Aberdeen City in 2008-09, the overall the percentage of leavers entering a positive destination is 82.7%, a fall of 2.9% on last year and well below the national result of 85.7%. However, the proportion of young people entering further and higher education has reached its highest level in a decade, at 61.4%, a rise of 7.0% on last year. The percentage of leavers entering higher education has risen by 1.3% in comparison to 1999-2000. Leavers entering further education have witnessed an increase of 5.5% over the same period. As anticipated, this is balanced by a decrease in leavers entering employment which has dropped to its lowest level in a decade at 18.6%, 10.5% lower than last year. However, as the percentage of young people entering employment has fallen the percentage entering training has increased slightly at 2.5%.

The percentage of leavers who are unemployed seeking has reached 12.6%, an increase of 2.9% from last year and above the national rate of 11.5%. The percentage of young people who are unemployed and not seeking has fallen to 0.7%. School leavers whose destination is unknown to Skills Development Scotland has risen to 4.0%, the highest level nationally across the country and well above the national rate of 1.2%.

The proportion of female leavers who continue their education in either higher or further education is 69.4% compared to 53.8% of males. The percentage of males entering Employment and Training at 26.6% is 11.1% higher than that for females

³ The SLDR is a statistical return undertaken by Skills Development Scotland on behalf of the Scottish Government annually. The return is based on a 100% follow up of young people who leave school between the 1st of August and the 31st of July. The exercise is a snapshot carried out in the month of September every year.

15.5%. Males are more likely to become Unemployed Seeking than females with 60.1% of leavers in this category being male.

Further analysis of local data, which included cross referencing the *more choices, more chances cohort* named data with children *looked after* by the local authority shows that the highest proportion of young people in need of more choices, more chances attend Torry Academy, St Machar Academy, Northfield Academy, Harlaw Academy and Bucksburn Academy (formerly known as Bankhead Academy).

The group of young people in the *more choices, more chances cohort* is ever changing as they move in and out of employment, education and training. Their employment is often insecure, being part-time, seasonal or short-term contracts and this pattern will be compounded in the current economic downturn. These young people come from a diverse range of backgrounds, from the quietly disaffected to those young people who present more challenges when we consider levels of appropriate support. This group will include young people who have additional support needs or physical and mental health needs, young people leaving the care of the local authority, young parents or young carers, and young people who present particular challenges arising from their involvement in substance misuse and/or offending behaviour, thus requiring a coordinated and multi-agency approach.

Whilst the Scottish average has remained fairly stable over the last 5 yrs for positive destinations⁴, overall Aberdeen City has witnessed a decrease particularly in the last 3 years with the proportion dropping from 88.8% to the current figure of 82.6%.

A detailed breakdown on Aberdeen City Council's destination data (over the last 2 years) and that of our comparators is presented below:

6:2:3 Breakdown and Analysis of Aberdeen City SLDR Data

Aberdeen had a higher proportion of young people going into higher education (37.1%) than the national average (34.9%) and the second highest rate out of the HMIE comparators for Aberdeen City (Argyll & Bute had a slightly higher rate of 38.6%).

A lower proportion of young people go into further education (24.3%) than the national average (27%) and the second lowest rate of all the HMIE comparators. The proportion of young people from Aberdeen entering further education increased by 5.4% from 2007-08 to 2008-09.

A lower proportion of young people entering training (2.5%) compared to the national average (5.1%) and in fact had the lowest % of all the HMIE comparators. It should be noted that a proportion of leavers entering employment may also be participants in training such as Modern Apprenticeships.

A slightly higher proportion of young people entered employment (18.6%) than the national average (18.4%) and had the second highest rate of the HMIE comparators. However, this figure has dropped considerably (by 10.6%) from the figure of 29.2% in 2007-08. Every authority in Scotland (except the Shetland Isles) has witnessed a decrease in the number of young people entering employment in 2008-09; a direct consequence of the UK recession.

⁴ Table not included here but can be made available.

The numbers of young people across Scotland entering voluntary work are extremely low with the national average sitting at 0.2% and the Aberdeen rate sitting at 0.1%. In the coming years we can expect to see an upward trend due to more young people being encouraged to access a volunteering opportunity as part of an informal learning opportunity (through the implementation of 16+) and also through the appropriate recording of gap year opportunities as a positive destination (currently all informal learning opportunities are recorded against a negative destination).

12.6% of all school leavers from Aberdeen were recorded against the 'unemployed and seeking employment or training' category. This is an increase of 3% from 2007-08 and is slightly higher than the national average of 11.5%. Dundee and Edinburgh City Council both have a higher proportion of young people within this category at 15% & 15.5% respectively.

0.7% of school leavers from Aberdeen were recorded as being unemployed and not seeking employment/training. Young people classed in this category include young parents/ young carers and young people with serious medical conditions. This is slightly lower than the national average of 1.6% and is the lowest out of all the HMIE comparators. Destination data is available for individual schools within Aberdeen City and is detailed below.

Table 1 – Destination data for individual schools

School/ Area	HE	FE	Training	E/ment	Vol.Work	Unemp - seeking	Unemp – NOT seeking	Dest not known	Total No's
Aberdeen Grammar School	57.1%	20.5%	0.5%	8.3%	0.5%	5.9%	0.5%	6.8%	205
Bankhead Academy	13.6%	36.4%	1.1%	29.5%	0.0%	19.3%	0.0%	0.0%	88
Bridge Of Don Academy	29.0%	38.0%	2.0%	18.0%	0.0%	10.0%	0.0%	3.0%	100
Cults Academy	78.1%	8.3%	1.2%	8.3%	0.0%	1.8%	1.2%	1.2%	169
Dyce Academy	35.1%	19.6%	0.0%	29.9%	1.0%	7.2%	0.0%	7.2%	97
Harlaw Academy	37.6%	25.5%	0.6%	15.8%	0.0%	15.8%	0.6%	4.2%	165
Hazlehead Academy	32.2%	24.6%	2.9%	21.1%	0.0%	14.6%	1.2%	3.5%	171
Kincorth Academy	27.4%	23.6%	6.6%	25.5%	0.0%	12.3%	1.9%	2.8%	106
Northfield Academy	11.2%	36.7%	9.5%	16.0%	0.0%	21.3%	2.4%	3.0%	169
Oldmachar Academy	53.9%	15.2%	1.7%	23.6%	0.0%	2.8%	0.0%	2.8%	178
St Machar Academy	20.9%	25.4%	2.5%	21.4%	0.0%	21.4%	0.0%	8.5%	201
Torry Academy	18.5%	33.3%	1.2%	21.0%	0.0%	25.9%	0.0%	0.0%	81
ABERDEEN	37.1%	24.3%	2.5%	18.6%	0.1%	12.6%	0.7%	4.0%	1730
SCOTLAND	34.9%	27.0%	5.1%	18.4%	0.2%	11.5%	1.6%	1.2%	53,532

Cults Academy and Oldmachar Academy have the highest proportion of young people entering positive destinations (96% & 94% respectively).

Torry Academy and Northfield Academy have the highest numbers of young people entering negative destinations post school (26% & 24% respectively).

There are significant differences in unemployment rates between schools with the following schools worse affected; Torry Academy (25.9%); St Machar Academy (21.4%); and Northfield Academy (21.3%).

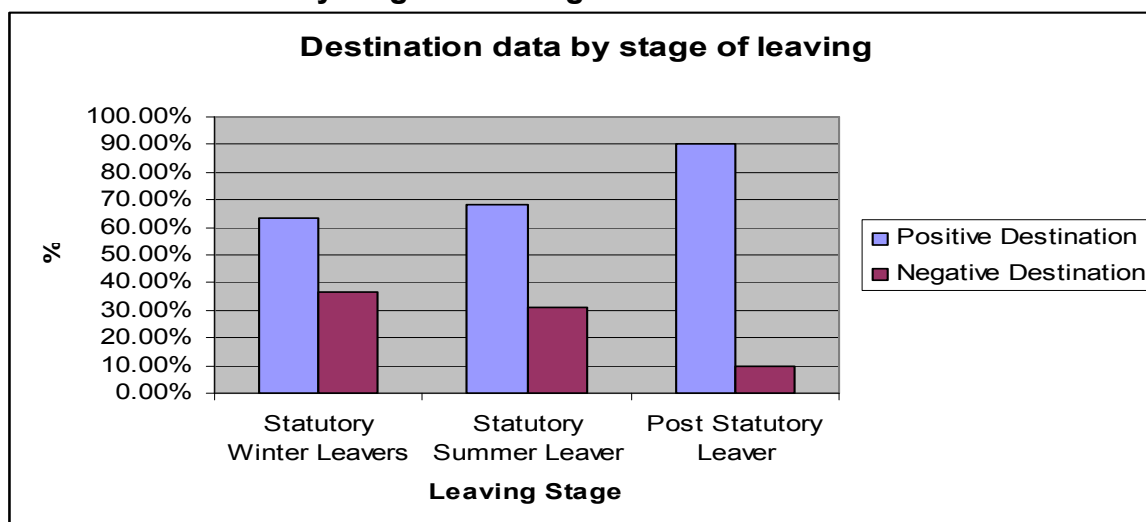
Further analysis identifies that the data zones within the city which have the highest numbers of school leavers who were recorded as 'unemployed but seeking' within the SLDR are:

Table 2: data zones within the city which have the highest numbers of school leavers

Intermediate data zone	%
Northfield	10.1
Torry East	8.7
Heathryfold & Middlefield	7.8
Garthdee	6.4
Torry West	5.5
Woodside	4.6

Destination data broken down by the stage the young person left school tells us that the longer a young person stays on at school, the more likely they are to enter a positive destination – see below:

Chart 2 - Destination by stage of leaving



It is worthwhile noting that whilst school rolls have been dropping (4.3% in the last 2 years for S4 – S6), 3.1% more pupils chose to remain in school after their statutory leaving date in 2008-09.

The destination data for our non mainstream schools providing special education at secondary level cannot be presented in detail within this report due to the numbers being so low to identify individual young people. The high level data that includes Beechwood School, Camphill Rudolf Stiener Schools, Cordyce, Hazelwood and Marlpool (now merged into Bucksburn Academy) is as follows:

Table 3 - Special Schools Data

Special School	HE	FE	Training	Employment	Vol. Work	Unemployed Seeking	Unemp NOT Seeing	Dest. Not Known	Total
Total	0.0%	33.3%	7.7%	2.6%	0.0%	28.2%	10.3%	17.9%	29

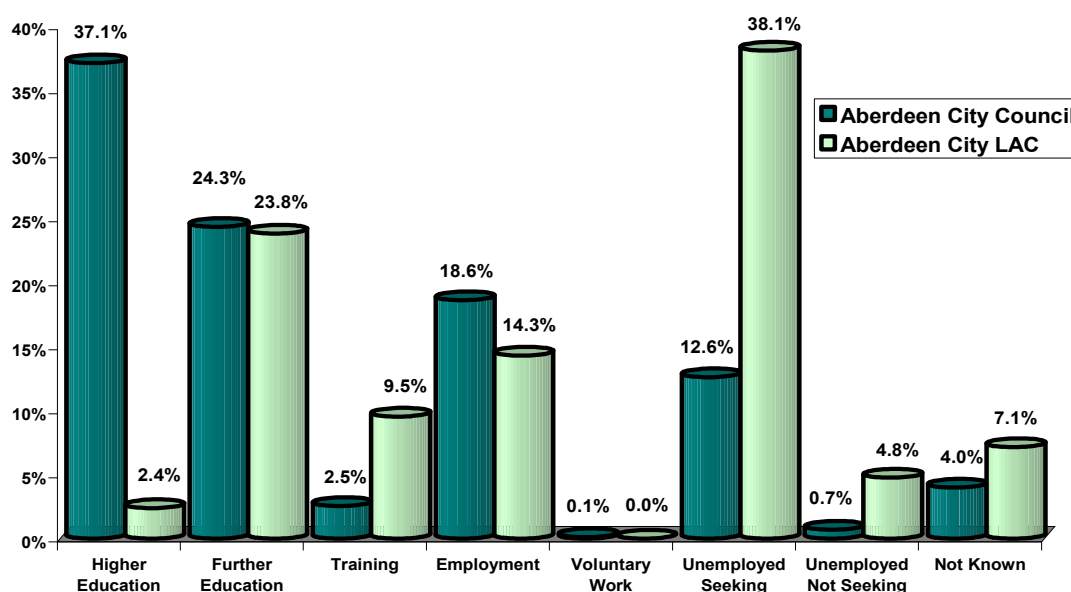
Looked After Children

There were a total of 42 looked after children recorded as school leavers in the 2008-09 School Leaver's Destination Report. At the time of the survey (Sept 09), 50% of these leavers were recorded as having entered a positive destination (see explanation above for definition of positive and negative destination) with the corresponding 50% recorded as entering negative destinations.

- A detailed breakdown on Aberdeen City Council's looked after children destination data and how this compares to the overall school leaver cohort is presented below:

Chart 3 - Destinations of Looked After Children

Aberdeen City SLDR Cohort 0809 v Aberdeen City LAC leavers 0809
 (Note: Only includes leavers from publicly funded secondary schools)



There are significant disparities between looked after children and their peers with looked after children less likely to go onto a positive destination. Most notably, only 2.4% of looked after children compared to 37.1% of their peers go into higher education. Looked after children are also over-represented in the 'unemployed seeking category' with 38.1% falling into this category compared to 12.6% of the general school leaver population.

6:2:4 Progress Update

In May 2009, the Education, Culture and Sport Service took up the lead responsibility for the More Choices More Chances agenda and together with local partners and the Scottish Government carried out a review of the More Choices More Chances Partnership. The outcome was a revised focus on the planning and delivery of service to support young people approaching school leaving age. The membership was extended to include representation from the Youth Justice Partnership (from October 09) and Social Care and Wellbeing Directorate (to begin from Feb 2010). A review of capacity within the Education, Culture and Sport Service led to the Integrated Children's Services Team providing dedicated support for the work of the partnership and to provide direct operational support for local services to deliver improved outcomes for young people in need of more choices more chances.

The Partnership also agreed to review the governance arrangement for the Partnership which currently sits under the Life Long Learning Forum to ensure a

more coordinated approach across the governance between Integrated Children's Services Partnership, Life Long Learning Forum and Aberdeen Works. The intention is following the development of the 2010-2013 Strategy that the work plan will be monitored and delivered across these three partnership replacing the need for a stand alone More Choices More Chances Partnership. The Education, Culture and Sports Service are embarking on work to ensure that there is a clear employability pipeline from the point of job experience in schools, post 16+ Learning Choices and onto the Aberdeen Works Pipeline. The skills audits carried out by the Aberdeen Works Partnership have been considered in the development of 16+ learning choices, particularly for those young people in the more choices, more chances cohort to ensure we match young people, skills development and local employment opportunities. In 2010, further work will be done to increase the number of local employers attending 16+ Learning Choice Jobs Fairs.

In July 2009, funding was successfully sought from the Scottish Government to establish 1.5 fixed term posts within the Integrated Children's Services Team to take forward the 16+ Learning Choices work stream. The 16+ Learning Choices Coordinator and 16+ Learning Choices Information Officer were appointed and joined the team in January 2010.

In August and September 2009, briefing sessions were carried out with all secondary and special schools (with secondary education provision) and Community Learning and Development. This led to the following programme of work being developed and delivered by December 2009:

- Operational briefings on 16+ Learning Choices, the Offers Process, a model for 16+ Learning Choice Teams in Schools
- Agreed 16+ implementation timeline for Aberdeen City
- A local eProspectus of all local providers of 16+ Learning Choices and support services for young people in need of more chances more choices to enable them to take up and sustain offers
- The establishment of 16+ Learning Choices Team in all secondary and special schools; Depute Head, Guidance Staff, Skills Development Scotland Carers Worker, Educational Psychologist, Community Learning and Development Officer supported by a member of the Integrated Children's Services Team).
- The development of named data sets for all schools for winter and summer leaver cohorts that included the school leaving date, social work involvement, looked after status and young offender status.

The 16+ Learning Choices Programme includes:

- Planning to ensure all young people approaching statutory school leaving age have a 16+ Learning Choice Offer in place in advance of their statutory leaving date
- Early identification of individuals at risk of moving into negative destinations prior to statutory school leaving age.
- Early assessment and support for young people for whom the Council has a corporate parenting responsibility due to their over-representation in the negative cohort statistics.
- Early assessment and support for young people with additional support needs due to their over-representation in the negative cohort statistics.
- Early assessment and support for young people engaged in offending behaviour due to their over-representation in the negative cohort statistics.

- Targeted approach for young carers who may be at risk of being in need of more choices more chances.
- The development of a school curriculum that supports the capacities and interests of all young people.
- Effective careers advice and guidance and targeted support, both from schools, colleges and other agencies to all winter and summer school leavers in advance of their statutory school leaving age.
- Provision of effective advice, guidance and support for those who have already left school to help them move towards and maintain positive destinations and achieve positive outcome and progress to the next step.

An assessment of the 2007-08 School Leaver Destination Report , Deprivation Index data and proportions of looked after children led to a target approach to implement 16+ Learning Choices for the winter leaver cohort in 2009 across 6 schools; Torry Academy, Kincorth Academy, Harlaw Academy, Northfield Academy, St Machar Academy and Cordyce Special School.

In preparation for the implementation of 16+ for the summer leaver cohort, the Integrated Children's Services Team were also able to visit Bridge of Don Academy, Hazlehead Academy and Dyce Academy in November 2009. Encouragingly, all three volunteered to progress early with 16+ Learning Choices for their Winter Leaver Cohort in 2009. Work is now underway to support all other secondary and special schools to implement 16+ Learning Choices for the Summer Leaver Cohort 2010. Specific assessment work at an individual level on all school leavers will be carried out to identify the key barriers that young people are facing, with a focus on those schools with higher numbers of young people in negative destinations. A similar assessment will take place with those schools with higher proportions in positive destination to understand the different challenges schools face and to share practice across areas where challenges are similar and particularly effective approaches have been identified as good practice in schools.

The More Choices More Chances Strategy Group in partnership with Aberdeen University are running planning consultation events with children's services staff across 4 ASG clusters in the City between 28th January and 4th of March. The events will also include evening sessions with children, young people and their families. The views will inform the development of local responses set out in the Aberdeen City More Choices More Chances Strategy and Plan 2010-2013.

In February 2010, Skills Development Scotland are leading a 16+ Learning Choices providers event in partnership with the Council to provide opportunities for young people to consider the options available and meet with professionals from local services, colleges, universities and the business sector in advance of their statutory leaving date to help them consider their options for learning pathways. To date we have 41 local organizations attending the event from the public sector, private sector and the third sector.

There is a commitment to work with local service providers, including those identified through the local Children's Services Network (ACVO) to develop information leaflets on 16+ Learning Choices for young people and their families. The team will be consulting with young people through the Aberdeen Youth Council before the information leaflets are published.

From April 2010, a 16+ Learning Choices Practice Forum will be established for all local partners to share good practice across the MCMC agenda. This will provide a systematic approach to sharing information, providing joint training and collating

information on barriers and challenges that need to be resolved through the National MCMC Forum or by the Scottish Government. The practice Forum will be split into two half days, the first half will focus on 16+ Learning Choices and More Choices, More Chances and the second half will focus on Looked After Children and the role of Designated Managers in School and the role of GIRFEC to support improved planning for these young people. A key focus for the first 4 practice forum will include any areas identified by 16+ Learning Choice Teams and early indications are:

- the need to share good practice for pre support for the more choices more chances cohort
- specialist services for children with disabilities and complex need and the potential for a shared services approach
- what works with looked after children and the role of GIRFEC planning for MCMC and LAC
- sharing practice to ensure we do not have any unknown destinations
- ensuring school recognize and record volunteering activities and develop formal systems to accredit, for example through ASDAN and Millennium Volunteering Awards

All services currently funded through the MCMC Strand of the Fairer Scotland Fund (FSF) were asked to submit a full evaluation to evidence the impact of their services on improving and sustaining positive destinations by the end of December 2009. This will ensure an evidence based approach to continued funding within the 2010-11 FSF allocations. Further decisions will be informed by the evidence of need set out in the 2010-2013 Strategy and Action Plan.

Recent data from Job Centre Plus shows that there has been a significant increase (75.7%) in the number of young people claiming Job Seekers Allowance. Aberdeen has had significantly higher numbers who claim JSA while young people tend to stay on JSA for significantly shorter periods of time. Skills Development Scotland (SDS) are working closely with the 16-18 year old age group and have relaxed the criteria for access to the Get ready for Work programme as well as the length of time young people can be supported. SDS are also working in partnership with other local training providers to deliver a new Targeted Pathways to Apprenticeships Initiative for those cohorts of young people. SDS are currently developing a Careers Essential pre employment programme to be delivered from March 2010 and targeting 16-19 year olds that have not taken up or dropped out of positive destinations post school. There are a number of targeted initiatives being developed in partnership with Job Centre Plus, including Backing Young Britain and the LOAN Team. Through the LOAN team to date, 43 jobs have been approved and will be targeted for young people aged 18-24. The 16+ Learning Choices Team will work closely with Aberdeen Works to further develop job opportunities for young people aged 18+ within the Future Jobs Fund programme. Further detailed analysis of this statistic is now underway across MCMC and Aberdeen Work Partnership and recommendation for urgent action will be reported in March 2010.

The Aberdeen City More Choices More Chances Strategy has been drafted in consultation with all key partners through the local More Choices More Chances Partnership. It is informed by a robust analysis of local data, including benchmarking across Scotland (through School Leaver Destination Reports) and an audit of local provision. It includes all actions raised through: consultation workshops held in 2007-08; the service mapping and future development options consultants report for the Aberdeen MCMC Partnership; and the recommendations

from the research undertaken by Barnardo's and Aberdeen Foyer on the specific needs of young people engaged in offending behaviour. The final stage is to include the views gathered during the January – March 2010 consultation events with local practitioners, children and their families. The final Strategy will be presented to the Education, Culture and Sport Committee on 15 April 2010.

The aim of the *Aberdeen City More Choices, More Chances Strategy* is to reduce the number of young people disengaged from learning before completing compulsory education by ensuring that robust processes and practices are in place locally to offer more opportunities for all young people to enter positive and sustained destinations in education, employment and training, providing targeted support to those young people in need of *More Choices, More Chances*. To achieve our aim requires continuous improvement across the following five critical success factors set out in the document:

- i) Improved management of information and timely, proportionate and appropriate information sharing;
- ii) Developing appropriate provisions to support young people under 16 to reduce the flow of young people moving into the *More Choices, More Chances* cohort;
- iii) Developing appropriate provisions to support young people post 16 to move onto positive and sustained destinations in education, employment or training;
- iv) Ensuring the right levels of planning for transition from school into positive and sustained destination based on individuals needs and additional support requirements;
- v) Developing an effective partnership infrastructure to ensure a coordinate approach that meets the needs of our young people and delivers best value for our citizens.

National research and local data shows that the two main factors that lead to young people moving onto negative destinations are educational disaffection and socio-economic disadvantage. The young people most at risk of being in need of *more choices, more chances* are identified as those:

- Young people living within the 15% most deprived areas of Scotland
- Targeted additional support for all schools with higher proportions of negative destinations
- 20% lowest attaining pupils
- Young people who persistently truant in secondary school
- Young people identified as having enduring, multiple, and complex additional support needs
- Young people with long term sickness, young people with disabilities, and those with lifelong debilitating illness
- Young parents
- Young Carers
- Young People who are 'Looked After' (at home or away from home) by the local authority and Care Leavers
- Young people engaged in offending behaviour
- Young people engaged in substance misuse

The local Strategy and Action Plan is being developed to ensure a whole system approach to the delivery of 16+ Learning Choices to all young people approaching school leaving age with coordinated support at the earliest opportunity for those

young people in the above mentioned target group to ensure we stem the flow of young people in need of more choices, more chances. This requires individual approaches to ensure the right choices and right chances are provided that meet the young persons need and enable them to take up the positive destinations of their choices, and more importantly ensure they can sustain those opportunities and progress onto life long learning and employability.

The performance indicators reported within the *Single Outcome Agreement* will provide clear evidence of how the Aberdeen Council system of education is supporting and enabling pupils into positive and sustainable destinations. It also provides important evidence more broadly, on how those organisations represented across the More Choices More Chances Partnership are contributing towards this agenda.

Table 4 - Single Outcome Agreement Baseline, Performance and Targets for MCMC⁵

Outcome Measure	Baseline (06-07)		07-08		08-09		Target 09-10		Target 2013	RAG	
	%	+/- %	%	+/- %	%	+/- %	%	+/- %	+	Status	
Increase the proportion of secondary school leavers in positive and sustained destinations	88.8	-	85.6	- 3.2	82.7	-2.9	87.9	5%	95	+12.3 From 08/09	Red
Increase the proportion of leavers from special education in positive and sustained destinations	54.5	-	51.4	-3.1	-	-	-	5%	80	+33.6 From 08/09 8	Red

In 2010, the Partnership will develop stretch targets for the following schools to increase the proportion of school leavers entering positive destination for young people in need of *more choices more chances*. These schools have also been identified as pilot areas for the implementation of 16+ Learning Choices for the Winter Leaver Cohort 2009:

- Northfield Academy
- Torry Academy
- St Machar Academy
- Harlaw Academy
- All special Schools
- Kincorth Academy

Further development of local data set provided by schools to Skills Development Scotland, development of the *SLDR* nationally and the development of more robust operational information as part of the *16+ Learning Choices Programme* will provide an opportunity for the *MCMC Partnership* to further develop quality indicators to provide a picture of process on a quarterly basis. These may include:

⁵ The Aberdeen City Alliance Single Outcome Agreement 2009

- % of all school leavers being offered 16+ learning choice 6 months in advance of leaving school
- Proportion of offers that are sustained for a period of 6 months or more
- Proportion of offers that lead onto stable employment opportunities

6:2:4 Additional Information

It is important to note that alongside this work there are a number of key developments that are beginning to have a positive impact to improve the services we delivery to young people in need of more choices and more chances. In particular, the Integrated Children's Services Team have been working with the Depute Head Teachers in school to support them to implement the recommendation in Looked After Children: We Can and Must do Better. During the last 18 months the services has:

- Established the Designated Manager (DSM's) for Looked After Children role in all school and residential establishments in the City, in most cases this is the same Depute Head with the lead for 16+ Learning Choices
- Trained 5 local officers from a range of practice backgrounds to deliver training to DSM's on the 'We Can and Must do Better Training Materials' from Scottish Government (106 sessions have been delivered to date and an analysis and evaluation is currently underway)
- Completed a consultation with Looked After Children and developed a DVD for elected members, managers and practitioners
- Develop more streamlined processes between the Children's Reporter and the DSM's to ensure schools know at the earliest opportunity when a young person has become 'looked after' by the local authority

The following table demonstrates that schools are making positive progress to improve the achievement of children looked after by the local authority and will continue to targeted support and resources to ensure we continue to demonstrate improved outcomes for looked after children as a target group within 16+ Learning Choices. As the Council takes forward the learning from the consultation and the work with DSM we will closely monitor the progress being made at an individual young person level and at schools and authority wide level to ensure we are meeting the objectives set out in our Corporate Parenting Policy. The new national reporting framework for improving the educational outcomes for looked after children will further enhance our local approach to self evaluation and practice improvement:

LAC Status	Achieving SQQF Level 3 in at least one subject					Achieving SQQF Level 3 in English & Math				
	2008-09	2007-08	2006-07	Variance	SOA RAG – 5% target	2008-09	2007-08	2006-07	Variance	SOA RAG 5% target
All Looked After Children	82.50%	71.20%	48.60%	33.9%+	Green	55.60%	40.70%	20.00%	35.6%+	Green
Children Looked After At Home	74.10%	70%	37.50%	36.6%+	Green	59.30%	30%	8.30%	51%+	Green
Children Looked After Away from Home	88.90%	71.80%	72.70%	16.2%+	Green	52.80%	46.20%	45.50%	7.3%+	Green

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8. BACKGROUND PAPERS

- Skills Development Scotland School Leavers Destination Return for Aberdeen City Council, December 2009
- Aberdeen City More Choices More Chances Strategy and Plan 2010-2013
- Research into the Unmet Employment, Education, and Training Needs of Young People involved in Persistent/Serious Offending Behaviours, Aberdeen Foyer & Barnardo's New Directions Project, Jennifer Lambert, Elaine Dunlop.
- Aberdeen City, More Choices, More Chances Partnership, Service Mapping & Future Development Options, Smart Consultancy and Eddy Adams Consultants, April 2008
- Scottish Government Evaluation of Aberdeen More Choices, More Chances Partnership, June 2009