



**Aim
High**

Lifelong Learning and Employability
Midlothian Council
Annual Report 2015/16



Lifelong Learning and Employability is part of the Education Service in Midlothian Council.

We support young people, adults and families to improve their life chances through the development of skills for learning, life and work.

We also work with key partners to implement initiatives such as Developing Scotland's Young Workforce, Positive Destinations and Employability.

Our offer

ACCESS TO LEARNING

The chance to get back into learning

IMPROVE QUALIFICATIONS

The chance to improve your qualifications

HELP WITH POSITIVE DESTINATIONS

Help towards a positive destination – getting a job, entering a training course, going to college or university or volunteering

LOTS OF DIFFERENT OPPORTUNITIES

Lots of different opportunities – youth work, adult learning, vocational training and work experience



Achievements - April 2015 to March 2016

4835

young people attended our main projects (260 more than 2014)

1016

adults attended our main projects

305

projects were provided, based in 12 different towns and villages across Midlothian

135

accredited projects led to 555 accreditations achieved

65

more young people have registered to vote through our targeted efforts

105

people with a disability received one-to-one support from us

Positive destinations and employability

Young people

Every young person in Scotland is entitled to help towards learning, training, employment or volunteering (a positive destination).

- We assist young people towards employment or learning through Youth Activity Agreements and a 1:1 targeted programme. **190** Youth Activity Agreement referrals led to **117** offers, of which **80** agreements

were taken up. **46** young people moved on to positive destinations: **26** in employment, **9** in employability training, **7** in further education, **3** in modern apprenticeships and one returning to school.

- We have supported **70** young people to secure a positive destination by means of our new pathways in: Child Care, Retail, College, Youth Work, Employability, Army, Sport and Leisure, Music and Rural Skills.

- Through our dedicated Programme for Alternative Vocational Education (PAVE), young people have achieved qualifications in: Canoeing, Animal Handling, Horse Care, Literacy, Practical Abilities and Wellbeing.
- Over **90%** of PAVE participants gained five or more qualifications and moved onto positive destinations: **25%** to activity agreement programme, **5%** into

284

local people from an ethnic minority took part in our opportunities

497

local people from areas of deprivation also participated in our programmes

200

young people have feedback to us on youth issues and we'll continue to address these

170

day and evening courses were provided, including 19 accredited courses

1420

adults attended our paid Adult Learning courses

20

young people attended our Programme for Alternative Vocational Education (PAVE)

employment, **35%** to college and **35%** to Employability Fund programmes.

- We support research into employability, with funding from Developing Scotland's Young Workforce. The results will improve young people's local work-experience opportunities, and inform employment prospects over the next ten years.

Adults with Mental Health Issues

- We have supported **36** adults with mental health issues to work towards gaining employment through specialist one-to-one and group work support. **77%** secured a positive outcome, including employment, volunteering or college.

Adults with Disabilities

- **105** people with a disability received 1:1 support in our STEM project, moving onto employment or training: **41** into open employment, **37** onto training or short courses, **26** into further education and **29** into volunteering.

The people behind our statistics

(All participant names have been changed)

Supporting adults: literacy, numeracy and language skills

Julie (24) attended our Adult Literacy classes to gain qualifications to help her apply for college courses. She successfully completed SQA Core Skills Communications units, and then progressed onto the Access to Arts & Humanities course at Newbattle Abbey College. She has recently been offered a place at Heriot Watt University on the Psychology with Forensic Science Degree course.

Marta joined our English for Speakers of Other Languages service (ESOL), shortly after she arrived in Scotland from Latvia. She attended regularly, with a short break to have her second child, and she improved her language skills to a level where she could apply for a college place. She was then supported by Progress through Learning Midlothian to complete an application for college and to secure funding. LLE Working for Families funding helped her to accredit her foreign qualifications. She has now secured a place on an HND course in Graphic Design.

Bill (51) was referred to our Adult Literacy and Numeracy service by his wife as she suspected that he had undiagnosed dyslexia, which made it hard for him to retain employment. He attended an Adult Literacy group

to help him cope with his dyslexia. Since attending the group, he has managed to both progress into and sustain two part-time jobs. Bill said: *"Coming to the group has made a real difference to my life"*.

Supporting adults: employability, work experience and vocational training

Margaret (57) was referred to the Community Work Placements (CWP) programme in September 2015. She had given up work nearly thirty years previously in order to raise her family as a single parent. She lacked confidence and ICT skills and there was a lengthy gap in her CV. Following intensive training, a work placement was secured to enable her to update her skills and gain a current employer reference. She was then delighted to be offered employment with her placement provider, and now enjoys an active work and social life with her colleagues.

Carol attended a six-week Care Academy course, gaining skills, work experience and qualifications in a range of care-related subjects. She had given up work ten years previously, due to caring commitments. She received Employability support and within a month of completing her course, she commenced employment

as a care assistant in a local nursing home.

James was referred to the Digital Inclusion Programme as he did not have the ICT skills or confidence to apply for jobs online. James said: *"I wasn't able to apply for work as I didn't really know how to use a computer, so I couldn't get off the first rung. The course showed me how to search the internet, update my CV, upload it to various recruitment websites and email it to different employers"*.

Supporting adults: learn new subjects and improve personal development

Mary attended our Adult Learning classes at Beeslack Community High School and achieved an 'A' pass in Higher Biology. Mary said: *"To you I am just a middle-aged woman having a bit of fun, but I cannot begin to tell you what that 'A' pass means to me. To date my life hasn't quite gone as planned, and after years of being criticised my confidence was rock bottom - but not anymore. Not only is my confidence through the roof, this should open some doors for me and enable me to achieve something with my life"*.

"I wasn't able to apply for work as I didn't really know how to use a computer, so I couldn't get off the first rung."

Supporting young people into employability

Morag is a young person with anxiety issues who joined one of our Employability programmes. She made good progress and gained a placement in admin in a youth organisation. Full-time admin work was too much for her to sustain, so we worked with her to find a future career that she would both enjoy and be able to fit around her home situation. She completed a second placement with the Council facilities team at a local primary school, which she loved, and has now gained employment.

Doug is a young man with dyspraxia and learning difficulties, who was referred to our service from Skills Development Scotland. He was unable to sustain his previous job as a kitchen assistant, so he was assigned a Key Worker who helped him identify possible ways to overcome the barriers. After four weeks' preparation, he enrolled on the nine-month Ready for Retail course which is run by a partnership of LLE, Borders College and IKEA. During the course, he also gained an SQA module in Communication Skills and had additional support with developing job-seeking skills. He now works 20 hours a week as a catering assistant in a local café.

Supporting young people back into education

Max is one of the young people in Midlothian who, for a variety of reasons, have not attended school for a period and have been offered the opportunity to attend our PAVE programme. Through this initiative, young people can gain confidence, as well as educational, vocational and employability skills. Max said: *"I had not been attending school since 3rd year as I was excluded from school for fighting as I kept losing my temper. Since I started PAVE 2, I really enjoy coming to it. I have qualifications in Maths, English, work experience and I'm now doing a work placement in a café. I have put my name down for the army pathway and a sailing trip (living and working on the sailing boat for a week). If it wasn't for them, I wouldn't be where I am now. Who knows what I would be doing!"*

Leah had experienced bereavement and substance misuse, and was in foster care. She joined one of our projects, Routes, from a local secondary school. This is a youth engagement programme, working closely with schools and aimed at assisting vulnerable young people. Leah participated in a group enterprise project, setting up a small business and ran stalls in the evening. She participated in

a substance misuse education programme at Midlothian Young People's Advice Service (MYPAS) and now volunteers in childcare. Leah is now back in school fulltime, and plans to apply next year for PAVE with help from Routes. Leah said: *"I wouldn't be going to PAVE fulltime without Routes. It helped me to see a new way of life. It helped me a lot".*

Supporting young people with their next steps

Jack had a poor attendance record at school and left without qualifications. Jack said: *"I'd not been in school for six months. School wasn't for me. I was doing nothing and didn't want to go back. The youth activity agreement workers put me in touch with Training Services and helped me to get qualifications more useful to me and better for my CV. I'm now doing a 13-week Employability course, helping me to become a mechanic. Had they not come along I'd still be sitting doing nothing, with no prospects, clueless what to do".*



Contact us to find out more and see what's on offer for 16/17.

Lifelong Learning and Employability

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