

Positive Destinations

Lose No One

Inverclyde Council

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Summary and Background

When Scottish Government first introduced the policy for young people Not in Education, Employment or Training in 2006 it made clear that Local Authorities should know their young people and support them on the journey from the post-school transition into the world of work. One of the main measurements was SLDR's carried out annually in September with a follow-up of the cohort in March. This had 3 negative destinations; not known, unemployed – not seeking and unemployed -seeking.

The MCMC Local Partnership agreed that we would adopt a zero tolerance approach to the 'not known' measure and branded this 'lose no-one'. It was then through discussions and actions from the partners that every possible way that someone could become 'not known' would be examined and subsequently addressed to ensure that we had a zero return. As part of this approach we also set out to minimise the number of young people in the unemployed and not seeking category, meaning that young people in a negative destination would then be in the unemployed and not seeking group. For each of these young people, support would be provided for them by a case worker from Skills Development Scotland (SDS) in association with partners.

Actions and Approach

The main elements of achieving this were the development of robust data systems, improved communication between the Local Authority and SDS, and also fully utilising staff from Inverclyde Council whose role was to operate in the community. This was primarily Street Mediators, Community Wardens and has latterly included Community Learning and Development staff.

As this approach has evolved we also now contact and ask departments in the council and specific partners to check the names of young people who have not been contacted in a certain period of time to ensure we work from all known data and all relevant staff with regards to the possible current status of young people.

Results

Greater and improved partnership working across Inverclyde at all levels from strategic to operational delivery. We have now achieved seven years of no 'not knowns' including the follow-up and have also achieved record results for Inverclyde in the SLDR's and most other measurements. We have also improved our work in the preventative element of transitions in the senior phase of school and believe we are heading in the right direction in the area of work.

This has resulted in an efficient and effective way of working that has proved sustainable in our operational delivery and has resulted in reduced costs outwith mainstream provision as we are identifying and meeting the needs of the young people more proactively.

How Do You Know It Worked?

For seven years we have not lost any young person in the measurement of SLDR's and therefore we know our young people and are better placed to support their needs on their pathway into adult life and employability.

Obstacles and Issues

Moving the thinking of certain professionals that it was unacceptable for the transition from schools to be fully managed and supported in a way that it had not previously been done. Scottish Government's unwavering commitment to this aim and young people has been instrumental in ensuring that the policy did not change or become diluted. Additionally, our local aims have not ceased to be a national priority.

Lessons Learned

Clear aims and objectives with buy-in at strategic and management level supporting staff in face-to-face delivery has been the key. The use of data systems has been the consistent support against a background of cuts and achieving improved results over the last few years has shown that targeted and focused work can deliver.

I do not think we would do anything differently because we have achieved the aim we set out to do and I do not believe we could have done this quicker or sustained this work if we had done it differently.

Next Steps

We have a clear pathway in what we want to achieve, we are becoming more proactive and therefore preventative in our work and this is the future sustainability of continuing to achieve what we need to for supporting our young people. The introduction and subsequent publications of the Annual Participation Measure has supported our continuous improvement work in Inverclyde and working with our partners in Skills Development Scotland.