About ENABLE:

ENABLE Scotland is the largest voluntary organisation in Scotland of and for children and adults who have learning disabilities and their families. We have a strong voluntary network with around 5000 members in 44 local branches and via individual membership.

Around a third of our members have a learning disability. ENABLE Scotland campaigns to improve the lives of people who have learning disabilities and their families and carers. ENABLE Scotland provides social care services to more than 2,000 people across Scotland who have learning disabilities or mental health problems.

ENABLE also delivers a range of programmes in schools and colleges across Scotland to support young people with additional support needs to make a successful post-school transition to a positive destination, for example our Stepping Up programme which is highlighted in the Wood report as an example of best practice. Please see Appendix A for a full list of all ENABLE Scotland's transitions projects.

ENABLE Scotland would warmly welcome the implementation of recommendations in the Wood report, particularly those relating to young disabled people, for example:

- Rec 33 – Tailoring career advice and work experience for young disabled people who are still at school to help them realise their potential and achieve their career aspirations.
- Rec 34 - Funding levels to colleges and Modern Apprenticeship training providers should reflect the cost of providing additional support to young disabled people, and age restrictions should be relaxed for those whose transition may take longer.
- Rec 35 – numbers of young disabled people in Modern Apprenticeships should be increased.
- Rec 36 - Employers should be supported and encouraged to employ young disabled people.
Questions:

1. **What is the scale of the third and private sectors' involvement in schools, in terms of improving attainment and achievement, and what is the appropriate dividing line between their role and the role of education authorities?**

   ENABLE Scotland, since 2009, have demonstrated that effective partnerships can be developed to both add value to curricular learning but also support transitions into employment from school/college. Working in 18 FE campuses and over 80 schools across Scotland, we have supported thousands of young people who have a learning disability to achieve positive destinations after their time at school or college.

   These partnerships have been funded through a mixture of grant-giving organisation funds, Skills Development Scotland programmes, ESF, Scottish Funding Council, collegiate SUMS and the local authority themselves. What has remained consistent though is our focus on engaging businesses, supporting work experience and ensuring transitions into employment - something that the school/college is unable to do in their existing delivery models.

   For example Stepping Up is ENABLE Scotland’s flagship schools service funded through Inspiring Scotland. We are based in schools across the country, taking referrals from teachers and education professionals and supporting young people aged 14-19 to take part in a comprehensive and individual employability programme.

   This includes various elements such as developing new skills/confidence, taking part in vocational training, person centred planning, reviewing options for transition, extended work placements, visits to employers/colleges and aftercare to ensure that the young person have moved to a positive destination and maintains it. In addition, we support approximately 40 young people with autism in schools in Dundee and Renfrewshire, funded by local authorities via the Scottish Autism Strategy.

   We consider that the roles and responsibilities of teachers/lecturers are necessarily distinct in our projects. They are responsible for planning and ensuring educational attainment, safeguarding and support for learning in one place of learning. This is a distinct skills set from our staff, working with businesses in the community, supporting workplace learning and negotiating employment.

2. **Whether their approaches have been particularly successful in improving achievement and attainment for school pupils. If so, whether their methods could be more embedded in the curriculum.**

   ENABLE Scotland’s Stepping Up programme has, since 2009, engaged with 743 young people, with 689 making a positive destination after school (93%) - 175 entered employment, 119 secured vocational training outcomes and 395 went into FE.

   In order for the outcomes of the Wood Report to be implemented effectively, education authorities must make an appropriate allocation of resources to coordinate with local businesses and support effective workplace learning. This will require either a fundamental redesign of the teaching staff roles or dedicated resource to support partnerships with existing local employability pipeline provision.
3. **Is the full potential of the third and private sectors in helping to improve children's attainment and achievement being realised?**

Across all local employability partnerships in Scotland, employability provision for people who have additional support needs is provided predominantly and most effectively by voluntary sector organisations.

Access to Modern Apprenticeships for young people who have disabilities is extremely low at less than 1%, something Skills Development Scotland are turning to the voluntary sector to resolve.

Through effective use of the Wood report outcomes and implementation of its recommendations, Partnership Matters legislation and links with employability pipelines, effective working can be established between schools and voluntary sector organisations for the benefit of young people who have disabilities.

4. **How successful have schools been in reporting on pupils' wider achievements (i.e. not just examination results) such as those the third sector helps to deliver?**

ENABLE Scotland programmes have been incredibly successful in ensuring pupils and students who have a learning disability not only achieve positive destinations after school/college, but make meaningful transition into vocational training or work.

In doing so, we have contributed significantly to Opportunities for All outcomes across Scotland and been instrumental in the redesign of collegiate skills courses for students with additional support needs at a time of national reform.

Unfortunately, the progression of young people with additional support needs from school or college is not effectively measured or reported on locally or nationally, something we feel is critical to demonstrating progress and sharing effective practice.

5. **Given the strong policy focus on the early years, whether the third and private sectors have been able to work equally effectively with pupils of all ages.**

As noted in the answer to Q.1 above, ENABLE Scotland has been able to effectively support thousands of young people who have a learning disability to achieve positive destinations after their time at school or college.

**For more information contact:**

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APPENDIX A

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16+ Learning Choices

In addition to our Stepping Up programmes, we also manage Activity Agreement coaches within North Lanarkshire council’s 16+ Learning Choices team. We engage pupils with learning disabilities who are determined as having no likely positive destination six months prior to leaving school. Engaging with them and their families, we support them to develop the skills and confidence required to engage with training, education or employment. We represent an expertise within this citywide service and support 30 clients annually.

Transitions to Employment (T2E)

This is our college based project, operating in 12 colleges across Scotland (Kelvin College, New College Lanarkshire, Fife College, SRUC, City of Glasgow College, Borders College, West Lothian College, Kilmarnock College, Forth Valley College, Aberdeen College, Dundee College and Perth College).

Our staff are part of the team in the college, taking referrals from the Support for Learning department and supporting students to plan for and implement an exit plan from further education. This includes a number of elements such as work placements, job search, marketing the person to local employers, benefits advice and guidance and one to one training and mentoring. The client group for this project are people who have learning disabilities or additional support needs.

Skills Development Scotland Employability programme

We offer the new Employability programme that is funded on an annual basis by Skills Development Scotland. From April 2014, we will offer a service for young people who have learning disabilities aged 16-24 in Edinburgh, West Lothian, Aberdeen, Angus, South Lanarkshire, Stirling, East Renfrewshire, Renfrewshire, East Dunbartonshire, West Dunbartonshire, South Lanarkshire, North Ayrshire, East Ayrshire and Glasgow. Each person receives skills for training and work experience for approximately 13 weeks before moving on to employment. Each year we support approximately 200 young people.

We also deliver a specific vocational skills service in Glasgow, South Lanarkshire, Renfrewshire, West Lothian, East Ayrshire and North Ayrshire. The client group are mainstream job seekers who are longer term unemployed and wishing to training for a career
in the care sector. As a major social care provider we are able offer work experience placements and jobs within our own organisation. Each year we support approximately 50 people to train for work.

**Employer Recruitment Incentive for Targeted Young People**

We offer £1500 and bespoke support to employers recruiting a disabled young person (16-24) for more than 16hrs a week as part of Skills Development Scotland's wage incentive scheme. We are offering this across Scotland as part of Open Doors Scotland, a pan-disability consortium of RNIB, AoHL, Capability Scotland, SAMH and the Lennox Partnership.

**Certificate for Work Readiness capacity building**

We are leading on the development of the CWR for people with additional support needs, an exciting new accredited qualification for Scotland’s young jobseekers – developed in partnerships with SQA and Skills Development Scotland.

Additionally, we are developing an accessible training package for the Introduction to Workplace Skills for people with additional support needs at school or college.

**Community Jobs Scotland**

We deliver a small proportion of SCVO’s contract for this Scottish Government initiative for mainstream young people who are becoming long-term unemployed. This follows on from the UK governments Future Jobs Fund programme which was abolished by the coalition government. This is a very successful programme which gives young people 6 months paid work. We employ young people within our own organisation in a range of areas including social care, administration, finance etc and support them to look for a job during their time with us. Each year we recruit about 40 young people onto this programme.

**NB - Schools partnerships operate in:**

Edinburgh, Angus, Dundee, North Lanarkshire, South Lanarkshire, Renfrewshire, East Renfrewshire, Glasgow, West Dunbartonshire, Inverclyde, East Ayrshire and North Ayrshire.

(In addition to the above, ENABLE Scotland also runs a number of other supported employment services and 2 social enterprises – Darling’s Coffee Shop in Arbroath, Angus and Knightswood, Glasgow and Hazeldene Horticulture in North Ayrshire.)