

**ANNUAL REPORT 2024**

Programme: Moving On, Moving Up – (phase 2)

**Brief summary of the key activities we've undertaken**

The activities incorporate the core skills employers are looking for as well as the softer

skills such as listening, speaking, creativity, staying positive, aiming higher, leadership

and teamwork. Providing training and employment opportunities for young local

residents provides a number of benefits. The activities recycle money in the local

economy by providing jobs, it reduces antisocial behaviour by engaging with and

occupying disaffected young people. The activities will bring a sense of social

responsibility and increase inclusion and empowerment. Increasing the business

activity, trading and commercial viability of the community area as well as

empowering young people with business skills. ASDAN offer imaginative ways of

developing, recording and certificating a wide range of young people’s personal

qualities, abilities and achievements, as well as introducing them to new activities and

challenges. All the programmes link to nationally recognised qualifications, which

contribute to performance tables.

**How we have you involved people in developing and delivering your activity?**

At the end of every session we ask for feedback from the young people and on the

completion of the Employability Module they complete a self assessment checklist

and we use these to determine if outcomes were achieved for the young people.

At the end of the module we also discuss the Module, pros and cons, future

development,

Improvements, what worked well and we use this to develop and improve the

activities we deliver.

Although the face to face Employability Skill Programme is still very relevant we have

had a big response from young people leaving school (referrals) who are looking to

gain a qualification and work-based activities which the Short Course can provide.

Through feedback from our 2023 Cohorts, we had introduced the ASDAN Short

Courses which are flexible, portfolio-based programmes, designed to accredit up to

60 hours of activity and skills development.

The Short Courses will be delivered through e-learning, or face to face including but

exclusive to the following courses: Sports and Fitness, Gardening, FoodWise and

Environmental.

The feedback from 2024 Cohorts is to increase this range of activities and we now

offer the following.

**How have we built on people’s strengths?**

The young people we are working with have been disengaged at school, attendance

at school was low and they lacked confidence in their own abilities. We are also

working with young carers, young parents, young people who have turned 16 and left

school without any suitable qualifications for future positive destinations.

What the Academy programme has done is to provide a safe, welcoming and informal

environment for young people to learn at their own pace and without any pressure.

Through our Academy learners have shown growth in maturity and confidence. Pupils

who attended also displayed improved attendance in school, particularly those who

had very poor attendance would always appear on a Tuesday and Friday to attend the

programme.

The young people gained two recognised awards from both the Employability and

Short Course Modules which will undoubtedly help their chances of achieving a

positive destination.

The Academy was able to give the young people increased confidence in their own

abilities, an awareness that they can achieve anything with the correct focus and it

also allowed the young people to overcome their anxiety within a group context.

We also provided clear links and a planned destination for those who had completed

the Short Courses in terms of volunteer work and also in some cases work experience.

**Connections we have you had with other organisations?**

The Academy delivers the ASDAN suite of programmes and is an ASDAN

Registered Centre.

The Academy is working directly with Secondary Schools in Stirling, and we have

managed to work with many more schools which was one of our targets from Year 2,

to open up the courses to as many people as possible across the Forth Valley.

In Clackmannan we are still working closely with Forbes Maginnis (Virtual

Headmaster) and Catriona Scott (Senior Manager Education Clackmannan Council)

who continue to open doors at the Secondary Schools for the Academy. The pipeline

after the Modules are completed is still to point the young people in the direction of

SDS (Clackmannan) and the Jobcentre.

We have recently received funding from NOLB and this is to employ a Project Co-

Ordinator for 15 hours per week who starts on the 26th November 2024.

The role will involve mentoring, next steps and ongoing support for the young people

to the young people engaged on their provision. The role will be working with young

people aged 16 – 24, stage 4 and 5 of the Stirling Council Employability pipelines

providing opportunities for employment, volunteering, work experience or onto

further education.

Part of the role will also be to engage, maintain and develop working relationships

with partner organisations, other providers, 3rd Sector organisations, Secondary

schools, Colleges, Learning and Employability Team, Stirling Council, Falkirk Council

and Clackmannan Council as these links will be of benefit to our young people taking

their next steps to positive destinations. Over the past five years we have established

a strong core base of organisations and individuals who we work with.

We continue to work with CTSi in Clackmannan, Tracy Duff from SV Enterprise, Lisa

Steele from Schools, Learning & Education (Stirling Council), Andrew McCool,

Opportunities for All Coordinator Schools, Learning and Education at the Stirling

Council Gordon Wright plus Lynn Hadden, Learning and Employability Stirling Council.

The Academy is also working with Lyndsay Reynolds at St Modans High School; Claire

Younger, Social Worker Children with Disabilities Team at Stirling Council; Naomi

MacPhail Outreach Teacher Stirling Council, DYW Co-Ordinator at Dunblane High

School, Fiona at Balfron High School and Val Bjerland, Care Experience Outreach

Teacher (Secondary)

The Academy still has Scottish Spots Futures (SSF) in to deliver a module on Wellbeing

around motivation and Kirsty from Daisy Stirling has also continued to deliver 1 st Aid

courses.

All three of the sessional workers from last year who we had from the University are

still with us and have taken on a more responsibilities in delivering the Employability

Skills Development programme, both as Tutors and Mentors for the young people,

whilst Tony has worked on the Short Courses Delivery.

The new Project Co-Ordinator will also start to deliver the Short Courses after her

training with ASDAN on the 14 th December 2024 and will provide support for the

sessional workers.

**What difference are we making?**

S4 Pupil (was going to leave school in January 2025)

He found himself having to relocate to another Secondary School when his

parents moved to another town. Marcus by nature is introvert who is struggled to

make friends and by his own admission did not ‘fit’ in. He is on a reduced timetable at

school as school is not really for him but he has a passion for animals especially

reptiles and spiders. So subjects which like Biology he enjoys although he struggles

when it comes to exams.

We were contacted by the school through the DYW Co-ordinator and I met up with

him and showed him the Animal Care Short Course through ASDAN and he

immediately said yes to starting the programme. He has been absolutely

brilliant, is working his way through the all the Modules and it has been so rewarding

to see a young person develop his knowledge and confidence. We have arranged for

him to volunteer at a local Veterinary Clinic and he also volunteers at a shop in

Falikirk which specialises in reptiles which he organised by himself.

He now has new goals and is looking at further education or he might stay on at

school if he cannot find a course which suits him.

He has become a fabulous Ambassador for us and we have had another three

young people starting the Animal Care Short Course from his direct recommendation.

*Update from Forbes Maginnis Virtual Headmaster Clackmannan*

CMS Leadership Academies (ACTS Scotland) has partnered with the

Clackmannanshire Virtual HT now for around 15 months, and have so far delivered 8

academies.

Almost 70 young people have benefited from this targeted intervention, supporting

enhanced confidence and self-efficacy.

Around 40 of the young people have either been non-attending or very low

attendance at traditional school due to emotional wellbeing, mental health or

complex family circumstances. Almost all young people have completed the course,

leading to a Level 3 Employability Award with 12 individual mini-units that are

recognised by colleges and employers.

It has expanded to include a First Aid Qualification delivered by Daisy First Aid, as part

of the programme. Around 40 young people have achieved this.

Throughout the programme, young people are visited by Skills Development Scotland

which supports next steps and development of pathways to employment.

In the first Cohort, 5 of the 8 went from no plan to having a positive and sustained

destination, 3 returned to school having been non attending and then subsequently

had a positive destination thereafter.

An analysis of attendance with a group of S3 boys and Alloa Academy showed a 10%

increase in attendance across a two term period, this was identified by the depute

headteacher and shared with Education Scotland as part of their inspection of the

school.

Students from Alva Academy completed the program and then went on to undertake

an experience with the Scottish fire and rescue service. These pupils, at that point,

were not attending school but subsequently returned to school as part of a planned

approach alongside the virtual headteacher.

Currently, we are working with a group of S1 students who lack confidence and are

seeing an attendance of 70% at school. The present group at the Academy is

currently at 90% attendance and they report, verbally, increased confidence.

The program has also supported Clackmannanshire leavers. Almost all young people

in S4/5 who have completed the Academy have a positive destination.

This programme is having significant impact for our YP

**What have we learnt from our activity this year?**

The success we have had and the impact the Academy has had, continues to humble

us as there is such a need for young people to be heard, consulted and directed to

positive destinations.

Our decision to move from Education Through Cashback (ETC) modules to ASDAN

qualifications and Certifications continue to be justified with the buy in from the young

people.

The confidence gained by the young people has been inspiring and is humbling to see the

development of young people to positive destinations

With the young people we are working with we needed to create an environment which the

young people feel safe in and would be happy to participate in an informal setting as far

removed from a school setting as possible.

One of the challenges with the young people was ensuring they got to as many sessions as

possible especially with those young people whose school attendance was poor as there

was a minimum requirement to gain the Certification. Creating the correct environment

has ensured that the young people have come back on a regular basis and there were not

many drop offs.

Once we have completed the Employability Skills Development programme it was pleasing

to see the number of young people who were then interested in doing Short Course

training specific to their area of interest.

What we have also learnt is that the young people do not like it if teachers drop in

unexpectedly whilst on our programmes. There is marked change in atmosphere and the

young people then withdraw into themselves, and the session becomes challenging. We

have had to speak to certain schools about dropping in unexpectedly as it effects

the flow of our session (Fortunately this did not happen as often in 2024).