



**CREATING
A FAIRER
SCOTLAND
HELPING
YOU FIND
YOUR JOB**



**The Scottish
Government**
Riaghaltas na h-Alba



Introduction

This booklet is designed to support a public conversation, **taking place until 9 October 2015**, on how we shape future employability services in Scotland to help unemployed people find work. It describes some of the successes and challenges in Scotland today and offers a few ideas on how we could shape employability services to ensure that everyone has the opportunity to succeed in the workplace.

What's changing?

From 1 April 2017, Scotland will have the power to design and deliver its own employability services for disabled people and those at risk of long-term unemployment. We know that these services are of vital importance not only to those who will be directly supported by them, but to the country as a whole as we strive to create an inclusive, fair and prosperous Scotland.

We will deliver a **Scottish Approach** to helping unemployed people find work.

We are working to develop our own Scottish services to replace the UK Department for Work and Pensions (DWP) Work Programme and Work Choice. This is our opportunity to develop a Scottish Approach to

helping unemployed Scots find sustainable and fair jobs, regardless of the specific barriers they may face.

We know that building a more competitive economy and a fairer society go hand in hand.

Employability services can make a significant contribution to this agenda so it is right that we now take a fresh look at employment services in Scotland. This is our chance to put the support in place for people the length and breadth of Scotland to help them make the most of their skills and potential.

Employment rates

- 74.3% of working age people in Scotland are in employment
- An estimated 152,000 people in Scotland are out of work and actively looking for a job



Female employment

- The female employment rate is 72.2% in Scotland, above the UK rate of 68.7%
- The female employment rate trails the male employment rate which stands at 76.4%



Youth employment

- There has been an increase in young people in employment over the last year
- Youth unemployment still remains above pre-recession level of 11.8%
- Young people account for 40% of all adverse sanctions decisions in Scotland



Disabled employment rates

- The disabled employment rate has increased by 2.0 percentage points over the year to Jan-Mar 2015
- The disability employment rate is 43.9%, compared to 80.9% of non-disabled people who are in employment
- Disabled people receive around one-quarter of all benefit sanctions



Get involved

**What's your
experience of the Work
Programme?**

**What support do you
need to find a job?**

**Why not share your views at:
www.employabilityinscotland.com**

 **@EmployinScot**

#employinscot #fairerscotland

www.surveymonkey.com/r/employinscot

**Or if you prefer, you can write to us via email at
EmployabilityinScotland@scotland.gsi.gov.uk**

**How can we encourage
unemployed people
to participate on
employability training
programmes?**

**How can we ensure
that jobs are fair?**

**What's your experience
of Work Choice?**

**What already
works well?**

**What could
be improved?**

**What barriers do
you think unemployed
people face in finding
a job?**

**Are there specific
groups of people who
need additional support
to get into/return
to work?**

We are committed to ensuring as many people as possible can take part in this conversation. If you have ideas on how we can make the process more accessible, such as providing materials in a different format or language, please get in touch via one of the channels above.



**The Scottish
Government**
Riaghaltas na h-Alba

© Crown copyright 2015



This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3 or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.gov.scot

Any enquiries regarding this publication should be sent to us at
The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

ISBN: 978-1-78544-557-6

Published by The Scottish Government, August 2015

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS54328 (08/15)