

Young Person's Guarantee Implementation progress report July 2021



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Young
Person's
Guarantee

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Young Person's Guarantee - key activities

£60m funding to provide 18,000 valuable opportunities for young people between November 2020 to March 2021, including:

11,000 opportunities through local partnerships 

1,400 new apprentice pathways 

 **5,000** additional places in college

Support for 1,300 16 and 17 year olds

from Inspiring Scotland, the Princes Trust, Barnardo's, and Action for Children Consortium.



As of the end of June 2021 there are **88 employers formally signed up, offering 2629 opportunities.**



There were 18,655 new Modern Apprenticeship starts in 2020/21.



3 employers are providing industry leadership:



Sandy Begbie
(chair of the Implementation Group)



Melanie Hill
(chair of Employer Advisory Group)



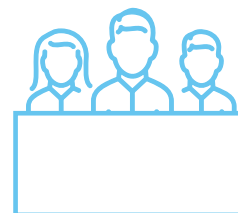
Graeme McEwan
(chair of Communications and Marketing Advisory Group)

Web portal and branding launched.



Employer Recruitment Incentive Framework published.

Young Scot Leadership Panel established with 21 young people



16 employers are representing their sectors on the **Employer Advisory Group.**



Equality Action Plan and Children's Rights and Wellbeing Impact Assessment published.



£70m committed for 2021/22 to provide more opportunities for young people.



Ministerial Foreword

Young people play a vital role in delivering our ambition for Scotland. We want to create a more successful country, by supporting young people to achieve their potential and reduce inequality. We are committed to supporting them to make their contribution to sustainable and inclusive growth, as well as a better and fairer society. The Young Person's Guarantee is one way in which this can be achieved and I am grateful to Sandy Begbie for his continued efforts in playing a pivotal role to implement a Young Person's Guarantee for Scotland.

The last 16 months have been exceptionally challenging and although no one has been left untouched by the pandemic, there is no doubt that younger people have faced difficulties. We have seen the employment rate for young people fall to its lowest level since the Annual Population Survey began in 2004, and we further know that young people are more likely to be supported through the Coronavirus Job Retention Scheme. While working to address these impacts is absolutely necessary, I have also been clear that the Young Person's Guarantee will not be a short-term intervention in response to COVID-19. Following Sandy's valuable direction, the Scottish Government officially launched the Young Person's Guarantee in November 2020 and we have been working with a range of partners to deliver on our shared ambition. It is clear that we must work together to ensure that every person between 16 and 24 has the opportunity of a job, apprenticeship, further or higher education, training programme or volunteering.

Young people themselves have responded well to the challenges of the last 16 months often demonstrating great flexibility, ingenuity and resilience. So too have our teachers,

lecturers, trainers, key workers, delivery partners and employers. However, it remains crucial that we continue to build on this, by providing a range of opportunities.

We have started from strong foundations with the Developing the Young Workforce programme, which is designed to strengthen partnerships between education, employers and the skills system; collaboration with local government; services from Skills Development Scotland (SDS); and, world-class universities and colleges. In our First Steps¹ publication, we outlined what immediate action needed to be taken to deliver on our commitment to young people, reiterating our promise to tackle youth unemployment and improve the lives of young people. Building on our significant core investment to the various component parts of the Young Person's Guarantee, we are also investing an additional £70 million to support:

- local partnerships to provide training and employer recruitment incentives;
- colleges to deliver around 5,000 more short, industry-focussed courses;
- the continued rollout of new School Coordinators through Developing the Young Workforce; and,
- a new graduate internship scheme, increased volunteering capacity and third sector programmes.

I am delighted to say that we have delivered on those commitments and I am grateful to all partners and stakeholders who have played their part in making this happen. However, it is only through our continued, collaborative efforts that we will make the enduring and sustained changes to the landscape for young people that will help them to achieve their potential.

There is a range of other exciting work underway, with a number of key milestones to be achieved over the coming year. This publication is accompanied by the Key Performance Indicators, which as part of the broader Measurement and Evaluation Framework, will support our understanding of impact of the Young Person's Guarantee across a range of economic, education and equalities outcomes. I look forward to welcoming Grahame Smith's final report from the Career, Information, Advice and Guidance Review, due at the end of the year, which will help shape future improvements to these crucial services. The Young Person's Guarantee will continue to be driven by the needs of young people, which is why we are working with Young Scot and partners to take forward the Leadership Panel. The Panel will help shape the future direction, ensuring youth engagement and leadership are embedded in the implementation and future decision making.

As we move forward, the Young Person's Guarantee will look to provide a synergy between young people, employers and providers with the skills needed for Scotland's future, including an inclusive and environmentally focused economy as we work towards our net zero ambitions. However, getting young people into work and retaining jobs are not enough. The guiding principles of fair work are central to the Young Person's Guarantee and our economic recovery, and they must be a hallmark of our wellbeing economy. Employer engagement has been built around five commitments, which have been developed in partnership with business, ensuring challenging but proportionate commitments to improve the lives of young people. The recent OECD review of Curriculum for Excellence² acknowledged efforts to promote and develop vocational education, including strengthening partnerships between schools, colleges and employers to cater more efficiently to learners' needs, linking with the needs of the economy. Whilst much has been

achieved, there is undoubtedly more to do as we develop a progressive skills and careers agenda for young people.

In this parliamentary term, we want COP26 to leave a legacy of green opportunities, and will use this opportunity to connect young people with nature based employment or education. Similarly, delivery of the Young Person's Guarantee will support more young people, particularly young women, to pursue careers in farming and land management. I am also fully aware of the need to continue our strategic collaboration with local government to share best practice and strengthen local partnerships delivering the Young Person's Guarantee right across Scotland. This is in addition to working closely with our partners in further and higher education in continuing to create valuable opportunities in our colleges and universities. It is crucial to ensure that equality and inclusion remain central to the Young Person's Guarantee, which have been recognised by the interconnected principles and policies, and provides a framework to support those who need it most.

This publication sets out in more detail how the recommendations within *Youth Guarantee - No-One Left Behind: Initial Report*³ have been taken forward, and what the key next steps are for delivery. The initial report successfully outlined the approach we need to take as partners to ensure that young people can realise their potential through the Young Person's Guarantee. It is inspiring to see that this ambition is shared right across Scotland, and I look forward to continue working closely together to deliver a real and lasting impact for our young people.



Jamie Hepburn MSP

Minister for Higher Education and Further Education, Youth Employment and Training

2 Scotland's Curriculum for Excellence: Into the Future | en | OECD

3 Youth Guarantee - No-one Left Behind: initial report - gov.scot (www.gov.scot)

Foreword from Sandy Begbie

Since writing *Youth Guarantee - No-One Left Behind: Initial Report*⁴ almost a year ago, I have been struck by the level of support for the Young Person's Guarantee and heartened to see the difference it is making. The report was heavily influenced by my own story, including the opportunities that were offered to me by others. We know more about the impact of the pandemic on young people, as well as the economy, and I believe now more than ever that implementation of the Young Person's Guarantee is imperative if Scotland is to make a difference for its young people.

My ambition and that of the Young Person's Guarantee, is that all young people must be treated fairly and supported to achieve their potential. This has driven the central tenet that we will GUARANTEE every young person aged between 16 and 24 in Scotland, the opportunity, based on their own personal circumstances and ambitions, of a job, apprenticeship, further or higher education, training programme or volunteering. In order to do that, we must continue to work in partnership to align and simplify the offer to young people and support their transition to a valuable opportunity, which for many will shape their future. By working towards implementing the suite of recommendations, we can see tangible progress in achieving the ambition and principles set out in the initial report. This publication captures what has been achieved, as well as identifying the areas where there is still more to do. Indeed the level of transformational change required for the employability landscape cannot be delivered instantaneously. It can only be delivered by a long-term commitment, of which these are the first steps.

I also made clear in my report last year that the Young Person's Guarantee is to be the umbrella that sits above ALL programmes for young people; the simple journey for young people regardless of their circumstances and background. As well as helping young people to achieve their potential, the Young Person's Guarantee plays an important role in economic recovery, improving connections between young people and opportunities. Unemployment has a deep and lasting impact on individuals, society and our economy, and it is crucial that young people are connected to the economy and our shared growth and wellbeing. The response to the pandemic has been a catalyst for the Young Person's Guarantee but it is fundamentally about creating a more sustainable, simpler and effective employability model for our young people for years to come. Undoubtedly this multi-year approach can only be achieved by working in partnership to realise that change.

There is much good work underway across Scotland, and I have been excited to hear about how employers are positioning themselves and their opportunities to young people as attractive and transformational. Whilst there is much that can be improved, we must not lose sight of the good practice that exists – our challenge is to make good practice normal practice as we deliver our commitment for Scotland's young people.



Sandy Begbie

Chair, Young Person's Guarantee
Implementation Group

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Executive Summary

Following on from the recommendations within *Youth Guarantee - No-One Left Behind: Initial Report*⁵ and through enhancing existing interventions, substantial progress has been made. Most notably:

- An Implementation Group has been established which meets regularly to advise on issues relating to delivery;
- The Group developed a Young Person's Guarantee Activity Plan⁶ to set out the high-level activities required to support implementation;
- We have published a national Employer Recruitment Incentive (ERI) Framework⁷ and provided funding to support young people into sustained employment and employers to create jobs and apprenticeships for young people;
- A short time-bound £15m Apprenticeship Employer Grant was introduced to encourage employers to take on Modern or Graduate Apprentices, or to upskill their existing workforce;
- Enhanced support for Adopt an Apprentice and the Apprentice Transition Plan to support Modern and Graduate apprentices;
- We have been working closely with employers to develop '5 Asks' so that they can clearly demonstrate what they will do to support young people, with employers such as BAE Systems, ScotRail, Scottish Power, Morgan Stanley, Barnardo's, Prince's Trust, SCVO and others committing;
- Young Scot and partners are ensuring a co-design approach is taken with young people and Young Scot have established a Young Person's Guarantee Leadership Panel to support this;
- Advancing equality and inclusion will be central to the Young Person's Guarantee, and so we are working with partners to deliver on commitments set out in our published Equality Action Plan⁸;
- We have provided funding to Volunteering Matters to create additional volunteering opportunities in three local authority areas;
- Funding has been provided so the college sector can engage 5000 students in shorter, industry focused opportunities in 2020/21;
- The 'DYW Futures' review is underway to further streamline the DYW programme and align it to the Young Person's Guarantee;
- Skills Development Scotland are leading on a collaborative, system-wide review of careers information, advice and guidance; and,
- Work continues to develop the Measurement and Evaluation Framework, which will underpin our understanding of how the Young Person's Guarantee is working for young people.

5 Youth Guarantee - No-one Left Behind: initial report - gov.scot (www.gov.scot)

6 <https://www.gov.scot/publications/young-persons-guarantee-phase-1-activity-plan/>

7 <http://www.employabilityinscotland.com/partnership/local-employability-partnerships/employer-recruitment-incentive-framework/>

8 <https://www.gov.scot/publications/young-persons-guarantee-activity-plan-phase-1-eqia-equality-action-plan/>

While it is important to recognise progress made, there remains a power of work to be done. We, along with our partners, will continue efforts towards ensuring that the ambition of the Young Person's Guarantee is delivered on. It is vital that our early success is maintained throughout the next parliamentary term. In November 2020, the Scottish Government made £60 million available to support new and enhanced opportunities and we are building on that with a further £70 million investment in 2021-22. This investment is creating more opportunities for young people in addition to our significant investment in schools, colleges, universities and apprenticeships. This funding will help to generate approximately:

- 11,000 opportunities for young people through local partnerships. We are also working with local partnerships to develop proposals for utilising the £45 million to provide additional and enhanced opportunities;
- 9,000 additional places in college, including short, industry-focussed and fast track courses aimed at supporting young people to progress into positive outcomes;
- 2,600 opportunities for vulnerable and care experienced young people from Inspiring Scotland, and from the Prince's Trust, Barnardo's and Action for Children Consortium;
- Up to 500 graduate level placements of between 6 and 12 months to support progression into sustainable, graduate level employment;
- 110 additional formal volunteering opportunities, which will provide young people with experience of the working environment, as well as the confidence and skills to move towards paid employment;
- 288 DYW School Coordinators to enhance employer-education engagement, particularly in the senior phase and with a focus on those furthest away from the labour market; and,
- 1,152 opportunities for disabled young people through expanded provision of Enable Works, to provide specialist support to disabled young people as they transition into the labour market.

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Progress on Implementing Youth Guarantee - "No-One Left Behind": Initial Report

The table below provides updates on progress made against the initial recommendations for a Young Person's Guarantee⁹, and the variety of work that is being collectively undertaken by Government and partners towards fulfilling these recommendations.

These recommendations are further directly linked to the different workstreams set out in the Young Person's Guarantee Activity Plan¹⁰ which groups and sets out the range of activity to be delivered on to support implementation.

1. The Young Person's Journey

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>1. Make it easier for young people to understand their learning and career choices at the earliest stage and providing long-term person-centred support for the young people who need this most. SDS should be asked to consider how best a career advice service could operate from early years right through until a young person enters employment.</p>	<p>On track.</p> <p>SDS are now leading on a collaborative, system-wide review into careers information, advice and guidance to bring together the views and experiences of young people, parents, employers, teachers, and experts. A report of the findings is due to be published by the end of 2021. A Programme Board has been established to take this forward building on the existing careers strategy.</p> <p>The Young Person's Guarantee website launched in November 2020. Audience web insight and the next phase of the website is underway. A Communications and Marketing Strategic Group has been also established to advise and support activity. We also continue to work in partnership to take a coordinated approach to communication and marketing activities.</p>	<p>1.4 Career Advice Model</p> <p>1.1 Communications and Engagement</p>

⁹ <https://www.gov.scot/publications/youth-guarantee-no-one-left-behind-initial-report/>

¹⁰ <https://www.gov.scot/publications/young-persons-guarantee-phase-1-activity-plan/>

1. The Young Person's Journey

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>2. Work should start immediately on mapping the Young Person Journey for the Guarantee.</p>	<p>On track.</p> <p>Young Scot have established a Young Person's Leadership Panel with diverse representation. The Panel will maximise the vital role young people play in shaping the Young Person's Guarantee.</p> <p>To date, the Panel has identified priorities in order to inform what young people want to see. These are: decision making and governance; accessibility and inclusion; poverty and low-income households; urban and rural; conditions; guidance and support; and, awareness and communication. Young Scot have drafted a second phase proposal which sets out the areas of work the Panel will undertake in order to support development and implementation over the next year.</p> <p>In addition, SDS are hosting a series of mapping workshops with the Department for Work and Pensions (DWP), local authorities and the third sector on behalf of the Scottish Government. The aim of the workshops is to develop a system map focusing on the interaction points and handovers between SDS, DWP, local authorities and third sector employability provision for young people. We will also work with a group of young people to test their views on the system map.</p>	<p>1.2 Young Person's Journey</p>

1. The Young Person's Journey

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>3. In considering how best to develop that end-to-end career service, SDS would be asked to collaborate and work with the third sector so their services are an integral part of the model.</p>	<p>On track.</p> <p>SDS are engaging with the third sector and working to advance equality as part of the review into career advice services. The Programme Board membership has a range of third sector organisations and representatives to take forward the work of the Review.</p> <p>SDS are planning to hold customer living labs with a diverse and representative group of users to engage in this process. Careers Eco-System Living Labs are expected to have membership from Community Learning and Development/SSSC, Career Ready, MCR Pathways, Enable Scotland, and Close the Gap. A Practitioner Living Lab will include additional support needs school practitioners, Barnardo's and Street League.</p> <p>The expansion of grant funding to MCR Pathways will fund the introduction of MCR Pathways Young Scottish Talent mentoring programme to new local authorities and schools across Scotland. It builds on the incubator funding previously awarded that helped the introduction of the programme to two additional local authorities. The potential reach of activity in 18 schools is 1440 young people at maturity of the programme (after 3 years), with 900 of these being in fully mentored relationships. There will also be 300 mentors recruited and trained to meet initial year one demand.</p>	<p>1.4 Career Advice Model</p>

2. Strategic Engagement

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>4. Better align education provision at all levels with the future economic strategy for Scotland with the needs of employers - It is recommended that DYW would be best placed to lead on this and should be invited to start this as a matter of urgency.</p>	<p>On track.</p> <p>A variety of activity is being undertaken to deliver on this.</p> <p>£8.2 million has been allocated for the implementation of DYW School Coordinators in every secondary school in Scotland. Through engagement with partners, the School Coordinator role will aim to create increased opportunities for work-based learning for pupils, particularly the senior phase, and support their access to education, work and training.</p> <p>Apprenticeships will play a crucial role in this and we have enhanced Adopt an Apprentice, developed Pathway Apprenticeships; introduced a time-bound Apprenticeship Employment Grant; developed Apprentice Transition Plans; and, confirmed funding for Foundation and Graduate Apprenticeships.</p> <p>Funding has been provided to allow the college sector to engage 5000 more students in shorter, industry focused opportunities in 2021/22, there has also been an increase in the number of undergraduate students this academic year. The Colleges and Universities Strategic Group has been established to support provision of opportunities in the sector and drive improved alignment of the support available at national, regional and local partnership level. An additional £3.5 million of funding has been allocated to support recent university graduates, with a target of supporting 500 individuals through providing graduate-level paid employment opportunities, along with a range of missing support to develop their career.</p>	<p>2.1 Education Alignment</p> <p>2.2 Apprenticeships</p> <p>2.3 Provision in Colleges</p> <p>2.4 College Leavers</p> <p>2.5 Provision in Universities</p> <p>2.6 Graduate Opportunities and Apprenticeships</p>

2. Strategic Engagement

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
	<p>The Scottish Government has further committed to deliver the National Transition Training Fund to support workers whose jobs are at risk. This will provide retraining opportunities for high tech, high skilled jobs, and the provision of green skills to support Scotland's transition to net zero. More broadly, the Government will invest an additional £500 million to support new jobs and reskill people for the jobs of the future over the next parliamentary term.</p> <p>The work of the Enterprise and Skills Strategic Board will also be important for this work, as will the Scottish Funding Council, Skills Development Scotland and enterprise agencies. The key aims of the Enterprise and Skills Strategic Board are to:</p> <ul style="list-style-type: none"> ● improve the performance of the economy by ensuring that the enterprise and skills system delivers Scotland's economic strategy; ● ensure alignment between agencies, working more collaboratively, to drive improvement in Scottish productivity and better support business and users of the skills system; ● actively engage with other agencies and public and private sector bodies, including the Industry Leadership Groups who support the economy, to increase alignment and challenge others where collaboration is not happening; and ● deliver wider collective leadership around Fair Work, based on common culture and values, and which inspires and empowers delivery. <p>We will continue to work closely with the Board and the agencies in coordinating activity to truly align education provision with future labour market needs.</p>	

2. Strategic Engagement

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>5. The UK Government, Scottish Government and Local Authorities work together to ensure seamless alignment between the Kickstart programme and the Young Person's Guarantee.</p>	<p>Completed, with routine activity ongoing.</p> <p>UK, Scottish, and Local Governments regularly meet to discuss alignment between Kickstart and the Young Person's Guarantee, and we will work in partnership to support the broadest range of young people possible.</p> <p>Funding provided to local partnerships through the Young Person's Guarantee can further be used to provide additional support to wraparound Kickstart placements to increase support and skills training, extend the duration of the placement and to enhance wages.</p>	<p>1.5 Creating Opportunities and Demand</p> <p>4.1 Supporting Those Who Need it Most</p>
<p>6. Invite SDS to conduct an analysis to gain a better understanding of the sectors, including the public sector, that will be continuing to thrive and grow, those sectors that are less/marginally impacted and then the sectors that are most impacted so we better understand where the opportunities for young people could be stimulated.</p>	<p>On track</p> <p>SDS is committed to maintaining its role in providing evidence on the labour market to inform policy direction and investment in response to economic and labour market impacts. This is primarily being delivered through COVID-19 Labour Market Insight Reports.¹¹</p>	<p>3.2 Analysis</p>

11 <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning-alignment/COVID-19-labour-market-insights/>

2. Strategic Engagement

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>7. Carefully consider the different groups of young people who are affected by the impact of COVID-19 to really understand their starting point, their concerns, aspirations and what choices/ options they see in front of them.</p>	<p>On track.</p> <p>An Equality Action Plan has been developed to set out how the Young Person's Guarantee will support different groups of young people based on the barriers they can face due to inequality, which we know has been exacerbated due to the pandemic. An equality advisory group has been established to maintain strategic oversight of the Equality Action Plan, and to support the Scottish Government and partners embed equality in their work. A Children's Rights and Wellbeing Impact Assessment has also been completed. The impact assessment was published on 25 June.¹²</p> <p>Funding has been allocated to programmes that support 16-17 year olds who have additional support needs.</p> <p>Young Scot work closely with young people and partner organisations to understand the barriers young people face. The Scottish Government also worked closely with Intercultural Youth Scotland on the barriers young people from a minority ethnic background face when accessing and sustaining opportunities. These reports were published at the launch of the Young Person's Guarantee.¹³ Work continues with these organisations.</p> <p>Considerations of advancing equality will further be crucial in the ongoing careers information, advice and guidance review. SDS is aware of the importance of equality, and is taking steps through various workstreams to ensure representation of equality groups as part of careers advice provision.</p>	<p>1.2 Young Person's Journey</p> <p>1.4 Career Advice Model</p> <p>3.3 Equality and Human Rights</p> <p>4.1 Supporting Those Who Need it Most</p>

¹² Young Person's Guarantee: Children's Rights and Wellbeing Impact Assessment (CRWIA) - gov.scot (www.gov.scot)

¹³ <https://www.gov.scot/publications/young-persons-guarantee-phase-1-activity-plan/>

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3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>8. For the young people who need help the most, implement a model where government will pay 50% of the wages for 18 months and the SME or third sector organisation who would employ the young person pay the remaining 50%.</p>	<p>Completed with routine activity ongoing.</p> <p>A new national minimum standards framework for publicly funded Employer Recruitment Incentives has been published, aimed at supporting those furthest away from the labour market. Funding has also been provided to local partnerships for these recruitment incentives to support young people into jobs and apprenticeships.</p>	<p>1.5 Creating Opportunities and Demand</p> <p>4.1 Supporting Those Who Need it Most</p>
<p>9. Develop a progressive skills and careers agenda for young people. In partnership with employers, in sectors who are less impacted (e.g., life sciences, financial services, software engineering, utilities), encourage them to create more opportunities for young people.</p>	<p>Work commenced with further development required.</p> <p>Extensive employer engagement is underway with a number of employers considering how they can best contribute and create opportunities. An Employer Engagement Plan has been completed, and employer sign-up and guidance documentation has been developed. An Employer Advisory Group has also been established to support this work.</p> <p>Through engaging with employers, we have been able to offer over 2600 opportunities (as of June 2021). Targets for engaging employers will be agreed in order to continue to sign-up employers.</p>	<p>1.3 Employer Journey</p> <p>1.5 Creating Opportunities and Demand</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>10. Drive demand in the public sector through existing vacancies but also at a local level. Local Authorities must create a number of roles/jobs as part of the Guarantee. Local Authorities would also act as a conduit with all other public bodies in the region, in conjunction with this we recognise the unique and important role that the NHS plays as a major local employer and will work to align any offer with their provision.</p>	<p>Work commenced with further development required.</p> <p>We are working to encourage public sector organisations to support the Young Person's Guarantee in their capacity as employers. As of June 2021, the employers from the sector who have signed up are committing over 765 opportunities for young people.</p> <p>The Scottish Government is an early adopter and will work with other public sector organisations to encourage their involvement in the Young Person's Guarantee.</p>	<p>5.5 Public Sector Organisations</p>
<p>11. Some of the hardest hit sectors are leisure, tourism, hospitality, retail where traditionally young people, people from minority ethnic backgrounds and women have secured jobs. We should encourage working models that allow people to return to their place of work, when it is safe to do so, to stimulate consumer spending in these hardest hit sectors.</p>	<p>Completed with routine activity ongoing.</p> <p>The Scottish Government has produced guidance to plan for safe workplaces, including guidance for the tourism and hospitality sector.¹⁴</p>	<p>N/A</p>

14 <https://www.gov.scot/publications/coronavirus-COVID-19-tourism-and-hospitality-sector-guidance/#history>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>12. In rural economies, look to build on the success of the SDS apprenticeship programmes where businesses who would not normally have taken an apprentice full-time come together as part of a group who share an apprentice, in other words a co-operative type model.</p>	<p>Work commenced with further development required.</p> <p>Shared apprentice pilot programmes have been introduced to offer added value in geographical areas that are subject to low wage rates, high youth unemployment, and an industry skills shortage.</p> <p>We have further committed to deliver more islands-focused activity to create nature based opportunities on islands, and support islands-based businesses deliver training for young people.</p>	<p>1.5 Creating Opportunities and Demand</p> <p>2.2 Apprenticeships</p>
<p>13. SME's play a vital role in creating opportunities for young people in Scotland. Serious consideration should be given to provide some incentive for SME's and micro-enterprises who provide opportunities for young people for a minimum of 18 months and who also give a commitment to becoming an accredited Living Wage Employer if they are not already one. This would also build on the Kickstart Guarantee at a UK level.</p>	<p>Completed with routine activity ongoing.</p> <p>A new national minimum standards framework for publicly funded Employer Recruitment Incentives¹⁵ has been published which will support SMEs.</p> <p>Employment opportunities supported by the Young Person's Guarantee will be expected to meet Fair Work criteria, and so we expect commitments from employers to either pay the living wage, or be prepared to move to the living wage within an agreed time period. Future work will focus on working with SMEs to ensure that they can access available support.</p>	<p>1.5 Creating Opportunities and Demand</p> <p>4.1 Supporting Those Who Need it Most</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>14. Priority should be given to projects where there is a positive impact on the environment and promotion of Fair Work with this reflected in the community benefit clauses.</p>	<p>Work commenced with further development required.</p> <p>Engagement is underway with stakeholders and climate change policy officials to align activity, particularly on creating job, volunteering and internship opportunities. The Young Person's Guarantee is referenced in the Climate Emergency Skills Action Plan 2020-2025. There are further opportunities to promote this work in advance of and during COP26. We have committed to enable school leavers to experience nature based employment or education opportunities that contribute to our world-leading targets to combat climate change.</p> <p>A Green Jobs Workforce Academy will be established. The Academy will support existing employees, and those who are facing redundancy, to assess their existing skills and undertake the necessary upskilling and reskilling they need to secure green job opportunities as they emerge.</p> <p>Through the Growing Rural Talent programme, opportunities are being created for young people to develop relevant skills and knowledge of both the forestry and agriculture sectors while still at school as the start of a pathway to a range of opportunities post-school.</p> <p>Once developed, we will also work with Warmworks in relation to their Warmstart programme to develop a pilot with the aim of supporting young people into the energy efficiency and renewable technology industry.</p>	<p>5.1 Infrastructure, City Deal and Procurement</p> <p>5.2 Environmental Opportunities</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>15. Explore the feasibility of increasing and redirecting places in Universities and Colleges to engage more young people in education for both further and higher education, including postgraduate degrees.</p>	<p>Completed with routine activity ongoing.</p> <p>£10 million of funding was provided from the Young Person's Guarantee in 2020/21 to create 5000 places on short, industry focused opportunities. In 2021/22, up to an additional £10 million of funding to create another 5000 college places.</p> <p>For financial year 2020-21, the Scottish Government allocated the college sector and its learners over £30 million in additional funding, with the Scottish Funding Council allocating an extra £10 million of repurposed funding. There is an overall increase in the college sector budget of £33.7 million for financial year 2021-22, which will support sustainability of the college sector and help mitigate against the effects of the pandemic.</p> <p>From the start of the pandemic, our higher education institutions will receive over £150 million in additional financial support from the Scottish Government. This includes funding for world-leading research, additional places for eligible students, and student support.</p> <p>Through the Scottish Funding Council, Scottish Government have funded an additional 1,297 university places in 2020-21 made available for students impacted by the 2020 exam changes. We will continue to support these places in 2021-22 and estimate around a further 2,500 additional university funded places will be needed in 2021-22.</p>	<p>2.3 Provision in Colleges</p> <p>2.4 College Leavers</p> <p>2.5 Provision in Universities</p> <p>2.6 Graduate Opportunities and Apprenticeships</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
	<p>Colleges have also been supported to deliver additional flexibility within their courses. This includes providing additional funding to support students to complete their studies; providing additional funding for students who have to carry learning forward and complete their course in 2021-22; and, ensuring students who wish to move on to further study are treated flexibly if their learning has been impacted by the pandemic.</p> <p>We are also working with partners to increase work-based learning, to offer greater flexibility to employers and learners through graduate apprenticeships and graduate talent internships. Through the Young Person's Guarantee, an additional £3.5 million has been allocated to support up to 500 recent graduates with a range of options to further their career development.</p>	
<p>16. Ensure the release of the City Deal money for infrastructure projects, particularly those projects with positive environmental impact, create sustainable good quality jobs for young people that provide fair work.</p>	<p>Work commenced with further development required.</p> <p>Engagement is underway to promote the Young Person's Guarantee in infrastructure, city deal and investment activity. We have particularly engaged with Glasgow and Edinburgh City Deals.</p> <p>We delivered a presentation to the National Deal PMO Networking Group and explored opportunities for these two areas of work to align as young people are central to both.</p>	<p>5.1 Infrastructure, City Deal and Procurement</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>17. We should look to encourage larger firms and the public sector to offer more apprenticeship opportunities. There remain several sectors where there is scope to do more.</p>	<p>Work commenced with further development required.</p> <p>Proposals have been delivered to support more young people into apprenticeships. This includes the £15 million Apprenticeship Employer Grant, which has helped increase the number of employers who can take on an apprentice or upskill an existing staff member.</p> <p>We have been working closely with employers to develop '5 Asks' that are challenging and proportionate to the current situation, that will signal their commitment to the Young Person's Guarantee. These asks concern:</p> <ol style="list-style-type: none"> 1. Supporting young people and prepare them for the world of work; 2. Helping all young people to achieve their potential; 3. Investing in a skilled workforce; 4. Creating jobs and opportunities for young people; and, 5. Creating an inclusive workplace which supports all young people. 	<p>1.3 Employer Journey</p> <p>2.2 Apprenticeships</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>18. Actively engage with investment management activity to support the funding of environmental and socially positive projects e.g., social housing developments which in turn creates employment.</p>	<p>On track.</p> <p>Engagement is underway to promote the Young Person's Guarantee in investment management activity, particularly activity that creates social and environmental wellbeing. Scottish Financial Enterprise (SFE) announced that it was publicly backing the Young Person's Guarantee and looking at how it can collectively support the scheme. According to SFE, the financial services industry is committed to being inclusive and creating opportunities for young people from all backgrounds to enter the financial services sector.</p>	<p>5.3 Investment Management</p>
<p>19. Utilise young people to accelerate environmentally focused projects.</p>	<p>Work commenced with further development required.</p> <p>See recommendation 14.</p>	<p>5.2 Environmental Opportunities</p>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>20. Invite the third sector in partnership with a private sector business to look at options to eradicate 'digital poverty' and thereby also creating jobs.</p>	<p>On track.</p> <p>The Connecting Scotland Programme will support those who are digitally excluded to access devices and support. Phase 3 launched on 10 June and specifically aims to remove barriers related to digital exclusion for unemployed young people and adults (aged 16 and over).¹⁶ All public or third sector organisations that work to support people in addressing barriers to employment are eligible to apply.</p> <p>The Scottish Government published an updated Digital Strategy¹⁷ in March 2021, which includes actions to ensure that Scotland is a digitally inclusive nation in which the benefits of technology are available to all. It further commits to ensuring that digital capability plays a key role in education to assist in establishing a strong, digitally skilled workforce. It will be further considered how the Young Person's Guarantee can support this aim.</p>	<p>3.3 Equalities and Human Rights</p>
<p>21. It is recommended that the findings and recommendations from the recent VIP Volunteering report are adopted in full. The Social Enterprise sector should be approached to see how best they could support the guarantee and its ambition.</p>	<p>On track.</p> <p>Work is underway to increase formal volunteering opportunities for young people. Funding has been provided to Volunteering Matters to support this across three local authority areas. A Volunteering Subgroup has been established to support this workstream, and to support the development of a volunteering framework.</p>	<p>4.1 Formal Volunteering</p>

16 <https://connecting.scot/organisations/employability/guidance>

17 <https://www.gov.scot/publications/a-changing-nation-how-scotland-will-thrive-in-a-digital-world/pages/summary/>

3. Stimulating Demand in the Labour Market and Retention of Existing Jobs

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>22. Starting with public sector procurement policy, but subsequently reaching into larger private sector organisations, build a requirement that firms bidding for work commit to the Guarantee.</p>	<p>Work commenced with further development required.</p> <p>Through Fair Work First, in relevant grants and procurement, we are asking employers and delivery partners to commit to adopting fair working practices. Further consideration will be given on the scope for procurement policy to further support the aims of the Young Person's Guarantee.</p> <p>Scottish Government officials from the Young Person's Guarantee Division and the Procurement and Property Directorate are working together to explore options for updating procurement guidance to promote the Young Person's Guarantee and options to signpost where partners can get support for the various strands.</p>	<p>5.1 Infrastructure, City Deal and Procurement</p>
<p>23. Opportunities/roles within the health and social care sector could be used to support young people into employment. However, some key changes would need to be implemented including work on establishing clear career paths, enriching of current jobs to make them more attractive and better paid.</p>	<p>Work commenced with further development required.</p> <p>Engagement is being undertaken to support young people into opportunities in the health and social care sector. Discussions are underway with NHS Workforce, NHS Education for Scotland, and Scottish Social Services Council. A Careers Reference Group for social care has been established.</p>	<p>5.4 Health and Social Care Opportunities</p>

4. Governance

Initial Recommendations (Sep 2020)	Status and Progress	Activity Plan Workstream
<p>24. Concerning DYW governance, align the structures of the Guarantee to 6 'economic regions' all with an anchor employer who will also provide a senior business leader to act as Chair. The Guarantee must be flexible to meet the specific needs of different geographic regions and ensure compliance with local governance.</p>	<p>On track.</p> <p>Proposed governance structures for DYW are being finalised and will align with the Young Person's Guarantee. There is likely to be more than 6 regional groups following employer feedback.</p>	<p>3.1 Governance</p>

<p>25. The economic region structure would be charged with setting clear targets against an agreed set of outcome measures which are aligned with the ambition, principles and plan for the Young Person Guarantee. They would also oversee and work with the local Regional Economic Partnership groups to ensure alignment around outcomes and how funding is allocated.</p>	<p>On track.</p> <p>The Scottish Government is working with partners to develop and implement the Measurement and Evaluation Framework to underpin our understanding of how the Young Person's Guarantee is working for young people.</p> <p>A phased approach to developing the framework has been agreed. First, we have focused on developing an overarching set of Key Performance Indicators (KPIs) which will be followed by a set of Interim Measures in due course. As a second step, work is ongoing to complete a detailed evaluation plan and will include evidence regarding the experiences of young people.</p> <p>We have now published the KPIs, and are working on our reporting timeline and broader evaluation plan.</p> <p>The Scottish Government will also review evidence provided by grant recipients, particularly at a local level, on outcomes as part of the monitoring and evaluation process.</p>	<p>3.2 Analysis</p>
<p>26. Chairs of all the 6 regions would meet regularly with the Cabinet Secretary, nominated leaders from the four opposition parties, a senior business lead from the private sector, representative from DWP and the Chair of DYW together with SOLACE.</p>	<p>On track.</p> <p>Proposed governance structures are being finalised. These structures will ensure alignment with DYW and wider No One Left Behind activity.</p>	<p>3.1 Governance</p>

<p>27. Create a single set of outcome metrics to measure the effectiveness of the Young Person's Guarantee. To date there are too many measures, applied inconsistently across various groups/bodies and duplication of measurement.</p>	<p>On track.</p> <p>The Scottish Government is working with partners to develop and implement the Measurement and Evaluation Framework to underpin our understanding of how the Young Person's Guarantee is working for young people. A set of KPIs has been agreed with Ministers after consultation with stakeholders, and indicators have been developed for DYW Regional Groups.</p> <p>We have now published the KPIs, and are working on our reporting timeline and broader evaluation plan.</p>	<p>3.2 Analysis</p>
<p>28. Address with DWP the issue of not having full information for young people claiming Universal Credit. Make the investment to address this issue.</p>	<p>On track.</p> <p>Skills Development Scotland are currently working with the Department for Work and Pensions to secure access to Universal Credit data.</p>	<p>3.2 Analysis</p>

Activity Plan Next Steps

The table below sets out commitments referenced in the published Activity Plan¹⁸ for the Young Person's Guarantee, and outlines planned next steps for each workstream.

1. Engagement and Creating Opportunities

Workstream	Activity Plan Commitments	Next Steps
1.1 Communications and Engagement	<ul style="list-style-type: none"> ○ Engage with young people, employers and partners to establish a streamlined way of communicating messaging on the Guarantee. ○ Develop an umbrella brand for the Guarantee with an effective web presence that is accessible and meets all our equality obligations. ○ Communicate the successes of the Guarantee through telling the stories of businesses and young people. 	<ul style="list-style-type: none"> ○ Further develop the Young Person's Guarantee website, including more focus on employers and support for young people. Updated information will be available from summer 2021. ○ Continue to align communications and engagement activity with DWP, particularly around the Kickstart programme.

18 <https://www.gov.scot/publications/young-persons-guarantee-phase-1-activity-plan/>

1. Engagement and Creating Opportunities

Workstream	Activity Plan Commitments	Next Steps
1.2 Young Person's Journey	<ul style="list-style-type: none"> ○ Ensuring that young people are at the heart of the Guarantee. ○ Develop the Young Person's Journey by engaging with young people and third sector organisations, and take into account the barriers (such as poverty and digital exclusion) faced by young people (particularly intersectional young people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups). ○ Consultations to develop this work are undertaken in safe environments, and led by groups who effectively engage with young people. 	<ul style="list-style-type: none"> ○ Young Scot to continue to lead on young people's engagement, including support for the Leadership Panel, and working with partners to refine young people's journeys. ○ The development of a co-production approach to ensure the Young Person's Guarantee is shaped and delivered by young people. ○ Ensuring that the policies are reviewed and tested with young people.
1.3 Employer Journey	<ul style="list-style-type: none"> ○ Develop Employer Journey through employer engagement and leadership. This will further involve engagement with DWP, the third sector and equality groups. 	<ul style="list-style-type: none"> ○ Continue to encourage employers to sign up to the Young Person's Guarantee, with the development of targets for employer engagement. ○ Develop and map the employer journey with key delivery partners, which will be available from autumn 2021. ○ Move into brand building with employers.

1. Engagement and Creating Opportunities

Workstream	Activity Plan Commitments	Next Steps
1.4 Career Advice Model	<ul style="list-style-type: none"> ○ Further develop career advice service in line with the recommendations made in the interim report. ○ Ensure the continued delivery of the current all-age careers information, advice and guidance service in Scotland, and that the service meets the needs of all users especially those facing barriers to employment. ○ Develop options to integrate the industry led DYW network with the wider career offer. 	<ul style="list-style-type: none"> ○ Recommendations from the Careers Information, Advice and Guidance (CIAG) Review due by the end of 2021. ○ Work will continue to ensure that services align with DYW, in school mentoring and other support available to simplify the mechanisms available to young people. ○ We will continue to engage with young people on the CIAG Review.

1. Engagement and Creating Opportunities

Workstream	Activity Plan Commitments	Next Steps
<p>1.5 Creating Opportunities and Demand</p>	<ul style="list-style-type: none"> ○ All levels of Government to consider the cost to society of not affording young people with opportunities, particularly those who need most support (including those from lower socioeconomic backgrounds, intersectional young people, young people from minority ethnic and minority racial groups, young disabled people, young women, and minority groups). ○ All levels of Government will work with delivery partners (including employer groups, education partners and the third sector) to create a wide range of valuable opportunities for young people to mitigate this cost. 	<ul style="list-style-type: none"> ○ Quarterly meetings will be held with specialist partners to discuss DYW performance. ○ Ongoing delivery of a DYW Summer Leavers programme 2021 to support different cohorts of young people transitioning at this point in time. We are working with partners and agencies to deliver a suite of support mechanisms for young people and those who support them. ○ The Scottish Government have revised their response to DYW Futures presented by the DYW Employers' Forum and will work with partners and the network to detail an implementation plan. The final version will then be presented at the next Employers' Forum. KPI guidance has been shared with DYW partners for comment and contribution, with a view to finalising by end July. We have asked partners to consider how they will support the delivery of the KPIs. ○ Scoping of sectorial focused opportunities for young people.

2. Education Alignment with Skills, and Apprenticeships

Workstream	Activity Plan Commitments	Next Steps
2.1 Education Alignment	<ul style="list-style-type: none"> Work with partners to align education with future skills needs and strategic economic policy priorities. 	<ul style="list-style-type: none"> Finalise roll out of DYW School Coordinators that will support employer/ education partnerships in collaboration with partners. Supporting greater alignment between careers information, advice and guidance with DYW school coordinators.
2.2 Apprenticeships	<ul style="list-style-type: none"> Develop proposals to support more young people (particularly young people from minority ethnic and minority racial backgrounds, young disabled people, young women, and minority groups), into apprenticeships, particularly in the public sector. 	<ul style="list-style-type: none"> Review of uptake of Apprenticeship Employer Grant and other support measures. Ongoing consideration of what will replace SDS's Apprenticeship Equality Action Plan in order to advance equality of opportunity within apprenticeships.

2. Education Alignment with Skills, and Apprenticeships

Workstream	Activity Plan Commitments	Next Steps
2.3 Provision in Colleges	<ul style="list-style-type: none"> Develop proposals to create more opportunities in colleges for shorter, work-based programmes which align with the future needs of the economy. 	<ul style="list-style-type: none"> A further £10 million is being provided in 2021/22 to deliver around 5000 shorter, industry focused courses. A review of the additional £10 million provided to colleges in 2020/21 will support the development and implementation of courses being delivered in 2021/22. In 2020-21 the Scottish Government allocated the college sector and its learners over £30 million in additional funding with the Scottish Funding Council allocating an extra £10 million of repurposed funding. In 2021-22 there is an overall increase in the college sector budget of £33.7 million which will support sustainability of the college sector and help mitigate against the effects of the pandemic.

2. Education Alignment with Skills, and Apprenticeships

Workstream	Activity Plan Commitments	Next Steps
2.4 College Leavers	<ul style="list-style-type: none"> ○ Develop proposals to create opportunities for young people leaving college. ○ This will involve working with employers and others to develop more internships which align to the future needs of the economy. 	<ul style="list-style-type: none"> ○ Scottish Government, SDS, Local Government and DWP have been working together with Colleges Scotland and the college sector to agree effective options for college leavers, which partners will promote through a social media campaign. ○ College leavers will have access to a range of opportunities provided by partners including careers advice and guidance, Kickstart, local partnership activity including employer engagement and employer recruitment incentive packages.

2. Education Alignment with Skills, and Apprenticeships

Workstream	Activity Plan Commitments	Next Steps
<p>2.5 Provision in Universities</p>	<ul style="list-style-type: none"> Develop proposals to create more provision in universities for young people, aligned to future needs of the economy and targeted at young people who are underrepresented in higher education. 	<ul style="list-style-type: none"> The Scottish Budget continues this in 2021-22 with over £1.1 billion in funding earmarked for universities. As a result, from the start of the pandemic, our higher education institutions will receive over £150 million in additional financial support directly related to COVID-19 from the Scottish Government. This additional financial support includes funding for world leading research, additional places for eligible students and student support. Both Government and the SFC will continue to work with colleges and universities to build a full understanding of the needs for 2021-22 and beyond.

2. Education Alignment with Skills, and Apprenticeships

Workstream	Activity Plan Commitments	Next Steps
<p>2.6 Graduate Opportunities and Apprenticeships</p>	<ul style="list-style-type: none"> Develop proposals to create more opportunities for university graduates. This will involve working with employers and others to develop more graduate internships which align to the future needs of the economy. 	<ul style="list-style-type: none"> SDS will publish updated statistics on the implementation of the Graduate Apprenticeship programme Funding has been confirmed in this current year for the continuation of the Graduate Apprenticeship programme Universities will continue to engage recent graduates and those completing education this academic year, to ensure appropriate support and pathways are available. The SFC will manage the additional £3.5 million funding provided by Scottish Government and have issued a funding allocation formula, based on student demographics and SIMD residency data.

3. Governance and Equalities

Workstream	Activity Plan Commitments	Next Steps
3.1 Governance	<ul style="list-style-type: none"> ○ Ensure that delivery of the Guarantee makes use of existing infrastructure and supports effective analysis related to the Guarantee. ○ Young people should be a part of these governance arrangements at a local and national level (including young intersectional people, young Black people, young people of colour, young disabled people, young women, minority groups, and those from lower socioeconomic backgrounds). 	<ul style="list-style-type: none"> ○ Engaging with DYW partners to align governance structures. ○ Ministers have agreed to a governance structure that brings together national and local government, delivery partners and users of services with a first meeting to be held in summer 2021. ○ The Young Person's Leadership Panel will be involved in the governance arrangements so that the views of young people are feeding into development of the Young Person's Guarantee.
3.2 Analysis	<ul style="list-style-type: none"> ○ Develop a measurement and evaluation framework to support delivery and measure progress of the Guarantee with support from SDS, local government, Colleges Scotland and SFC. 	<ul style="list-style-type: none"> ○ Continue to develop and finalise the Measurement and Evaluation Framework, with view to further publication in summer 2021 ○ Continued work with SDS, DWP and HMRC to secure access to relevant data to support analysis. ○ Continue to work with a range of stakeholders across the public and third sectors to develop, trial and implement a continuous improvement strategy.

3. Governance and Equalities

Workstream	Activity Plan Commitments	Next Steps
3.3 Equalities and Human Rights	<ul style="list-style-type: none"> ○ Support development and scrutiny of impact assessments, and ensure other activity embeds an equalities and human rights approach. ○ Support delivery partners and stakeholders to access equalities training (such as anti-racist employability training, disability training, gender competence training). 	<ul style="list-style-type: none"> ○ The Equality Subgroup will continue to advise and support mainstreaming equality, through regular engagement with Government and delivery partners. ○ Ongoing development and completion of the Fairer Scotland Duty. ○ Implementation of the actions contained with the Child Rights Impact Assessment. This includes, as part of our monitoring and evaluation process, capturing the impacts on care experienced young people to ensure that implementation of the Young Person's Guarantee can support advancing equality of opportunity.

4. Formal Volunteering and Supporting Those Who Need It Most

Workstream	Activity Plan Commitments	Next Steps
4.1 Formal Volunteering	<ul style="list-style-type: none"> ○ Increase formal volunteering opportunities for young people, in alignment with the Scottish Government's response to the Youth Volunteering Innovation Project report. 	<ul style="list-style-type: none"> ○ Publish a Volunteering Framework in autumn 2021. ○ We will work with partners to map out the current formal volunteering offer at national and local level, in order to understand if there are any gaps.
4.2 Supporting Those Who Need it Most	<ul style="list-style-type: none"> ○ In partnership, support young people furthest away from the labour market into opportunities. This will include opportunities in the training and employability sector. It should be recognised that those who require support exist across different qualification levels. ○ Engage with local partners, including the third sector and local government - in keeping with the principles of No One Left Behind - to support pathways into apprenticeships and employment. 	<ul style="list-style-type: none"> ○ Engage with partners on the implementation of support to young people by the local partnerships which has been funded through the Grant letters to local authorities.. ○ Monitoring the delivery of support to young people which has been funded via the Grant offers to the Young Person's Consortium and Inspiring Scotland. ○ Development of an action plan to support the workstream. ○ Continuing to work to ensure that that the employability component of the Young Person's Guarantee is fully aligned to the implementation of the No One Left Behind Delivery Plan¹⁹. This plan outlines the breadth of wider work underway to deliver a Scottish approach to employability, including for young people.

19 <https://www.gov.scot/publications/no-one-left-behind-delivery-plan/pages/3/>

5. Enabling Activity

Workstream	Activity Plan Commitments	Next Steps
5.1 Infrastructure, City Deal and Procurement	<ul style="list-style-type: none"> Promote the Guarantee in infrastructure, city deal and public procurement activity. 	<ul style="list-style-type: none"> Continued engagement with City Deal contacts to influence activity in order to support aims of the Young Person's Guarantee.
5.2 Environmental Opportunities	<ul style="list-style-type: none"> Develop proposals to provide young people with environmental related opportunities, including supporting the Green Jobs Fund. 	<ul style="list-style-type: none"> Continued engagement with stakeholders to influence activity to support the aims of the Young Person's Guarantee. This includes the Climate Emergency Skills Action Plan Implementation Steering Group, South of Scotland Enterprise Agency, and Zero Waste Scotland. We have committed to enable school leavers to experience nature based employment or education opportunities that contribute to our world-leading targets to combat climate change. A Green Jobs Workforce Academy will be established. The Academy will support existing employees, and those who are facing redundancy, to assess their existing skills and undertake the necessary upskilling and reskilling they need to secure green job opportunities as they emerge.

5. Enabling Activity

Workstream	Activity Plan Commitments	Next Steps
		<ul style="list-style-type: none"> • We will work with Warmworks in relation to their Warmstart programme to develop a pilot with the aim of supporting young people into the energy efficiency and renewable technology industry.
5.3 Investment Management	<ul style="list-style-type: none"> • Work to ensure that investment management activity can support the aims of the Guarantee. 	<ul style="list-style-type: none"> • Continue engagement to consider how investment activity (particularly in the public sector) can continue to support the Young Person's Guarantee.
5.4 Health and Social Care Opportunities	<ul style="list-style-type: none"> • Support young people's employment opportunities into the health and social care sector. • The Fair Work in Social Care Implementation Group will consider careers pathways (including the Young Person's Guarantee) for social care workers. Further detail on this will be developed in their report by end of 2020. 	<ul style="list-style-type: none"> • Continued engagement with the health and social care sector to support young people access and sustain opportunities in this sector.
5.5 Public Sector Opportunities	<ul style="list-style-type: none"> • Support young people's employment opportunities into the public sector. 	<ul style="list-style-type: none"> • The Scottish Government is an early adopter and will work with other public sector organisations to encourage their involvement in the Young Person's Guarantee.

Key Risks and Mitigation

The table below provides an overview of the potential key risks identified to the implementation of the Young Person's Guarantee (assuming a worst case scenario), and the controls in place to mitigate against the likelihood and impact of these risks.

Potential Risk	Mitigation
Future difficult labour market conditions may mean that it takes longer than expected to recover. This could lead to fewer jobs available for young people.	<ol style="list-style-type: none"> 1) Increasing employer engagement activity. 2) Close engagement with partners and analysts to understand patterns of employment to identify areas of jobs growth, and to match young people to job vacancies. 3) Links to wider economic recovery policy development.
Support available may not be consistent leading to disparity in offers across Scotland. This could limit potential to engage with national employers and providers.	<ol style="list-style-type: none"> 1) Working with partners to establish current provision and put improvement plans in place. 2) New governance model in development to establish increased shared accountability. 3) Improved reporting and KPIs in development to understand local challenges.
Analytical resources and available data may not be sufficient to support assessment of supply and demand that would allow for more detailed planning or monitoring.	<ol style="list-style-type: none"> 1) Regular engagement with analysts and agencies. 2) Working with partners, including the UK Government, to ensure access to necessary data.
Due to competing priorities, employers may not engage with the Young Person's Guarantee or disengage from DYW.	<ol style="list-style-type: none"> 1) Regular engagement with employers (including through DYW) is underway. 2) 5 asks developed with employers. 3) 'DYW Futures' review is underway.
Lack of communications or other issues may stop young people from being able to access support available.	<ol style="list-style-type: none"> 1) A clear Communications Plan has been approved. 2) Continuous engagement with young people is ongoing. 3) Partnership agreements are in place between key partners to avoid duplication and confusion.

Potential Risk	Mitigation
Delivery partners may make decisions that impact on Scottish Government interventions.	1) We have established formal and informal relationships with delivery partners to continue discussions on provision available.
The third sector may be unable to commit to supporting long-term interventions.	1) Regular engagement with third sector delivery partners including Inspiring Scotland, the Young Person's Consortium and Volunteering Matters to understand pressures. 2) A proportion of the local partnership funding will be commissioned out to the third sector.
Colleges and universities may be unable to deliver additional training and opportunities due to possible lack of resource.	1) Regular engagement with further and higher education partners. 2) Regular engagement with students and their representative organisations.



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