

Economic Recovery and Resilience: Investing in our Future

Discussion Paper - Putting Young People at the Heart of our Economic Recovery – Employer Leadership of the Young Person's Guarantee

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YOUNG PERSON'S GUARANTEE

As the recent labour market statistics indicate, young people will be particularly impacted by the significant challenges within the labour market from COVID-19.

In order to support young people at this time, The Scottish Government and its delivery partners formally launched the Young Person's Guarantee 5 November.

The Young Person's Guarantee is an ambitious commitment to Scotland's young people.

It outlines that within 2 years every young person aged between 16 and 24 in Scotland will have the opportunity to access support to help them into work, based on their own personal circumstances and ambitions, including remaining in school, going to university or college, an apprenticeship, training, fair employment including work experience, or participating in a formal volunteering programme. Support will be particularly focussed on those young people who most need it.

The UK Government's Kickstart scheme, a job placement scheme for young people, will play a significant role in supporting young people and be part of the Guarantee. Funding is available to employers for each six-month job placement which will cover 100% of the age appropriate National Minimum Wage for 25 hours a week, with employers able to top this up.

We are clear that Scotland's economic recovery and Young Person's Guarantee will be employer led. Businesses and employers have a leadership role in delivering the Guarantee and are crucial to its success with many already having signed up to be involved. We have developed 5 asks of employers that set out how they can support young people

- 1. To support young people and prepare them for the world of work**
Working to achieve the ambitions of Developing the Young Workforce by supporting young people in education to access work experience, work preparation and inspiration, volunteering and work based learning opportunities.
- 2. To help those who need it most**
Engaging with, and opening opportunities to young people who face barriers to work. Support will be provided by specialist organisations.

3. To invest in a skilled workforce

Creating work-based learning, apprenticeships, training, and upskilling opportunities for young people.

4. To create jobs and opportunities for young people

Through the creation of apprenticeships, vacancies, paid internships and work experience made available to young people.

5. To create an inclusive workplace which supports all young people

Building systems and working practices which support, develop and enable young people to flourish and meet their potential. Engaging with initiatives such as Fair work, Living Wage and Living Hours status and Investors in Young People

Questions

- How will your business or organisation support the ambitions of the Young Person's Guarantee?
- How can the Guarantee build on existing interventions to respond immediately to the scale of the current crisis?
- Are there other skills and employability workstreams that need to be considered by businesses to meet emerging needs of developing the young workforce?