

## **Economic Recovery and Resilience: Investing in our Future**

### **Discussion Report - Putting Young People at the Heart of our Economic Recovery – Employer Leadership of the Young Person’s Guarantee**

Host: Jamie Hepburn, Minister for Business, Fair Work and Skills  
Facilitator: Sandy Begbie CBE, CEO, Scottish Financial Enterprise  
Scribe: Edward Orr, Scottish Government

#### **Introductions**

##### **Update on the guarantee**

The Minister for Business, Fair Work and Skills began the session by outlining the importance of The Young Person’s Guarantee, and introducing facilitator Sandy Begbie.

Sandy Begbie outlined the background to the development of the Young Person’s Guarantee outlining the key principles that have informed the work to date.

These were that the Guarantee should;

- Have a focus on inclusion and removing barriers for young people;
- Be seen through the lens of young person and employers eyes with an overall ambition of connecting young people with available opportunities;
- Support young people to remain actively connected until the economic situation improves;
- Be ambitious in scale by making a pledge to support all 16-24 year olds; and
- Support existing interventions and look to provide better alignment and understanding of what is already there to support young people

A wide ranging discussion followed spanning a range of issues on how to support the Young Person’s Guarantee.

#### **Young Person Involvement**

The session began by asking how young people could continue to be involved in the development of the Guarantee and how there could be safe spaces for young people to engage.

It was noted that there had been a positive start to engaging with young people through the work taken forward with Young Scot and Intercultural Youth Scotland that were published as part of the launch of the Guarantee.

It was stressed that direct engagement with young people would be crucial to how the Guarantee would be developed and delivered and that there was a commitment to work with young people on how the work will be shaped. It was outlined that aspects

of the Governance for the Guarantee was being developed but there was a commitment to ensuring that young people's voices continued to be heard.

All parties emphasised the need for continued consultation with young people and ensuring that there would be safe spaces for young people to engage meaningfully.

The discussion also reflected the importance of ensuring that the Young Person's Guarantee was inclusive to all young people.

### **Existing landscape**

The discussion moved on to how young people could be supported to access available opportunities.

There was an acknowledgement that there were a range of schemes already in existence and it could be an issue for employers to understand what was available. Delegates felt that the Young Person's Guarantee could add unique value if it brought together all the support mechanisms in the one place. Sandy outlined that the Guarantee was designed to support existing programmes rather than looking to create additional schemes.

Sandy also referred to the discussions in place around looking to embed the Guarantee in the infrastructure and investment programmes, such as City Deals, that would be part of the economic recovery with a view to stimulating the demand side.

### **The 5 asks of employers**

The discussion focussed on the need for employers to actively stand behind the principles of the Guarantee. The 5 asks of employers were generally felt to be proportionate to the current situation although it was felt they could be reviewed if the economic situation improved.

Many of the delegates from businesses felt that they were already doing many of the activities that were involved as part of the 5 asks. There was general support for employers supporting the ambitions and principles with an acknowledgement that those businesses that could provide opportunities for young people should look to do so.

There was a point raised about working with young people to ensure that when they started programmes they were equipped for the workplace, particularly in jobs where there were health and safety requirements.

### **Governance**

Delegates asked about how the Young Person's Guarantee would operate in practice. Sandy outlined that work was being developed around how the governance of the Guarantee would be delivered but signalled there was no intention to build new structures.

Delegates outlined that a review of critical services was ongoing, particularly around the recommendation around Careers services and local employability partnerships that would help to develop greater alignment of services and connections.

There was a wider discussion on the synergies between future skill needs and the types of jobs employers would be taking forward in the future. The delegates discussed how college provision could help to support advances in this area with examples of collaborative cross working cited. This was felt to be more acute in some of the more rural areas, with thought being given to how the Young Person's Guarantee might support that work.

Delegates outlined some of the benefits from digital and remote working that had occurred as part of working from home that could be utilised to take away some of the traditional barriers for people in rural areas.

### **Closing Remarks**

The Minister thanked delegates for their interest and contributions.

The Minister outlined the importance of working together to support young people at this time. He also stressed the importance of communicating positive messages to young people as a way of demonstrating collectively Scotland was supporting them through the current situation.

The Minister reaffirmed The Scottish Government's commitment to the Guarantee and that delegates with any queries should contact [Edward.Orr@gov.scot](mailto:Edward.Orr@gov.scot)

**Scottish Government**  
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