

# Young Person's Guarantee Key Performance Indicators

July 2021



**Young  
Person's  
Guarantee**

# Guarantee's Measurement and Evaluation Framework

- The Ambition of Young Person's Guarantee is that *“every person aged between 16 and 24 in Scotland has the opportunity, depending on their circumstances, to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.”*
- The Key Performance Indicators (KPIs) are the first stage in the Guarantee's Measurement & Evaluation Framework and will look to evidence the impact of the Guarantee. These will look to draw on existing monitoring and reporting frameworks as much as possible. The measurement of the Guarantee is structured around the KPIs, Interim Measures and programme data and each has a specific role to play in understanding the Guarantee, highlighted on the next slide.
- The evaluation plan will provide an overview of the activities we intend to undertake to better understand the experiences of young people and employers who are accessing the Guarantee. This will include targeted work to understand the experiences of young people from different backgrounds.

# Guarantee's Measurement Framework

## KPIs

- High level outcomes of the policy.
- Themes covered: Participation in Employment, Education and Training; Skills Alignment; Employer Engagement; Equalities; and Fair Work.
- These will remain for the duration of the Guarantee and will be influenced by other programmes and external factors along with the Guarantee.
- Example: Overarching indicators which look to measure the overall aim of the policy which was defined as being 'to mitigate the rise in youth unemployment rate.'

## Interim Measures

- Interim measures will look to highlight and monitor the progress that we are making towards the Outcomes.
- Will highlight both quantitative and qualitative information.
- Will provide additional breakdown on the elements which make up the KPIs. Considering factors such as the gender breakdowns under each
- These can change as we move through the process.
- Examples: Short term outcomes for individuals undertaking different elements of the programme, such as sustained employment or other positive destination, along with capturing their experience of the programme.

## Programme Data

- Management information that is required to be able to deliver the individual elements of the Guarantee and will generally highlight the input/output characteristics of participants.
- Number of opportunities and number of young people supported gathered here.
- Should be consistent measures across all streams of the Guarantee and align to the Employability Shared Measurement Framework where possible.
- Examples: number of people: being supported via Local Authorities; taking up an offer at college; participating in the apprenticeship pathways; or undertaking volunteering.

# Young Person's Guarantee KPIs

In conjunction with stakeholders, the following KPIs have been developed. They look to capture the high-level outcomes that the Guarantee is looking to influence. However, it should be noted that other policies and external factors, including wider economic and labour market trends, will also have an impact on these KPIs.

The Guarantee's KPIs are:

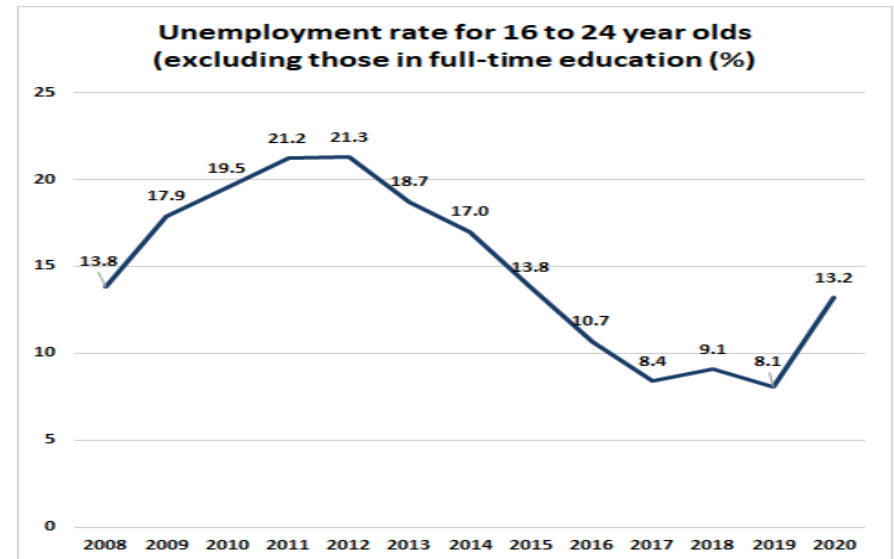
- **Overarching KPI:** Reduce the unemployment rate for young people aged 16-24 (excluding those in full-time education) to pre-covid levels by the end of the current parliamentary term.
- **KPI 1:** Increase the proportion of 18 to 24 year olds with qualifications at SCQF level 5 and above
- **KPI 2:** Increase the proportion of employers recruiting directly from education
- **KPI 3:** Increase the employment rate for young people aged 16 to 24 with disabilities
- **KPI 4:** Increase the proportion of young people aged 16 to 24 in secure employment
- **KPI 5:** Improve Scotland's performance compared to EU countries in the participation of young people aged 16 to 24 in education, training and employment.

The rest of this slide pack will highlight the thinking behind each of these KPIs and provide an initial look as to our approach on the Interim Measures.

# Overarching KPI

***Reduce the unemployment rate for young people aged 16-24 (excluding those in full-time education) to pre-covid levels by the end of the current parliamentary term.***

- Rationale:
  - An overarching indicator that measures the overall aim of the policy – i.e. to mitigate the rise in youth unemployment rate.
- Why pre-covid levels?
  - Pre-covid youth unemployment in Scotland was at an all time low, with the unemployment rate for young people (excluding those in full-time education) at 8.1% in 2019. Latest statistics show that for 2020 this figure is estimated at 13.2%.
- Why the end of current parliamentary term?
  - Trends from previous recession indicate that youth unemployment did not peak until several years post recession and that a similar pattern may occur this time as individuals enter education and the furlough scheme ends.
- Limitations:
  - This is a high level indicator that will be influenced by other policies and external factors, including wider economic and labour market trends.



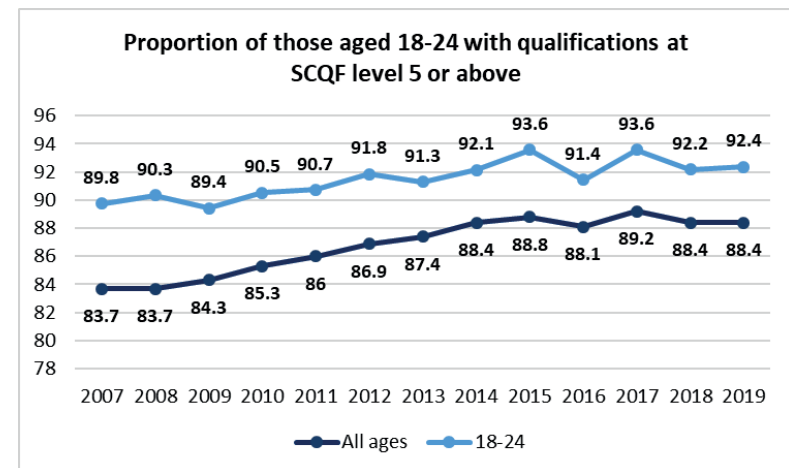
Data Source: Annual Population Survey, Jan-Dec datasets, ONS

IMPORTANT NOTE: Annual Population Survey (APS) 2020 responses are weighted to official population projections. As the current projections are 2018-based they are based on demographic trends that pre-date the COVID-19 pandemic. ONS are analysing the population totals used in the weighting process and intend to make adjustments. Rates published from the APS remain robust; however, levels and changes in levels should be used with caution.

# KPI 1: Skills Alignment

## ***Increase the proportion of 18-24 year olds with qualifications at SCQF level 5 and above.***

- Rationale:
  - A proxy measure for skills development
- Why SCQF level 5 and above?
  - This measure is one of the Scottish Government's National Performance Indicators for those aged 16-64.
  - School Leaver Destinations data shows that those leaving school with highest qualifications at SCQF level 4 are significantly less likely to enter positive destinations than those with SCQF level 5 qualifications – 83.6% compared to 91.7% in 2019/20.
- Why 18-24 year olds?
  - This is to allow young people longer to achieve this level of qualification, as under the current education system, some individuals might only sit Nat 5 exams (which are equivalent to SCQF 5) when they are 18.
  - For example, the proportion of 16-17 year olds with SCQF level 5 or above qualifications in 2019 was 73.7% compared to 92.4% for those aged 18-24.
- Limitations:
  - It is worth noting that many of those in the 18 to 24 age group are still moving through the education system and have not yet gained their highest qualification.



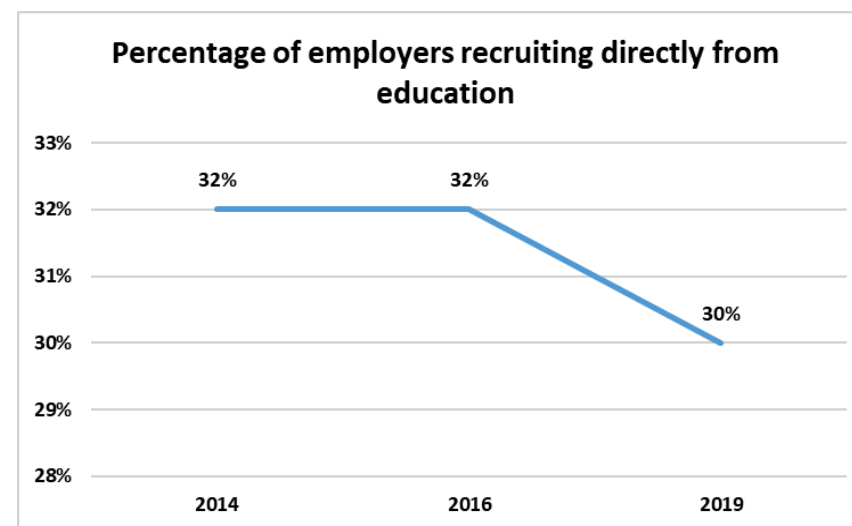
Data Source: Annual Population Survey, Jan-Dec datasets, ONS

Note: This also includes those who have identified 'other' as their highest qualification level.

# KPI 2: Employer Engagement

*Increase the proportion of employers recruiting directly from education.*

- Rationale:
  - A proxy measure for employer engagement
- Why have we chosen this measure?
  - This measure is not sector specific and allows us to examine employer recruitment from education across all sectors.
  - This measure is also used as one of the DYW KPIs.
- Limitations:
  - This measure does not specifically focus on young people aged 16 to 24. However, it is expected that a large proportion of those recruited directly from education would be from this age group.

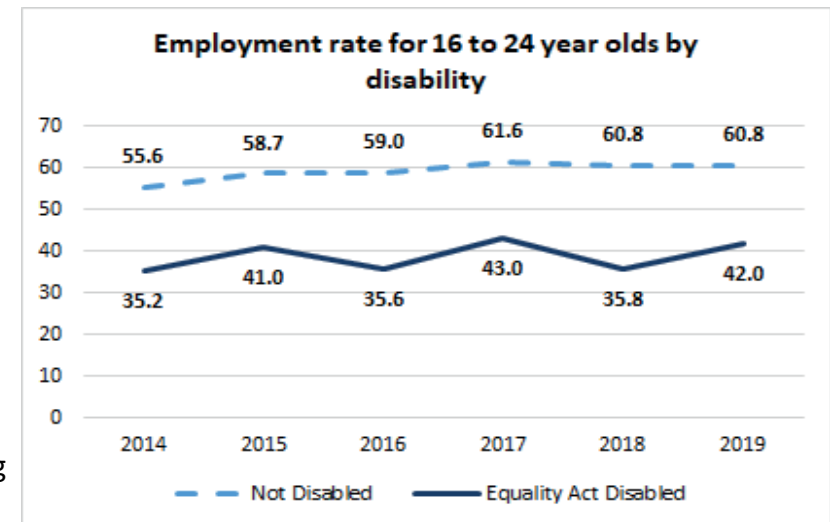


Data Source: [Scottish Employer Perspectives Survey \(EPS\), 2019](#)

# KPI 3: Equalities

## *Increase the employment rate for young people aged 16 to 24 with disabilities*

- Rationale:
  - An indicator to measure equality of opportunity in the key areas of the policy
- Why disabilities focus?
  - There is currently a lack of robust data on some equality groups (e.g. ethnicity) while others (e.g. gender) do not present gaps for this age group.
  - Disability employment data for this age groups shows a clear gap and no improvement has been seen since 2015.
  - [DYW](#) also has a similar KPI relating to disability.
- **However, our long-term ambition is to move to a participation measure that includes all equality groups.**
  - This would read as *“Improve the positive participation status across equalities groups”*
  - Moving to this measure is reliant on the success in expanding the Annual Participation Measure to 16-24 year olds. Scottish Government is working in conjunction with SDS to make this possible.
- It should also be noted that equalities (including occupational segregation) will be included as part of the interim measures under each KPI theme, where possible.



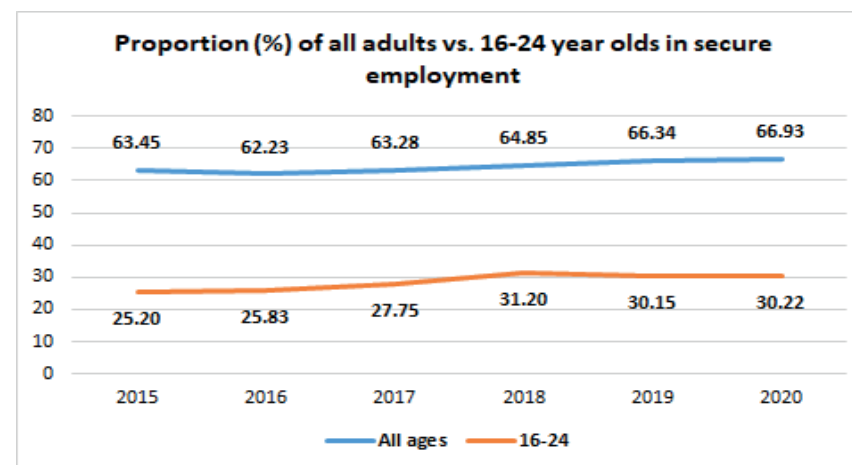
Data Source: Annual Population Survey, Jan-Dec 2019 dataset, ONS



# KPI 4: Fair Work

## *Increase the proportion of young people aged 16 to 24 in secure employment*

- Rationale:
  - An indicator to measure quality of work for young people
- Why secure employment?
  - Secure employment is a composite measure, defined as the proportion of workers who have a permanent contract, are not looking to work longer hours or for an additional job and are paid at least real living wage.
  - This measure was chosen as it captures a wide range of Fair Work issues with a clear gap between young people and other age groups and no improvement in the past 3 years.
- Limitations:
  - To construct this composite measure, earnings data is taken from the APS which is not the preferred source. ASHE data is more robust and is the preferred source of earnings data, however it does not capture other characteristics required for the composite measure. To address this, the ASHE measure on Living Wage is likely to be considered separately in the interim measures.

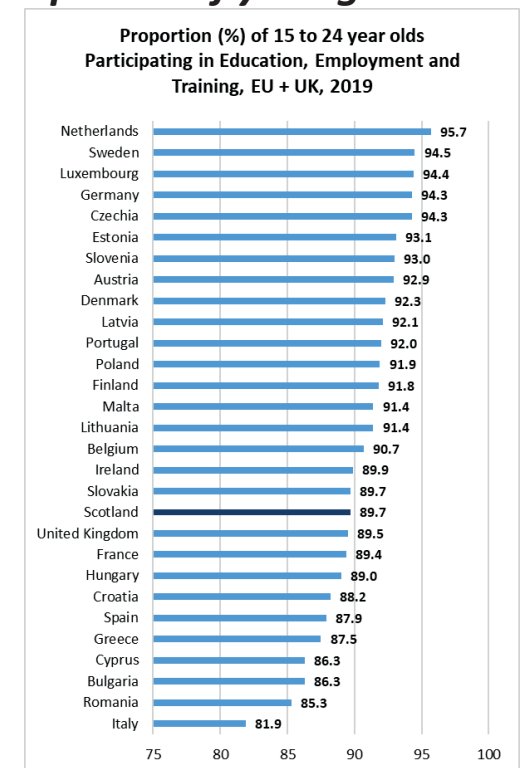


Data Source: Annual Population Survey, Jan-Dec datasets, ONS  
IMPORTANT NOTE: Annual Population Survey (APS) 2020 responses are weighted to official population projections. As the current projections are 2018-based they are based on demographic trends that pre-date the COVID-19 pandemic. ONS are analysing the population totals used in the weighting process and intend to make adjustments. Rates published from the APS remain robust; however, levels and changes in levels should be used with caution.

# KPI 5: International Comparisons/Participation in Employment, Education and Training

***Improve Scotland's performance compared to EU countries in the participation of young people aged 16 to 24 in education, training and employment.***

- Rationale:
  - A high level indicator measuring the level of participation in the key areas of the policy (education, training and employment).
- Why this measure?
  - In the absence of the Annual Participation Measure for the 16-24 age group, this measure best captures the key areas of the policy in a high level indicator.
  - International comparisons are useful benchmarks and are seen to drive improvements.
- Limitations:
  - When comparing internationally, it is important to note that there are cultural and education system differences that might have an impact on the rankings – e.g. variations in school leaving age, some countries have compulsory military service etc
  - Therefore, the focus of this KPI is on improving performance rather than ranking highly on an EU level.



Data Sources: Annual Population Survey, Jan-Dec 2019 dataset (ONS) and Eurostat, 2019

# Interim measures

We are also in the process of developing a series of interim measures which will sit under these KPIs. The interim measures highlighted are based on the recommended KPIs in each section. Some interim measures are also likely to contribute to more than one KPI. The table below provides an initial indication of what may be included. Further refinement and development is ongoing and we will in engage on this with stakeholders in due course. Equalities issues will be assessed across all the themes, where possible.

KPI	Potential Interim Measures
<b>KPI 1: Increase the proportion of 18 to 24 year olds with qualifications at SCQF level 5 and above</b>	<ul style="list-style-type: none"> <li>Qualifications and STEM related data across the elements of the programme where applicable.</li> </ul>
<b>KPI 2: Increase the proportion of employers recruiting directly from education</b>	<ul style="list-style-type: none"> <li>Proportion of employers employing school leavers, college leavers and HEI leavers.</li> <li>Proportion of employers offering work experience and work inspiration activities.</li> </ul>
<b>KPI 3: Increase the employment rate for young people aged 16 to 24 with disabilities</b>	<ul style="list-style-type: none"> <li>Equalities will be assessed across all the themes, where possible.</li> </ul>
<b>KPI 4: Increase the proportion of young people aged 16 to 24 in secure employment</b>	<ul style="list-style-type: none"> <li>Hours Based Underemployment.</li> <li>Contractually secure employment.</li> <li>Living Wage.</li> </ul>
<b>KPI 5: Improve Scotland's performance compared to EU countries in the participation of young people aged 16 to 24 in education, training and employment.</b>	<ul style="list-style-type: none"> <li>School leaver destinations data.</li> <li>Modern Apprenticeship statistics.</li> <li>College outcomes data.</li> <li>Outcomes from the graduate internship programme.</li> <li>Volunteering data, including outcomes, where possible.</li> <li>Outcomes from employability support.</li> <li>Potential qualitative user experience measures where applicable.</li> </ul>