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Young Person's Guarantee Interim Measures

July 2022

Young
Person's
Guarantee

The Guarantee's Measurement and Evaluation Framework

The Young Person's Guarantee is a commitment to bring together employers, partners and young people. It aims to connect every 16 to 24 year old in Scotland to an opportunity. This could be a job, apprenticeship, further or higher education, training programme, formal volunteering or enterprise opportunity.

The Guarantee builds on existing education, learning, employability, training and employment opportunities to tackle the long-term economic and social scarring of the COVID-19 pandemic.

The measurement of the Guarantee is structured around Key Performance Indicators (KPIs), Interim Measures and programme data. Each has a specific role to play in understanding the Guarantee.

We have developed an evaluation plan to sit alongside the measurement framework, which will help us understand the experiences of young people and employers who are accessing the Guarantee. This will include targeted work to understand the differential experiences of young people using employability services.

The purpose of this paper is to outline the chosen Interim Measures which will measure the Guarantee's progress towards the previously published KPIs. The paper will also highlight further 'breakdown measures' that will be reported alongside the KPIs.

The Guarantee's Measurement Framework

Key Performance Indicators:

- The Guarantee will be measured against 6 KPIs, including an overarching indicator.
- The KPIs capture the high-level outcomes the Guarantee is looking to influence and are set across five themes: 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.
- They will be supplemented by measures which will capture equalities and other breakdowns of these high level KPIs where possible.
- Further details on the KPIs can be found in: [Young Person's Guarantee: Key Performance Indicators](#).

Interim Measures:

- Interim Measures will look to highlight and monitor the progress that we are making towards the outcomes.
- These Interim Measures will highlight primarily quantitative information but will look to draw on qualitative information where possible.
- Unlike the KPIs, the Interim Measures are not static and can be amended as more data becomes available.

Programme Data:

- We will gather management information to monitor how the individual elements of the Guarantee are being delivered; in particular, the input/output characteristics of participants.
- The number of opportunities created and the number of young people supported will be gathered through the programme data.
- We will ensure consistent measures across all streams of the Guarantee and align to the Employability Shared Measurement Framework where possible.

KPI Breakdowns

KPI Breakdown measures will be reported alongside the KPIs to provide further analysis of these high level measures. For composite KPIs, such as KPIs 2 and 4, this means looking at progress made on the different elements that the measure consists of. For other KPIs, breakdown measures may include equalities breakdowns, where possible, or other measures that may better explain/influence these KPIs. The following table shows the measures we intend to report on alongside the KPIs.

Overarching KPI	
Reduce the unemployment rate for young people aged 16 to 24 (excluding those in full time education) to pre-covid levels by the end of the current parliamentary term.	
KPI	KPI Breakdown
KPI 1: Increase the proportion of 18 to 24 year olds with qualifications at SCQF level 5 and above	Breakdown by: - gender - disability
KPI 2: Increase the proportion of employers recruiting directly from education	Breakdown by: - Proportion of employers recruiting School leavers - Proportion of employers recruiting College leavers - Proportion of employers recruiting University leavers
KPI 3: Increase the employment rate for young people aged 16 to 24 with disabilities	There are no available breakdown measures for this KPI from labour market data. However, we hope to gain a better understanding of equalities if we are successful in expanding the Annual Participation Measure to 16 to 24 year olds. Modern Apprenticeship breakdowns: - Proportion of 16 to 24 year old Modern Apprenticeship starts broken down by gender, disability, ethnicity, care experience and SIMD.
KPI 4: Increase the proportion of young people aged 16 to 24 in secure employment	Breakdown by the three elements that the composite measure consists of: - Proportion of workers who have a permanent contract - Proportion of workers not looking to work in an additional job - Proportion of workers who are paid at least the real living wage ¹
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	Breakdown by*: - gender - age

¹ Note that the living wage is only available for 18-24 year olds. See here for information: [What is the real Living Wage | Living Wage Scotland \(scottishlivingwage.org\)](https://www.scottishlivingwage.org/)

* 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.

Interim Measures

The Interim Measures look to highlight and monitor the progress the Guarantee is making towards the KPIs. They will largely draw on programme level data in order to see how the actual provision of the Guarantee is contributing to the KPIs, helping to shape future policy development and service delivery. However, some published data sources will also be used, in particular in relation to Developing the Young Workforce (DYW) Employer Engagement and School Coordinator work streams, where measures align closely with previously developed DYW KPIs and interim measures (see Annex A for list of data sources).

The types of data we intend to monitor through the Interim Measures varies across the different areas of the Guarantee. For example, while we may be able to include an 'outcomes' measure for one of the programme areas, this may not be available for another. Similarly, equalities data may not be consistently available across the different areas of the programme. These differences in data are due to a number of factors, such as small variations in data collections across the programmes, or that programmes have started at different times and so not all data will be available immediately.

Furthermore, care is taken to ensure individuals cannot be identified from reporting the Interim Measures. To ensure confidentiality, disclosure control policies are applied to the data. The details for the disclosure control policies for each area is available in the footnotes of the tables.

However, Interim Measures can change as the Guarantee develops. More data may become available at a later date to, for example, allow for further equality breakdowns or to understand outcomes better. We will look to improve these measures, where appropriate and based on the data available and user/stakeholder engagement on how the data is being used.

The following sections will present the Interim Measures developed based on type of intervention under the Guarantee. Each measure is also aligned with a specific KPI it contributes to.

Employability Services

The Guarantee funded Local Authorities and selected Third Sector organisations to support those furthest from the labour market into positive destinations. This activity contributes to two KPIs:

KPIs – Employability Services
KPI 3: Increase the employment rate for young people aged 16 to 24 with disabilities
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

Local Authorities

This funding aligned to the No One Left Behind (NOLB) reforms. It furnished Local Employability Partnerships with additional resource to provide enhanced opportunities for young people (aged 16 to 24). The progress of the Guarantee's funded activity will be monitored by three interim indicators.

Interim Measures – NOLB Employability support	KPI alignment
Interim Measure 1: Number of young people aged 16 to 24 supported by the NOLB approach, with equality breakdowns*	KPI 5 KPI 3
Interim Measure 2: Number of young people aged 16 to 24 supported by the NOLB approach who have (with equality breakdowns)* <ul style="list-style-type: none"> gained a qualification started work experience or are supported by training allowance or ERIs (combined count) 	KPI 5 KPI 3
Interim Measure 3: A proportion of those aged 16 to 24 supported by the NOLB programme in an initial positive destination with equality breakdowns*	KPI 5 KPI 3

* For equality breakdowns, disclosure controls will prevent the reporting of very small numbers, i.e. to reduce the risk of individual participants being identified (disclosure), numbers lower than 5 will be omitted. Secondary disclosure will also be applied where necessary to ensure potentially disclosive data can't be calculated. Equality breakdowns will be reported as proportions, where disclosure control allows.

Third Sector

The Guarantee funded 'Inspiring Scotland' and 'the Young Person's Consortium' to deliver the 'Our Future Now' and 'Discovering Your Potential' programmes. These programmes support young people with additional barriers, including those with care experience, with support including careers advice, financial and welfare assistance, job search and interview skills to find jobs. 'Volunteering Matters' was also funded to support young people to gain work-based skills through formal volunteering opportunities.

The progress of these Third Sector activities will be monitored by four Interim Measures:

Interim Measures – Third Sector and Volunteering	KPI alignment
Interim Measure 4: Number of young people supported by YPG funded Third Sector Employability programmes, with equality breakdowns*	KPI 5 KPI 3
Interim Measure 5: Outcomes ¹ for young people who have been supported by YPG funded Third Sector Employability programmes	KPI 5
Interim Measure 6: Number of young people supported by the Volunteering Matters programme ²	KPI 5

Interim Measure 7: Number of young people supported by the Volunteering Matters programme achieving a positive outcome, broken down by type of outcome	KPI 5
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* Due to changes in how data is reported by the Third Sector organisations, equalities data will only be available from year 2 onward. For equality breakdowns, disclosure controls will prevent the reporting of very small numbers, i.e. to reduce the risk of individual participants being identified (disclosure), numbers lower than 5 will be omitted. Secondary disclosure will also be applied where necessary to ensure potentially disclosive data can't be calculated. Equality breakdowns will be reported as proportions, where disclosure control allows.

¹ Outcomes refer to those supported into employment, education, training, apprenticeships or formal volunteering. The disclosure control policy outlined in * above will also apply here.

² Formal Volunteering is defined as: 'Undertaking voluntary work/volunteering: this will involve a person giving of his/her time and energy through a third party. It will benefit both the person and others, including individuals, groups and organisations, communities, the environment and society at large. Some volunteering may include a financial allowance.'

Employer Engagement

The Guarantee engages employers to encourage the provision of accessible, high quality work placements; work inspiration activities; apprenticeships; and jobs. These employer engagement activities contribute to two KPIs:

KPIs – Employer Engagement
KPI 2: Increased proportion of employers recruiting directly from education
KPI 4: Increased proportion of young people aged 16 to 24 in secure employment

The progress of the Guarantee's employer engagement activities will be monitored by three Interim Measures:

Interim Measures – Employer Engagement	KPI alignment
Interim Measure 8: Proportion of employers offering work experience and work inspiration activities, with breakdown by employer size	KPI 2 KPI 4
Interim Measure 9: Proportion of employers offering apprenticeships, with breakdown by employer size	KPI 2
Interim Measure 10: Proportion of 16 to 24 year olds employed in the devolved public sector.	KPI 2 KPI 4

Education Interventions

The Guarantee funds activity in schools, colleges and universities. This contributes to three KPIs:

KPIs – Education Interventions
KPI 1: Increase the proportion of 18 to 24 year olds with qualifications at SCQF level 5 and above
KPI 3: Increase the employment rate for young people aged 16 to 24 with disabilities
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

Schools

To promote work-based learning and to ensure targeted support for those furthest from the labour market, the Guarantee funded DYW School Coordinators in mainstream secondary schools.

Activities will be monitored by two Interim Measures:

Interim Measures – Schools	KPI alignment
Interim Measure 11: Proportion of school leavers with vocational qualifications above SCQF level 5.	KPI 1
Interim Measure 12: Proportion of school leavers in a positive destination (broken down by SIMD, Additional Support Needs ¹ and Care Experience – i.e. Looked After Children status).	KPI 5 KPI 3

¹ ASN is recorded where a pupil is receiving any form of additional support for learning. This could be for a wide variety of reasons, of different durations and of any type. The different types of support provided include Co-ordinated Support Plans (CSP) and Individualised Educational Programmes (IEP) as well as disabilities, Child's Plans and other plans. Under previous legislation a pupil may have been categorised as having a Record of Need (RoN).

Colleges

To meet the needs of students, employers and the economy the Guarantee funded colleges to deliver shorter industry focussed opportunities for young people, including skills boost and fast track courses. The progress of these activities will be monitored by two Interim Measures:

Interim Measures – Colleges	KPI alignment
Interim Measure 13: Proportion of participants successfully completing their YPG funded college course, with equality breakdowns*.	KPI 5 KPI 3
Interim Measure 14: Proportion of enrolments to YPG funded college courses at SCQF level 5 & above	KPI 1

* For equality breakdowns, disclosure controls will prevent the reporting of very small numbers, i.e. to reduce the risk of individual participants being identified (disclosure), numbers lower than 5 will be omitted. Secondary disclosure will also be applied where necessary to ensure potentially disclosive data can't be calculated. Equality breakdowns will be reported as proportions, where disclosure control allows.

Universities

The Guarantee funded a graduate programme with a target of supporting 500 recent graduates, including 350 paid, good quality, graduate level internships. These opportunities will help career development and advance equity of opportunity for young people.

Interim Measures – University	KPI alignment
Interim Measure 15: Number of young people participating in the YPG funded Graduate Internships programme with equalities breakdowns*	KPI 5 KPI 3
Interim Measure 16: Number of YPG funded internships provided by occupational sector	KPI 5 KPI 3

* For equality breakdowns, disclosure controls will prevent the reporting of very small numbers, i.e. to reduce the risk of individual participants being identified (disclosure), HESA Standard Rounding Methodology will be used: counts of people are rounded to the nearest multiple of 5, percentages are not published if they are fractions of a small group of people (fewer than 22.5), averages are not published if they are averages of a small group of people (7 or fewer). More information on HESA rounding and suppression rules can be found by clicking this [link](#). Equality breakdowns will be reported as proportions, where disclosure control allows.

Interim Measures	Data source
Interim Measure 1: Number of young people aged 16 to 24 supported by the NOLB approach, with equality breakdowns	Programme Data
Interim Measure 2: Number of young people aged 16 to 24 supported by the NOLB approach who have (with equality breakdowns) <ul style="list-style-type: none"> gained a qualification started work experience or are supported by training allowance or ERIs (combined count) 	Programme Data
Interim Measure 3: A proportion of those aged 16 to 24 supported by the NOLB programme in an initial positive destination with equality breakdowns	Programme data
Interim Measure 4: Number of young people supported by YPG funded Third Sector Employability programmes, with equality breakdowns	Programme data
Interim Measure 5: Outcomes for young people who have been supported by YPG funded Third Sector Employability programmes	Programme data
Interim Measure 6: Number of young people supported by the Volunteering Matters programme	Programme data
Interim Measure 7: Number of young people supported by the Volunteering Matters programme achieving a positive outcome, broken down by type of outcome	Programme data
Interim Measure 8: Proportion of employers offering work experience and work inspiration activities, with breakdown by employer size	Link to Scottish Employer Perspective Survey 2021
Interim Measure 9: Proportion of employers offering apprenticeships, with breakdown by employer size	Link to Scottish Employer Perspective Survey 2021
Interim Measure 10: Proportion of 16 to 24 year olds employed in the devolved public sector.	Link to Public sector employment in Scotland: statistics for first quarter 2022 data
Interim Measure 11: Proportion of school leavers with vocational qualifications above SCQF level 5.	School leaver initial destinations data
Interim Measure 12: Proportion of school leavers in a positive destination (broken down by SIMD, Additional Support Needs and Care Experience – i.e. Looked After Children status).	SIMD and ASN: School leaver data Initial Leavers Destinations and follow-up Statistics Link to Care Experience publication on Looked After Children
Interim Measure 13: Proportion of participants successfully completing their YPG funded college course, with equality breakdowns	Programme data
Interim Measure 14: Proportion of enrolments to YPG funded college courses at SCQF level 5 & above	Programme data
Interim Measure 15: Number of young people participating in the YPG funded Graduate Internships programme with equalities breakdowns	Programme data
Interim Measure 16: Number of YPG funded internships provided by occupational sector	Programme data



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