

Young Person's Guarantee

Activity Plan – Phase 1

November 2020

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Introduction

Within two years, every person aged between 16 and 24 will have the opportunity, depending on their circumstances, to study; take up an apprenticeship, job or work experience; or participate in formal volunteering. This is the ambition of the Young Person's Guarantee, as proposed by Sandy Begbie CBE¹ and committed to by the Scottish Government in the Programme for Government².

The importance of delivering the Guarantee is crucial, considering the immediate impacts of the Coronavirus (COVID-19) outbreak on young people's prospects. It must be enduring and sustainable, and not just a short-term response to COVID-19. The long-term aim is to ensure that young people in Scotland are supported to make that connection to work and access valuable opportunities for years to come.

The Guarantee must be employer-led, building on the success of Developing the Young Workforce, and must make a tangible difference to young people and to those who provide opportunities that allow young people to reach their potential. As such, young people will need to easily access the Guarantee and be supported in reaching opportunities which are available to them. This will involve a 'no wrong door' approach where delivery partners work collectively to connect young people to positive outcomes.

We are clear that opportunities provided must encompass Fair Work, and be meaningful, sustainable and underpinned by a package of training. Advancing equality and inclusion, and working to eliminate discrimination will also be central to the Guarantee to ensure that no one is left behind. The Scottish Government will work with those delivering the Guarantee to take action that will support particular groups better access a range of opportunities – this includes but is not limited to: young black people, young people of colour, young disabled people, young women, young LGBT+ people, and young people from lower socioeconomic backgrounds. The importance of intersectionality across characteristics will also need to be considered.

Implementing the Guarantee will be a collective endeavour and we have established an Implementation Group made up of partners from the public sector, third sector, and private sector. Sandy Begbie chairs the Group, which has been considering how best to progress the recommendations from his initial report and the operational implications of putting them into action. Therefore, the Group has supported the development of an Activity Plan which sets out the initial high-level activities which are required to successfully implement the Guarantee. This Plan is set out below.

¹ <https://www.gov.scot/publications/youth-guarantee-no-one-left-behind-initial-report/>

² <https://www.gov.scot/publications/protecting-scotland-renewing-scotland-governments-programme-scotland-2020-2021/>

This is the first phase of the Plan which will be updated at regular points to account for progress made and future activity to be prioritised as part of the Guarantee. The Scottish Government will also work collaboratively with the delivery partners identified to develop more detailed proposals in order to work towards delivering on the key responsibilities and outcomes outlined.

The Plan brings together existing policies and programmes which seek to deliver the ambition of the Guarantee. These existing policies and programmes are funded and delivered by a range of partners. Building upon these strong foundations, this high-level Plan outlines activity that will maximise and improve this existing work, as well as proposing new activity. The Plan is also aligned to existing Scottish Government strategies - including those relating to education, the economy, and the labour market (including the Labour Market Strategy, Fair Work Action Plan, Race Equality Framework & Action Plan, Disability Employment Action Plan, Gender Pay Gap Action Plan and Future Skills Action Plan).

1. Engagement and Creating Opportunities

Activity	Delivery Partner(s)	Other Key Stakeholders / Sectors	Key Responsibilities	Key Outcomes
1.1 Communications and Engagement	<p>SDS</p> <p>Local government</p> <p>Communcations subgroup</p>	<p>Young people</p> <p>Employers</p> <p>Equality groups</p> <p>Colleges</p> <p>DYW Groups</p> <p>Public</p>	<p>Engage with young people, employers and partners to establish a streamlined way of communicating messaging on the Guarantee.</p> <p>Develop an umbrella brand for the Guarantee with an effective web presence that is accessible and meets all our equality obligations.</p> <p>Communicate the successes of the Guarantee through telling the stories of businesses and young people.</p>	<p>Young people and employers are able to access the Guarantee through a digital portal, and are supported to make use of all available opportunities.</p> <p>There is a 'no wrong door' approach in operation where delivery partners work collectively to connect young people to opportunitites.</p> <p>That the successes of the Guarantee are communicated and visible.</p>
1.2 Young Person's Journey	<p>Young Scot</p> <p>Intercultural Youth Scotland</p>	<p>Young people</p> <p>Equality groups</p> <p>Other youth organisations such as Youth Link, Barnardos, Close the Ga</p> <p>Local government</p>	<p>Ensuring that young people are at the heart of the Guarantee.</p> <p>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 Black people, young people of colour, young disabled people, young women, and minority groups).</p>	<p>Young people are better supported to access and navigate the system, with clearer pathways to work and opportunities.</p> <p>Ensure young people know which options are available to them and how they can access them.</p> <p>Develop a person centered approach to the Guarantee in alignment with the principles of No One Left Behind in order to ensure pathways to fair and sustainable employment.</p> <p>Young people are placed at the front and centre of both design and delivery to ensure</p>

			Consultations to develop this work are undertaken in safe environments, and led by groups who effectively engage with young people.	their voice is embedded throughout the system.
1.3 Employer Journey	DYW Local government	Employers Young people Third sector Equality groups DWP	Develop Employer Journey through employer engagement and leadership. This will further involve engagement with DWP, the third sector and equality groups.	Employers are better supported to engage with the Young Person's Guarantee as it is simpler to understand the employer ask. Employers are clearer on how to provide opportunities and who to engage with to support young people. Employers are supported to adopt and embed fair and inclusive workplace practices to eliminate discrimination and structural racism. There will also be support to advance equity of opportunity for young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).
1.4 Career Advice Model	SDS	Young people Employers Third sector Colleges Universities Equality groups	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.	There will be a highly visible, consistent, and accessible careers advice service with skilled practitioners for young people. There will be greater alignment with existing support mechanisms such as the DYW network. There will be an approach to promoting fair and equitable access to opportunities whilst challenging inequalities, such as structural racism and digital exclusion.

<p>1.5 Creating Opportunities and Demand</p>	<p>SG Employer Groups Local government</p>	<p>Employers Third sector Schools Colleges Universities Equality groups Young people</p>	<p>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 Black people, young people of colour, young disabled people, young women, and minority groups).</p> <p>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.</p>	<p>The number of new opportunities created will be measured with a clear understanding of the value, range and types of opportunities available.</p>
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2. Education Alignment with Skills, and Apprenticeships

Activity	Delivery Partner(s)	Other Key Stakeholders / Sectors	Key Responsibilities	Key Outcomes
2.1 Education Alignment	DYW Schools Local government Colleges Scotland	Education Scotland Equality groups Young people SDS	Work with partners to align education with future skills needs and strategic economic policy priorities.	<p>Opportunities which are being supported and created align with future jobs and strategic economic policy priorities - including health and social care, the climate emergency and digital advancement.</p> <p>These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).</p>
2.2 Apprenticeships	SDS Colleges	Employers Equality groups Young people DYW Groups	Develop proposals to support more young people (particularly intersectional young people, young Black people, young people of colour, young disabled people, young women, and minority groups), into apprenticeships, particularly in the public sector.	<p>The number of young people participating and being retained in apprenticeships will be measured.</p> <p>Support implementation of the Equalities Action Plan:</p> <ul style="list-style-type: none"> • Increase the employment rate for young disabled people to the population average by 2021 • Reduce to 60% the percentage of MA frameworks where the gender balance is 75:25 or worse by 2021 • Increase the number of MA starts of Black people and people of colour to equal the population share by 2021 • Improve the number of care leavers who successfully take up MAs
2.3 Provision in Colleges	SFC	Employers	Develop proposals to create more opportunities in colleges for shorter,	An increased number of opportunities created in colleges will be measured by SFC.

	Colleges Scotland	Equality groups Young people	work-based programmes which align with the future needs of the economy.	These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).
2.4 College Leavers	SFC Colleges Scotland	Employers Local government Third sector Equality groups Young people	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.	Employers will be supported to create more opportunities for college leavers, including internships. This will be measured with an understanding provided on the nature of the available opportunities. These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).
2.5 Provision in Universities	Universities Scotland	Employers Young people	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 under represented in higher education.	Consider the delivery of increased provision at universities at undergraduate and postgraduate levels.
2.6 Graduate Opportunities and Apprenticeships	Universities Scotland	Employers Local government Third sector Equality groups Young people	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.	Work with employers to create more internship opportunities for university graduates. This will be measured with an understanding provided on the nature of the available opportunities. These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).

3. Governance and Equalities

Activity	Delivery Partner(s)	Other Key Stakeholders / Sectors	Key Responsibilities	Key Outcomes
3.1 Governance	SG	Young people DYW Programme Young people	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).	National, regional and local governance arrangements will deliver on the ambition of the Guarantee through repurposing and aligning existing arrangements. This will support the transition to simpler and more streamlined governance arrangements.
3.2 Analysis	SG	Third sector Local government SDS Colleges Scotland SFC Equality groups Young people	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.	The measurement and evaluation framework will allow local partners to measure progress and target support (particularly to young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups). This will likely include a local labour market dashboard and participation measure. We will also measure how each funding stream is working and the cumulative impact of the additional investment

<p>3.3 Equalities and Human Rights</p>	<p>SG Equality Groups (currently including Intercultural Youth Scotland, Close the Gap and Glasgow Disability Alliance)</p>	<p>All Guarantee delivery partners Young people</p>	<p>N.B. This is a ‘horizontal’ workstream which will influence on every other proposed activity.</p> <p>Support development and scrutiny of impact assessments, and ensure other activity embeds an equalities and human rights approach.</p> <p>Support delivery partners and stakeholders to access equalities training (such as anti-racist employability training, disability training, gender competence training).</p>	<p>Develop clear evidence to show how the Guarantee is supporting advancing equity of opportunity and inclusion (particularly for young intersectional people, young Black people, young people of colour, young disabled people, young women, minority groups, and those from lower socioeconomic backgrounds).</p> <p>Ensure that impact assessments allow for robust data collection in order to shape delivery of the Guarantee.</p>
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4. Formal Volunteering and Supporting Those Who Need It Most

Activity	Delivery Partner(s)	Other Key Stakeholders / Sectors	Key Responsibilities	Key Outcomes
4.1 Formal Volunteering	Project Scotland	Third Sector (particularly SCVO, TSIs, TSEF) Young people	Increase formal volunteering opportunities for young people, in alignment with the Scottish Government's response to the Youth Volunteering Innovation Project report.	The number of formal volunteering opportunities for young people will be increased, with a focus on advancing the equity of opportunity of young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).
4.2 Supporting Those Who Need it Most	SCVO Local government	Third sector Equality groups Young people Employers DYW Groups SDS	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.	Evidence of increased support for those who are furthest away from the labour market, with clear understanding of the numbers supported and the types of interventions. Employers will be engaged and supported to achieve this.

5. Enabling Activity

Activity	Delivery Partner(s)	Other Key Stakeholders / Sectors	Key Responsibilities	Key Outcomes
5.1 Infrastructure, City Deal and Procurement	SG Local government		Promote the Guarantee in infrastructure, city deal and public procurement activity.	<p>Through engaging with this activity we will seek to measure how many additional opportunities are created for young people through infrastructure investments, city deals and other procurement. This activity should promote Fair Work, and have a positive social and environment impact.</p> <p>These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).</p>
5.2 Environmental Opportunities	SG	Local government Colleges	Develop proposals to provide young people with environmental related opportunities, including supporting the Green Jobs Fund.	<p>Through engaging with this activity we will seek to increase the number of high quality green employment opportunities created for young people.</p> <p>These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).</p>
5.3 Investment Management	SG	Local government Employer groups	Work to ensure that investment management activity can support the aims of the Guarantee.	Through engaging with this activity we will seek that investment is made into supporting projects which lead to positive job creation for young people, and which also have a positive social and environmental impact (e.g. investment in social housing).

		Equality groups		These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).	
5.4	Health and Social Care Opportunities	SG	SSSC Local government Colleges	<p>Support young people's employment opportunities into the health and social care sector.</p> <p>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.</p>	<p>Through engaging with this activity we will seek to measure how many additional and high quality health and social care opportunities are created for young people.</p> <p>These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).</p>
5.5	Public Sector Opportunities	SG Local government	Colleges	Support young people's employment opportunities into the public sector.	<p>Through engaging with this activity we will seek to measure how many additional and high quality opportunities are created for young people in the public sector.</p> <p>These opportunities will advance equity of opportunity to young people (particularly young intersectional people, young Black people, young people of colour, young disabled people, young women, and minority groups).</p>



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