



Youth Employment Strategy Update

Report to: Resources

Date: 19 December 2014

Report by: Janice Gibson, Head of Organisational Development

Report No: RC-29-2014

Agenda Item: 13

PURPOSE OF REPORT

To provide a progress update in supporting youth employability initiatives through the Care Inspectorate's Youth Employment Strategy for 2013 – 2015.

RECOMMENDATIONS

That the Resources Committee:

1. Note the progress achieved to date and revised plan to deliver the strategy by 2015.

Version: 2.0	Status: <i>Final</i>	Date: 11/12/2014
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Version Control and Consultation Recording Form

Version	Consultation	Manager	Brief Description of Changes	Date
	Senior Management			
	Legal Services			
	Corporate Services Directorate			
	Committee Consultation			
	Partnership Forum Consultation			

Equality Impact Assessment

To be completed when submitting a new or updated policy (guidance, practice or procedure) for approval.

Policy Title:	Youth Employment	
Date of Initial Assessment:	N/A	
EIA Carried Out	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If yes, please attach the accompanying EIA and briefly outline the equality and diversity implications of this policy.	This strategy will be delivered in line with best practice whereby we are taking positive action to assist young people in order to reduce overall youth unemployment which the Scottish Government has identified as a key priority for Scotland and public bodies.	
If no, you are confirming that this policy will have no negative impact on people with a protected characteristic and a full Equality Impact Assessment is not required.	Name: Janice Gibson Position: Head of Organisational Development	
Authorised by Director	Name: Gordon Weir	
Date: 23/10/14		
Version: 2.0	Status: Final	Date: 11/12/2014

1.0 INTRODUCTION

1.1 Scotland's Youth Employment Strategy states that the Scottish Government is committed to doing everything in its power to reduce youth unemployment. Scotland's largest employers are in the public sector and the Scottish Government's expectation of public bodies is to:

'Support the Government's youth employment strategy, providing opportunities for young people including a job, modern apprenticeship, high quality work experience, mentoring or other work-related support'

1.2 The Scottish Government published an overarching Youth Employment Strategy at the end of June 2012. This sets a clear expectation that as well as providing direct employment and work experience, public bodies take an imaginative approach to supporting youth employment as they discharge their core activities.

1.3 Latest figures show that youth employment has fallen from 91,000 to 65,000 in the last two years. While the number out of work is still unacceptable, there are indications that Scotland's economy has returned to pre-recession levels and employment in the general population is higher than ever.

1.4 It is worth noting that the nature of our business leans towards employing experienced people who often fall out with the 16 to 24 age bracket. This means opportunities to employ younger people are limited and as an employer we need to be more innovative and proactive in creating opportunities to involve and employ younger employees.

1.5 The Care Inspectorate's Youth Employment Strategy and delivery plan 2013/16 were approved by the Resources Committee on 11 June 2013. Progress has been focused in 4 key areas due to other competing priorities, however the pace of delivery will quicken in the coming year. Full implementation of this strategy will be a priority for 2014 – 16 and a revised action plan for achieving that is attached.

2.0 PROGRESS ACHIEVED

2.1 Since the strategy was approved there has been a focus on 5 key areas, these include;

- Supporting young people in employment
- Involving service users and carer inspectors
- Progressing the Get ready for work scheme and;
- Working with the Involvement Team to deliver the 'Involving People Plan'
- Developing role of graduate internship

2.2 In Employment

The Scottish Government have asked employers to support one unemployed young person (aged 16 – 24) for every 100 employees. Therefore, the Care Inspectorate are looking to support a minimum of 6 young people.

Since June 2013 we have supported 14 young people and employ a total of 4.

There are also 4 young people employed within our support functions. All have been employed permanently as Administration Assistants. This was supported by adapting our current recruitment process from the focus on qualifications and previous experience towards ability and potential.

2.3 Service User/Carer Inspectors

We currently engage 4 young people as Young Inspectors on a voluntary basis. They work with Senior Inspectors carrying out scrutiny activity of local authorities and are paid a daily rate for their involvement work. Feedback around their involvement has been positive to date.

2.4 Get Ready for Work Scheme

- 2.4.1 We continue to work in partnership with Barnado's Works who support disadvantaged young people to secure employment under the Get Ready for Work Scheme. We are required to identify a work place mentor who will provide support, coach and build a working relationship with the young person. Barnado's Works will then match a young person with the placements on offer.
- 2.4.2 Since June 2013 we have supported 10 placements throughout the organisation. There are further placements pending. Placements generally last for 8 – 12 weeks and overall all young people have provided positive feedback in term of experience they have gained. One placement has just been extended for a further 13 weeks and we are hopeful that we can offer a Modern Apprenticeship to this individual. Two have gained permanent employment externally by using the Care Inspectorate as a referee. Another was shortlisted for an internal post but unfortunately was not successful – they did however gain from their experience of an interview process. One placement did not work out as intended due to the young person bringing personal issues into the workplace despite several mentoring sessions.
- 2.4.3 Care Inspectorate staff who have been mentoring the young people have also responded positively in terms of the skills they have gained and the genuine feeling that they are making a difference. We are providing some of our administrative staff the opportunity to gain supervisory experience as well as

coaching and mentoring skills. We can only support a placement where a match is identified in terms of a young person's preference in relation to type of work. It is also dependant on us having the resources free to provide the full support that these young people require.

2.5 Interns

- 2.5.1 We have also worked to develop an intern role which encourages graduates to experience working with the Care Inspectorate. We have 2 posts established so far, a policy intern role and a temporary ICT intern role. Both posts have been successful in encouraging younger people to join and experience the organisation. Postholders are in place for a year and work to a structured work plan to ensure that they gain valuable experience. This has been positive so far for both the young people and the organisation.

3.0 WORKING WITH THE INVOLVEMENT TEAM

- 3.1 The organisation has committed in the Involving People Plan to increase the number of young people we involve in our work. Move On have been appointed as our support provider for our young inspection volunteer scheme and there is a plan to recruit 15 – 20 young people by March 2016.
- 3.2 We continue to work with Who Cares? Scotland to get young people's views and feedback of using care services. This has been provided invaluable insight into how young people experience of care.
- 3.3 We hosted an event of 30 June 2013 for 100 young people who use care services in Scotland. The 'Reach High' event provided the opportunity for young people aged 12-18 to find out more about the Care Inspectorate, learn more about their rights and share their experiences of living in, or using care services. Similar smaller events have since been ran as we have found that more targeted involvement events are better in terms of building relationships with young people and are more cost effective. We now have a bank of contacts for consultations purposes.
- 3.4 An Involvement Adviser (Children's and Young People) joined the organisation in November 2013. The post holder will take forward a number of priorities in this area including the development of young people in our inspection process and strategic inspections.

4.0 FUTURE PRIORITIES

- 4.1 As outlined earlier the pace of delivery in this area will be increased now that resources are in place to push the agenda proactively through our recruitment practices.

4.2 The revised action plan attached in appendix 1 sets out a clear mandate and agenda. A summary of the key actions that will be developed and delivered over the next 2 years include;

- Continuing to develop career pathways for our business support staff
- Reviewing our recruitment practices to attract a younger workforce
- Developing a modern apprentice scheme
- Strengthening our partnership working to improve access to skills development for vulnerable groups of young people
- Continuing to mentor and reach out to schools to offer work experience
- Working with the involvement team to support the delivery of their Involving people plan, particularly for young people

5.0 RESOURCE IMPLICATIONS

- 5.1 There are no direct resource implications associated with implementing the Youth Employment Strategy.
- 5.2 There are also no direct resource implications associated with any of the work experience schemes that we are currently participating in other than the time of our existing staff who are undertaking mentoring roles. However, since all mentors have indicated that they have a development need in leadership/management this is not viewed as an additional cost and can be contained within existing budgets.
- 5.3 There will be resource implications if we progress with implementing initiatives such as Modern Apprenticeships, however we would propose that these are taken from the Administration staffing budget. There are periodic vacancies within this budget which would otherwise result in positions being filled by agency staff. This approach would therefore be cost neutral.

6.0 BENEFITS FOR PEOPLE WHO USE SERVICES AND THEIR CARERS

The journey from education to employment is one of the key moments in a young person's life. It is a journey that for all too many, particularly for those who been in care, is broken by the lack of employment opportunities. Giving young people the opportunity to channel their talent, enthusiasm and energy through employability initiatives and subsequently employment is rewarding to the young person as well as being critical to the future economic success of Scotland.

7.0 RECOMMENDATIONS

That the Resources Committee note the progress achieved to date and the revised action plan for delivery.

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LIST OF APPENDICES

Appendix 1 – Youth Employment Action Plan 2014 - 2015