

**ANGUS COUNCIL**

**ANGUS COUNCIL – 10 DECEMBER 2015**

**ANGUS COUNCIL YOUTH EMPLOYMENT POLICY**

**REPORT BY MARGO WILLIAMSON, STRATEGIC DIRECTOR - PEOPLE**

**ABSTRACT**

Angus Council is the largest employer in the county employing approximately 5,000 staff. Like many employers, it is faced with an ageing workforce with only 6% of its employees under the age of 24.

The development of meaningful and sustainable education and employer partnerships have for a long time been a priority of Angus Council. The Council has acted as a conduit between schools within the authority, local employers and other partners. As a major employer we have pockets of good practice, in providing variable work experience and accredited work opportunities for young people. This paper and attached policy proposes an ambitious coordinated approach across all areas of the Council and associated organisations, eg Angus Alive, Health and Social Care Integration arrangements.

It proposes a range of approaches for developing and retaining employability skills in young people ages 14 – 25.

**1. RECOMMENDATIONS**

It is recommended that Angus Council:

- (i) approves the Angus Council Youth Employment Framework (Appendix1)
- (ii) accepts the need for and provides vocational pathways in the Council which articulate with Senior Phase Curriculum for Excellence (S4 – S6) and the requirements of Developing Scotland's Young Workforce
- (iii) agrees the spending plan for the Government resource allocated for Developing Scotland's Young Workforce ( £294,107)
- (iv) approves an Angus Works Programme for young people in Senior Phase (S4 – S6)
- (v) agrees officers examine how best to identify ongoing funding to support work places for young people beyond the resources provided by Government
- (vi) increases the total number of young people getting a workplace opportunity and employment with Angus Council.
- (vii) requests the Strategic Director of People to bring an annual progress report.

**2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/CORPORATE PLAN**

2.1 This report contributes to the following local outcomes contained within the Angus Community Plan and Single Outcome Agreement 2013-2016:

*COMMUNITIES THAT ARE PROSPEROUS AND FAIR -*

We have a sustainable economy with good employment opportunities

Angus is a good place to live in, work in and visit.

### *COMMUNITIES THAT ARE LEARNING AND SUPPORTIVE -*

Our children and young people are confident individuals, effective learners and responsible citizens

Adults maximise their potential through learning opportunities

### *COMMUNITIES THAT ARE CARING AND HEALTHY –*

We have improved the health and wellbeing of our people and inequalities are reduced

### *COMMUNITIES THAT ARE SUSTAINABLE*

Our communities are developed in a sustainable manner

## **3. BACKGROUND**

- 3.1 The Scottish Government have pledged their commitment to help unemployed 16-29 year olds into work (the age criteria was extended in August 2014). In line with this, continuous effort must be made to reduce the problem of youth unemployment across Angus. This builds on measures which provide education and training to prepare young people for employment.

[Education Working for All Commission for Developing Scotland's Young Workforce Final Report \(June 2014\)](#) highlights the vital role of business and industry to both enhance the quality of education experiences and provide better knowledge of careers and the workplace, as well as offering more young people employment straight out of education. It also covers equality in education and in the employment of young people.

To address this, a cross Council group has developed the policy framework attached: Appendix 1

The Scottish Government has released funding to local authorities on a proportionate basis to support the implementation of the Developing the Young Workforce – Scotland's Youth Employment Strategy.

The cross-council strategic group will be the decision making body regarding the allocation of these funds, ensuring activity undertaken will help develop pathways for young people into sustained and quality jobs that align with local circumstances and labour markets. This will include:

- Funding towards the coordination of DYW locally £ 86,513
- Funding of Modern Apprenticeships through the Angus Shared Apprenticeship Scheme £ 50,000
- Foundation Apprenticeships and college link course, including travel £107,594
- Initiating an Angus Works programme for senior phase pathway £ 50,000

TOTAL: £294,107

The Scottish Government has confirmed that there will be no further discrete funding for DYW after 2015-16. Consideration therefore has to be given to the sustainability of this framework beyond 2016. It is recommended that officers examine how best to provide ongoing revenue funding based on a target of £150,000 per annum until 2020. This will be considered through the annual budget process through investment bids and budget carry forwards will also be considered as an option. Other funding opportunities will also be explored.

#### **4. CURRENT POSITION**

- 4.1 Pockets of good practice exist within the Council to support young people gain work experience. Most of this experience is not accredited and does not relate to Curriculum for Excellence course work, the SCQF Framework, Developing Scotland's Young Workforce or the new Foundation Apprenticeships.

Appendix 1 provides a strategic framework which will coordinate all employment opportunities for young people aged 14 – 25 and allow us to report annually on our progress.

#### **5. PROPOSALS**

- 5.1 Curriculum for Excellence provides authorities and schools with guidance to create innovative pathways and route to employment for young people. It, along with Developing Scotland's Young Workforce invites employers and school partnerships to strengthen links and develop young people's knowledge and experience of different careers.
- 5.2 The Youth Employment Framework invites Angus Council, a major employer in the County, to ensure we provide opportunities for young people to learn about public sector jobs through placements, experience and accredited pathways.
- 5.3 The recommendations include a new scheme called Angus Works where up to 20 young people per year will benefit from work experience in the Council which will lead to a Skills for Work qualification.
- 5.4 As a Council we will begin to monitor experience and placements of young people aged 14 – 25 and report this annually

#### **6. FINANCIAL IMPLICATIONS**

- 6.1 The funding allocated to Angus Council is as outlined below:

- 2014/15 - £155,422
- 2015/16 - £138,685

TOTAL FUNDING - £294,107

This funding will be used for the initiatives outlined in Section 3.

Government have advised no further funding will be allocated. As such, future funding needs to be identified. A target of approx. £150,000 per annum is recommended to sustain the framework until 2020. How that funding will be provided will be considered through the annual budget process, budget carry forwards and other funding opportunities which may be available.

**NOTE:** The background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) which were relied on to any material extent in preparing the above report are:

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