

Framework for Local Employability Partnerships

Purpose

To enable collective leadership and shared commitment across partners to effectively implement the policy intent for a more aligned approach to national and local employability support in Scotland, reflecting the need to deliver a more coherent employability provision locally, in line with the Local Outcome Improvement Plan aligned to the National performance Framework.

The Partnership will take forward at a local level the actions from the No One Left Behind delivery plan¹ and Covid – 19 response based on the principles which underpin the approach contained within the [partnership agreement](#) for employability agreed by Scottish and Local Government.

In addition Schedule 1 outlines the local partnership framework for delivering the Young Person's Guarantee.

Vision

Supporting people into fair, sustainable jobs is central to delivering many of the ambitions for an inclusive, sustainable economy with well-being at its core. Employability services are pivotal to avoiding the widening of social and economic inequalities by supporting those who are most vulnerable. Local Employability Partners recognise the vital role that a range of organisations across the employability landscape play, and are committed to protecting a diverse range of provision and ensuring that the right support is put into place for those who rely on these services.

The partnership will build on the strengths of existing national and local services, to better align funding and to improve the integration of employability services with other support to ensure that services are designed and delivered around the needs and aspirations of those using our services.

Objectives

- To drive forward and implement the shared ambitions and actions of No One Left Behind and the response to Covid -19 and Brexit to ensure the right support is available in the right way at the right time
- To use the [Scottish Approach to Service Design](#) to co-produce an all-age employability support service that is person-centred, more joined up, flexible and responsive to individual needs.
- To involve service users throughout the process
- To co-ordinate information-sharing and action between strategic and delivery partners.
- To utilise labour market statistics and available data to inform decisions, identify priorities and support an effective partnership response
- To co-ordinate resources to improve opportunities and outcomes
- To align as appropriate with regional and national approaches
- To align the delivery of the Young Person's Guarantee at a local level as per Schedule 1

Key Roles and Responsibilities

We will adopt a collective leadership approach and ensure that we operate in a manner that is open, honest and accountable. We will work collaboratively to create an environment of trust and respect.

¹ NOLB Delivery Plan November 2020

- To contribute to a shared strategy and action plan reflecting the vision agreed by the partnership
- To align policy and practice to improve outcomes and value from public/partner expenditure
- To ensure an appropriate approach to governance providing collective leadership ensuring a robust framework for decision-making, risk management and accountability.
- To better align funding and where appropriate co-produce and co-commission provision to meet identified needs and/or to enhance or complement existing provision.
- To agree to support shared performance management systems and to attain partners' commitment to working towards consistent data sets in line with the Shared Measurement Framework
- To collectively scrutinise performance and agree any required actions
- To effectively communicate with partners, stakeholders and service users adopting an inclusive, collaborative and flexible approach.
- To establish and monitor short-life task and finish groups as required

Indicative Membership

Chair: Local Authority Employability Lead

Deputy Chair: Agreed by Partners

Members: Skills Development Scotland
 Department of Work and Pensions
 Health
 College
 Business Gateway
 Third Sector
 DYW
 Education
 Other local relevant Partners

Key Roles & Responsibilities

- Representing the views and position of your current sector and/or organisation you represent to provide advice, constructive challenge and expertise
- Ensure proposals for employability services remain focused on the best interests of service users and are reflective of the principles outlined in No One Left Behind.
- Consider solutions identified by the National Senior Leaders and Operational Groups, and taking appropriate action on key issues which will support the collective response to real-time labour market demands and changes
- Demonstrate real and tangible change in the actions and interventions of individual partner organisations.
- To provide advice as required to the Community Planning Partnership and any Regional Partnerships on effective employability policy, programme and partnership interaction between local and national employability programmes.

Governance and Reporting

The Employability Partnership will report to the Community Planning Partnership as appropriate. In addition the group will provide advice and reports to Regional and National groups as required.

It is recognised that members may bring items to the group for discussion, subject to other governance structures. In this situation it is the responsibility of members to highlight the input they are seeking and associated governance route.

Secretariat

The Local Authority will provide the secretariat for the meeting

Way of Working

- The group will meet monthly
- Meetings will last no longer than 2 hours
- Meetings will take place in a location or format agreed by members
- Minutes and Action Points will be circulated within 48 hours
- The Agenda and papers will be circulated 5 days in advance of the meeting
- Additional meetings may be called as agreed
- Any Confidential papers should not be shared beyond group members unless agreed

SCHEDULE 1

Framework for Delivering the Young Person's Guarantee

Purpose

This framework outlines the commitment to deliver the Young Person's Guarantee locally aligned to the No One Left Behind approach to employability support in Scotland. The local partnerships will take forward relevant actions from the Young Person's Guarantee Implementation Plan in response to local needs based on the principles which underpin the approach contained within the [Partnership Agreement](#) for employability agreed by Scottish and Local Government.

Commitment

Within two years every young person aged between 16 and 24 locally will be guaranteed either the opportunity to study at university or college, take part in an apprenticeship programme, take up a job or work experience, or participate in a formal volunteering or training programme according to their own personal circumstances.

Local partnerships recognise the role that a range of organisations across the employability landscape play, and are committed to protecting a diverse range of provision and ensuring that the right support is put into place for those who rely on these services. The provision and support will seek to address inequalities within the labour market and improve young people's quality of employment, pay and progression.

The partnership will build on the strengths of existing national and local services, to better align funding and to improve the integration of employability services with other support to ensure that services are designed and delivered around the needs and aspirations of those using the services.

Guarantee Group

The Guarantee can help towards addressing many challenges young people face in the labour market and the partnership will prioritise young people for which employment opportunities are harder to secure adopting an equalities first approach ensuring that they are not left behind and do not reinforce labour market inequalities. Therefore, the Guarantee will align with the Delivery Plan for No One Left Behind to help in delivering fairer and more inclusive communities where every young person has an opportunity to reach their potential.

Young people entitled to support through the guarantee are those aged 16-24 who are:

- Unemployed (excluding those in full time education)
- About to leave school without a positive destination
- School leavers without a positive destination
- In low paid employment
- At risk of redundancy
- At risk of losing an apprenticeship
- Leaving training, volunteering, college or university without a positive destination
- Low skilled
- Without qualifications at SCQF 5 or above
- Underemployed

Specific priority will be given to those most at risk with multiple barriers to employment to help support their engagement, participation and progression.

Objectives

- Prevent and reduce the number of young people entering or remaining unemployed
- Support more young people to participate in employability programmes, including formal volunteering
- Increase the number of young people engaged in learning and skills development
- Increase the number of young people achieving qualifications
- Reduce levels of in work poverty and support career progression
- Increasing the number of young people accessing apprenticeships with a specific focus on equalities groups
- Support inclusive sustainable economies by helping to tackle inequalities within the labour market

Approach

The shared ambitions and actions of No One Left Behind will ensure the Young Person's Guarantee provides the right support, in the right way at the right time using the [Scottish Approach to Service Design](#) to co-produce youth employability support service that is person centred, more joined up, flexible and responsive to individual needs.

In addition, labour market statistics and available data will be utilised to inform decisions, identify priorities and support an effective partnership response aligning investment and co-ordinating resources to improve opportunities and outcomes. In keeping with No One Left Behind, Local Authorities will engage across council and partner services, external agencies, forums and groups as appropriate to promote coherent support and better outcomes for young people. Specific funding to support the Guarantee will be used to attract additional resources at a local level as opportunities arise.

In planning activity, local authorities will exploit their scope and potential as employers, service providers and procurers and as an anchor institution with their Community Planning Partners will look to maximise the economic impact for Young People. There will be a range of activities delivered, directly, in partnership or through commissioned local providers which will include some of the following:

- Enhanced Key Worker Support
- Youth Work
- Formal Volunteering*
- Work Placements*
- Employer Recruitment Incentives
- Job Creation Programme – Intermediate Labour Market
- Supported Employment
- Project Search
- Modern Apprenticeships
- Graduate Internships
- Kickstart Wrap around Support
- Skills Training
- Mental Health Support
- Digital Capacity Building
- Digital Equipment
- Accredited Training
- Self-Employment Support and start-up funding

*See refreshed Participation Measure Guidance for definitions

A number of council services will be involved in supporting delivery and additional services will be commissioned from the third sector and other specialist providers as appropriate.

Key Roles & Responsibilities

The roles and responsibilities will be as detailed in the partnership agreement, local partnership framework, implementation plan and any funding agreements. Key partners in the public and third sector are members of national, regional and local partnership structures.

Governance and Reporting

Utilising existing No One Left Behind national and local governance structures and reporting, the use of the data hub, participation measure and Shared Measurement Framework will be aligned and taken forward as a joint activity via common NOLB Delivery and Guarantee Implementation Plan tasks.

Alignment, integration, streamlining and simplification must be the key drivers to improved governance and outcomes. Improved outcomes will be demonstrated through the reach and impact supported by a Youth Data Dashboard.