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**REPORT TO: CORPORATE COMMITTEE ON 1 FEBRUARY 2022**

**SUBJECT: YOUNG PERSON'S GUARANTEE SCHEME APPLICATION**

**BY: DEPUTE CHIEF EXECUTIVE (EDUCATION, COMMUNITIES AND ORGANISATIONAL DEVELOPMENT)**

**1. REASON FOR REPORT**

- 1.1 To inform the Committee of the Young Person's Guarantee Scheme (YPG) and to request approval to submit an application to be recognised as an employer committed to the YPG scheme which would raise the council's profile with regards to ongoing work with young people.
- 1.2 This report is submitted to Committee in terms of Section III (24) (c) of the Council's Scheme of Administration relating to the recruitment, training and development, health, safety and welfare policies and practices of the Council

**2. RECOMMENDATION**

- 2.1 **It is recommended that the Committee gives approval to submit an application for the Young Person's Guarantee Scheme.**

**3. BACKGROUND**

- 3.1 As part of the Scottish Government's (SG) response to Covid-19 Economic Recovery, the employer led Young Person's Guarantee Scheme (YPG), was launched in November 2020. The YPG is a commitment to bring together employers, partners and young people with the aim that within two years, every person aged between 16 and 24 in Scotland will have the opportunity, depending on their circumstances, to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.
- 3.2 The Guarantee is employer-led, building on the Scottish and Local Government Youth Employment Strategy - Developing the Young Workforce.
- 3.3 As outlined above, the YPG is a commitment to connect every 16 to 24 year old in Scotland to an opportunity to improve their situation and as an employer there is an opportunity to influence how the council builds a workforce with the right skills and experience and link more effectively with young people overall.

- 3.4 The benefits of being involved with the scheme include making closer employment links with schools, helping young people gain skills to support their future careers by providing opportunities for learning, training and upskilling, providing job opportunities for young people whilst ensuring a fair and inclusive workplace, raising awareness of the council, assisting with recruitment and retention and supporting succession planning.
- 3.5 By joining the YPG scheme the council will be showing its commitment to supporting young people and will need to demonstrate that commitment by confirming what actions and opportunities will be provided for young people, aligned to the YPG framework ('5 Asks').
- 3.6 This framework has been designed to enable employers to consider how they can support the YPG. The support is built around five key areas:
1. To prepare young people for the world of work
  2. To help all young people achieve their potential
  3. To invest in a skilled workforce
  4. To create jobs, volunteering and training opportunities
  5. To create an inclusive and fair workplace
- 3.7 Employers are not required to demonstrate evidence of all the five areas to be eligible for the scheme. Similar to the Disability Confident Scheme, the Council would require to evidence through the completion of a pro-forma detailing current activity that meets the framework and planned action to deliver it in the coming year. Membership of the scheme is reviewed annually. Once approval is gained the council is able to use the YPGs logo to demonstrate its alignment to the scheme.
- 3.8 The Council already undertake a number of initiatives that would support recognition for this scheme including Career Ready, providing work experience, Kickstart, employing apprentices etc. Therefore demonstrating evidence of meeting the 5 asks is fairly straightforward. Feedback from a DYW representative indicated confidence that the council's current actions already demonstrate commitment to young people and the YPG framework and that the application would meet the key requirements.
- 3.9 Currently 4% of the council's workforce are within the 16- 24 age bracket and workforce profiling demographics indicate that the council has an aging workforce. Therefore any further action to encourage young people into the organisation would be a positive step and align with corporate workforce planning requirements. By achieving membership of the scheme the council would be recognised as an employer committed to the YPG scheme which would raise the council's profile with regards to ongoing work with young people and support its recruitment of the younger workforce.

- 3.10 Should the council achieve the Young Person's Guarantee accreditation, a communication plan will be developed that ensures appropriate recognition and awareness. This will include use of the Employers Toolkit which provides materials and support for communications such as council website, local media, news channel and social media content, use of the employer logo on recruitment and marketing activity as well as email and corporate correspondence.

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**

An application under this scheme would allow us to demonstrate our commitment to support delivery of our workforce strategy to develop the young workforce in line with our future priorities.

**(b) Policy and Legal:**

There are no policy or legal implications from this report.

**(c) Financial implications:**

There are no financial implications from this report.

**(d) Risk Implications:**

There are no risk implications arising from this report.

**(e) Property:**

There are no property implications from this report.

**(f) Equalities/Socio Economic Impact:**

There are no equalities implications arising from this report.

**(g) Climate Change and Biodiversity Impacts:**

There are no climate change or biodiversity implications arising from this report.

**(h) Consultations:**

A 3 Minute Brief has been shared with CMT to outline the scope of the scheme.

#### **5. CONCLUSION**

- 5.1 **The YPG scheme offers the council the opportunity to be recognised for ongoing work we are completing in supporting the young workforce and shows our ongoing commitment to this area.**
- 5.2 **As a recognised YPG employer, this would support our recruitment practices and aid addressing the gap in our workforce age demographic.**

Author of Report: Anne Smith, Senior OD Adviser  
Background Papers:  
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