

**NORTH LANARKSHIRE COUNCIL
REPORT**

To: POLICY & RESOURCES (REGENERATION & INFRASTRUCTURE) SUB COMMITTEE		Subject: Tackling Youth Unemployment
From: EXECUTIVE DIRECTOR OF ENVIRONMENTAL SERVICES		
Date: 21 May 2013	Rep: 1727/GR	

1. Purpose of Report

- 1.1 To update committee on the progress of key council initiatives to tackle youth unemployment and explain how these work together as part of a 5 stage process to support people back into work

2. Background

- 2.1 Previous reports to committee have highlighted the progress being made in delivering the councils Youth Investment Programme, which set out to support 5000 people back to work over 3 years. However the Youth Investment Programme is only a part of the activity currently taking place in the area to address this issue.

3. Progress with the Youth Investment Programme

- 3.1 Performance in the first year of the programme has been encouraging with 1,789 individuals supported into jobs, against a target of 1,667. The first year performance includes 113 supported through the Modern Apprenticeship/Vocational Training scheme, 864 achieving jobs through the private sector element of YIP and a further 812 supported into jobs through wider North Lanarkshire's Working activity.
- 3.2 During the first year, almost 500 businesses have been supported through the programme. Together these businesses have created 1,170 vacancies. Rather than each business taking on an average of between two and three individuals, a small number of businesses have instead advertised a high number of places.
- 3.3 In conclusion, the first year's performance of the Youth Investment Programme has been encouraging, however it is important that momentum is maintained into Year 2.

4. The Strategic Skills Pipeline

- 4.1 Across Scotland, services to support the unemployed into employment have been illustrated and organised around a pipeline concept which incorporate 5 stages reflecting the journey an unemployed person might be expected to take.

Pipeline	Stage 1 Referral/engagement activity	Stage 2 Barrier removal	Stage 3 Vocational Activity	Stage 4 Employer engagement and job matching	Stage 5 In-work aftercare
Client status	Not job ready	Not job ready	Job ready	Job ready	In work

4.2 Funders are now using this concept to design and fund partnerships of activity. In North Lanarkshire, this type of model has been utilised for some years but remains useful in making it clear to all stakeholders, what services exist, what their main purpose is and helps avoid duplication.

4.3 Services available under this pipeline are regularly changing and this represents the biggest challenge of partnership working. A broad illustration of the services currently available in North Lanarkshire current is provided at appendix 1.

5. Conclusion

5.1 Various agencies fund different services under the pipeline and need to communicate and co-operate to ensure an efficient use of public funds. We need to ensure demand for services at each stage of the pipeline is met with the supply of services and we need to be able to respond when it is not.

5.2 The success of the Youth Investment Programme is dependent on a steady stream of "job ready" unemployed residents being progressed and thus the success of the scheme is reliant on a wide range of partners.

5.3 In our first year we have surpassed our target for the first year of Y.I.P. and have established a good partnership with local businesses in the delivery of the programme. It is important that we continue to build on this success over the next 2 years.

6. Recommendations

6.1 It is recommended that the committee:

- i) Note that 1789 individuals were supported into work in the last year.
- ii) Note that 500 companies were supported with employment incentives.
- iii) Note the strategic skills pipeline and the partnership of services in North Lanarkshire that deliver as part of it.



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North Lanarkshire Strategic Skills Pipeline 13/14

