

North Lanarkshire Council Report

Enterprise and Growth Committee

approval noting

Ref LMcM

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North Lanarkshire Youth Guarantee

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Executive Summary

The Scottish Youth Guarantee is a response by the Scottish Government to the steep increase in unemployment for 16-24 years olds caused by the impact on the economy of actions taken to safeguard the population from Covid-19. As part of the range of measures across all sectors, £30 million is allocated directly to local government to support its response to youth unemployment and the allocation to North Lanarkshire is £2.1 million. At its meeting of 5 November 2020 the Enterprise & Growth Committee was updated on aspects of the Covid Economic Recovery Plan related to employability and the measures being taken to mitigate the impact of the pandemic on the North Lanarkshire's labour market, including preparations for implementing the Scottish Youth Guarantee in North Lanarkshire.

This report outlines how the Youth Guarantee funding in North Lanarkshire will support a range of additional youth employability activities until March 2022 to support the employment, education or training of young people as a response to the negative impact of the measures taken to control the spread of Covid 19 on the labour market. The report also outlines how these align with the Council's *Workforce for the Future Strategy 2020 – 2023*.

Recommendations

It is recommended that Committee:

- (1) note the information provided on the Scottish Government's Youth Guarantee and its planned implementation in North Lanarkshire; and
- (2) note the alignment of these measures with the Council's *Workforce for the Future Strategy 2020 – 2023* and with those of local employability partners.

The Plan for North Lanarkshire

Priority Improve economic opportunities and outcomes

Ambition statement (11) Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion

1. Background

- 1.1 The Young Person Guarantee, formally launched in November 2020, sets out an ambitious plan to support all Scotland's young people to have a prosperous future. The Guarantee committed that within the next two years every 16-24 year old in Scotland will either be in paid employment for a period of between 12 and 24 months, enrolled in education, actively involved on an apprenticeship or training programme, or engaged on a formal volunteering or supported activity programme. The plan set out gained cross party support and is now the overarching policy for Scotland's youth employment. Nationally, work is underway to ensure that every organisation supporting 16-24 year olds is behind the policy and that it delivers what is required by young people, employers and the wider society. Key to the vision is that young people are viewed as an asset and integral to success of a vibrant Scotland.
- 1.2 £60 million has been allocated by the Scottish Government to support the initial response and includes £30 million for local government with this targeted on those groups of young people with existing barriers to entering the labour market. The other £30 million is split between the College sector, Skills Development Scotland (SDS) and the Developing the Young Workforce (DYW) Regional Groups. The overall response is an addition to existing employability funding from the EU and Scottish Government.
- 1.3 The rapid and deep impact of the Covid-19 restrictions on the economy is illustrated in the table below which shows the increase in the claimant count across all ages in North Lanarkshire, but with a particular impact on 16-24 year. It is known that periods of economic inactivity for young people can have long term and deep effects on their future earning capabilities and health but also that the economic crisis is having a disproportionate effect on that group.

Table 1 Claimant Count by Age, October 2020

Age	Number of North Lanarkshire claimants	Claimants as a proportion of age group population (NL)	Claimants as a proportion of age group population (Scotland)	% change in claimants from previous month (NL)	% change in claimants since March 2020 (NL)
Age 16-24	3,060	8.5%	7.4%	- 5.0%	+ 85.5%
Age 25-49	8,195	7.4%	6.6%	- 2.7%	+ 78.7%
Age 50+	3,395	4.7%	4.4%	- 2.6%	+ 70.6%

- 1.4 The Council has a wide range of existing all age employability programmes with specialist support available and these have been aligned with the Council's Covid-19 Economic Recovery Plan to meet the challenges presented and are detailed in the previous report to the Enterprise and Growth Committee of 5 November 2020.
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2. Report

2.1 Youth Guarantee - Partnership Group

2.1.1 As part of the early discussions and preparation for the Youth Guarantee funding the Scottish Government made it clear that they wished to see their funding to local government discussed and determined via a local employability partnership which integrates key employability stakeholders in the process to ensure effective planning and working across the spectrum of the employability needs for young people. Therefore, to meet the Scottish Government's request and ensure this funding is aligned with existing priorities, the scope of the membership and remit of the current local employability partnership has been broadened and, chaired by the Council, consists of the Department of Work and Pensions (DWP), New College Lanarkshire, Skills Development Scotland, Routes to Work Ltd., Developing the Young Workforce Regional Group, NHS Lanarkshire, Voluntary Action North Lanarkshire, Federation of Small Business and additional members from relevant Council teams such as Education, Community Learning and Development and Enterprise Services. This group has been meeting every four weeks to develop proposals in tandem with the guidance emerging from the Scottish Government on how they would expect to see their funding deployed and to align proposals with existing initiatives.

2.2 North Lanarkshire Youth Guarantee Initiatives

2.2.1 An offer of grant of £2.1 million was received by North Lanarkshire on 18 November 2020 with guidance on eligibility of young people as well as some detail of what finance could be carried into 2021/22 and a request for final proposals to be returned by 7 December 2020. A list of the component parts of North Lanarkshire's Youth Guarantee proposal is attached as Appendix 1 and these offer a range of activities to ensure a mix of groups of young people have opportunities to enter the labour market, in addition to existing employability initiatives. One aspect of the Youth Guarantee which differs from other funding streams is the opportunity to offer fully funded placements within the Council and this has ensured that existing Council programmes which support vulnerable young people can be expanded or new programmes can be initiated. These cement and increase the Council's existing commitment to support vulnerable young people as well as the Council's Workforce for the Future Strategy 2020-2023.

2.3 Outcomes and Timescale

2.3.1 The Youth Guarantee in North Lanarkshire aims to support at least 868 young people during its implementation with progression to employment, further training and education. All initiatives are scheduled to be launched in 2020/21 and end by March 2022.

2.4 Implementation

2.4.1 Each delivery partner will be responsible for the implementation of their component part of the Youth Guarantee in North Lanarkshire with quarterly financial and performance claims submitted to the Council's Employability team for evaluation of progress towards their aims. The Council's team, as well as delivering parts of the Youth Guarantee, will manage the administration of the overall programme and ensure compliance with the reporting framework to the Scottish Government. Progress will also be discussed and assessed within the local employability partnership and Committee will be kept updated on performance.

2.5 Integration and Alignment of Support

- 2.5.1 There are existing close working arrangements across all council teams and partners dealing with employers and unemployed residents to ensure there is integration and alignment of these funds with existing partners' responses and recovery plans as well as the Council's Covid-19 Economic Recovery Plan. These working arrangements and open communication prevent duplication of effort and allow delivery partners to cross refer young people for support as well as ensure employers are supported to sustain the employment of participants.

3. Equality and Diversity

3.1 Fairer Scotland Duty

- 3.1.1 There are no specific impacts to note.

3.2 Equality Impact Assessment

- 3.2.1 There are no specific impacts to note.

4. Implications

4.1 Financial Impact

- 4.1.1 The Youth Guarantee proposals are fully funded by the allocation of £2,162,050 from the Scottish Government.

4.2 HR/Policy/Legislative Impact

- 4.2.1 There are no HR/Policy/Legislative impacts linked to this report.

4.3 Environmental Impact

- 4.3.1 There are no environmental impacts linked to this report.

4.4 Risk Impact

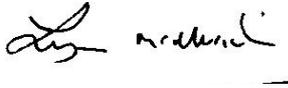
- 4.4.1 The risk attached to the proposals is covered within the risk register for Employability Services in relation to compliance and draw down of external funding.

5. Measures of success

- 5.1 New funding for supporting the employment, education and training of young people in North Lanarkshire is maximised and utilised to its potential.
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6. Supporting documents

6.1 Appendix 1 - North Lanarkshire Youth Guarantee Initiatives

A handwritten signature in black ink, appearing to read 'Lizanne McMurrich', written over a horizontal line.

Lizanne McMurrich
Head of Communities

North Lanarkshire Youth Guarantee Initiatives

Lead	Activities	Total Cost	Staff	No. Young People	Additional Information
Community Learning & Development	<u>CLD YG</u> : 20 x Assistant Support Workers employed for 12 months within Youth Work, Adult Learning, Family Learning and Capacity Building and provided with qualifications, employability support and work experience.	£365,360	2.00	20	Young people not in education, employment or training. The programme will also support individual needs and barriers such as literacy and numeracy and learning support needs.
Routes to Work Ltd	<u>Enhanced Young People Support</u> : Provision of a dedicated Young Person's Case worker team who will carry out 1-2-1 comprehensive support and journey management through to a positive destination across the programme of support.	£658,321	11.30	408	In addition to existing specialist support to young people with mental health barriers there will be a focus on those from the following groups: LGTBQ+ /Young carers/ Young people with physical disabilities/ Care experienced/ Young people with criminal convictions/ 16-17 yr. olds 'left behind' as not on benefits/ no qualifications on leaving school.
Routes to Work Ltd	<u>Pipeline Training</u> : Personal Development, Skills and Vocational Training tailored to the needs of employers and the current labour market.	£183,177	2.80	239	Delivery of at least 10 sector based routeways using a range of external training providers in the following growth areas; construction, care, warehousing and logistics. These routeways will combine industry-based training with employment opportunities with employers that have current vacancies.
Routes to Work Ltd	<u>Transition Training</u> : for <25s facing redundancy or made redundant with training for growth sectors	£135,457	1.80	70	Access to industry-related training in sectors of the economy that are projected to grow over the coming months & years for young people recently facing redundancy.

Supported Employment	<u>No Limits!</u> : Specialist job coaching and 12 month work placements in a range of sectors for 14 young people with additional support needs moving transitioning from school to employment.	£150,902	2.50	14	Use of the five stage supported employment model including vocational profiling, job matching and in work support to ensure more young people with additional support needs gain opportunities in the wider labour market.
Talent & Organisational Development	<u>Roots</u> : Expansion of the existing 12 month placement programme within NLC for vulnerable young people as a stepping stone to the wider employment market.	£237,927	3.00	16	Similar support model to above project using the five stage supported employment model.
Education & Families	<u>Pathways Programme</u> : Additional resource to the existing programme for young people leaving school to support its development.	£57,775	1.00	20	Focused work on young people within 6 months of leaving school and transition to positive destination, further partnership development and integration with DYTW school co-ordinators.
Financial Inclusion	<u>MACA</u> : More Advice/ Consumer Advice targeting high quality financial and benefits advice on young people.	£46,870	1.00	0	Empower young people with the knowledge, understanding, ability and confidence required to make informed decisions on financial and consumer issues.
Voluntary Action North Lanarkshire	<u>Volunteer NL</u> : Volunteering opportunities and qualifications for young people across North Lanarkshire.	£51,000	1.00	20	Work with 20 young unemployed young people to offer structured volunteering opportunities in the third sector with employability support.
New College Lanarkshire	<u>Start Up!</u> : Deliver business creation advice to 30 young people over the course of 12 months and will encourage their creativity and innovation as well as challenge their concept of themselves in terms of becoming self-employed or employing others.	£75,720	1.00	30	The programme will reflect the fact that sometimes the most entrepreneurial young people are not the most academic at school and will engage and support them toward an accredited qualification.

Employability Resources	<i>Prospects for Youth:</i> Providing 12 months financial incentives to employers to recruit and retain young people.	£199,541	0	31	The programme will use the existing and extensive employer relationships within the Council's Employability team to secure employment for young people.
	TOTALS	£2,162,050	27.40	868	