

## YOUTH EMPLOYMENT SKILLS PIPELINE AND ACTION PLAN

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### 1. SUMMARY

- 1.1 The Argyll and Bute Employability Partnership Strategy Group (See Appendix 1) have written a Youth Employment Skills Pipeline and Action Plan that aims to build upon and improve the current provision, help and support available to young people across the local authority area.

The paper's vision is that Argyll and Bute will be a location where young people gain the knowledge, understanding, skills and experience to realise their potential, to fully participate in and contribute towards sustainable socio-economic growth.

### 2. RECOMMENDATIONS

- 2.1 To approve and support the Argyll and Bute Youth Employment Skills Pipeline and Action Plan.

### 3. DETAIL

- 3.1 The document provides a route map, identifying national and local service provision available in order to create a Strategic Skills Pipeline.

The pipeline groups activities available under 5 specific headings and in relation to identified customer need:

Stage	Activity	Customer Status
1	Referral/engagement	Not job ready
2	Barrier removal	Not job ready
3	Vocational activity	Job ready
4	Employer support, engagement and job matching	Job ready
5	In work/aftercare and skills development	In work

The pipeline maps the current available provision for the following key customer groups:

1. Those making the transition from broad general education to the senior phase of curriculum for

excellence and on to post-16 learning choices (S3–S6 secondary school pupils)

2. Those seeking support through Opportunities for All (for 16 – 19 year olds not in employment, education or training).
3. Those aged 18 years and over who are seeking support and enhancement of skills for learning and employment.
4. Those aged 18 years and over who require support as they are long-term unemployed or already in employment.

The Action Plan highlights 6 initial areas that the Argyll and Bute Employability Partnership Strategy Group believe requires immediate attention and support:

1	Support and Activity – mapping and aligning collective resources; increasing the number of school leavers in positive and sustained destinations
2	The Employer Offer – coordinated offer to businesses and organisation on support available
3	Future Job Opportunities – identify sector skills needs of employers and use this local labour information to inform young people of opportunities available across Argyll and Bute
4	Identifying barriers and gaps preventing young people moving forward through targeted support
5	Include information from the Rural Action Forum on Youth Employment within the action plan
6	Monitor the Argyll and Bute Action Plan to ensure it is meeting and addressing the needs of all involved

## 4. CONCLUSION

4.1 The proposals outlined in this paper will make a difference to our young people:

- All young people will have access to the information, guidance and advice they require to inspire and enable them to make informed choices on the training and employment options open to them.
- Young people will be able to access skills and employability support and work experience opportunities to help them make informed choices and to progress in the labour market.
- Employers will be able to recruit skills and motivated young people, enabling their organisation to grow and prosper.
- There will be an improved number and range of

- more appropriate job opportunities for young people
- There will be year on year improvement in the number of young people progressing and sustaining positive destinations and in turn enhancing their life chances.
- Through mapping current provision the Argyll and Bute Employability Partnership Strategy Group have been able to identify gaps and overlaps. By working in partnership we will be able to better utilise our staffing and financial resources, achieving a better outcome for our organisations and our young people.

## 5. IMPLICATIONS

<b>Policy:</b>	<p><b>Argyll and Bute Council Community Planning Partnership</b></p> <p><b>ECONOMY</b></p> <p>National Outcome 2: We realise our full economic potential with more and better employment opportunities for our people.</p> <p>National Outcome 3: We are better educated, more skilled and more successful, renowned for our research and innovation.</p> <p><b>SOCIAL AFFAIRS</b></p> <p>National Outcome 4: Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p> <p>National Outcome 8: We have improved the life chances for children, young people and families at risk</p> <p><b>ENVIRONMENT</b></p> <p>National Outcome 12: Our people have the skills, attitudes and achievements to succeed throughout their lives.</p>
<b>Finance:</b>	Individual council departments are already supporting and/or contributing to the current provision.
<b>Legal:</b>	None
<b>HR:</b>	Help and support with research into placement opportunities available within the local authority. Paper to be written by Lead Officer: Opportunities for All.

**Equalities:** The skills pipeline will contribute to improving the life chances of young people not in employment, education or training.

**Risks:** Failure to support the achievement of sustained positive destinations will detrimentally impact on the life chances for young people across Argyll and Bute.

**Customer Services:** None

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[24/10/12]

**LIST OF BACKGROUND PAPERS:**

Argyll and Bute Youth Employment Skills Pipeline and Action Plan

## **APPENDIX 1**

The Employability Partnership Strategy Group consists of the following members:

Argyll College, Argyll Training, Argyll and Bute Council – including representatives from the Economic Development Service (Business Gateway, Employability Team and Social Enterprise team), Community Services (Community Learning and Development, Education and Opportunities for All Team), Highlands and Islands Enterprise, JobCentre Plus, Skills Development Scotland, NHS – Community Health Partnership; Argyll and Bute Social Enterprise Network, Argyll Voluntary Action and local Business Associations/Groups.