

OPPORTUNITIES FOR ALL (2012) [[POLICY DOCUMENT](#)]

This policy brings together a range of existing national and local policies and strategies as a single focus to improve young people's participation in post 16 learning or training, and ultimately employment, through appropriate interventions and support until at least their 20th birthday. It is a major, multilevel policy framework to introduce a variety of actions to promote employability and skills.

It provides an explicit commitment to an offer of a place in learning or training to every 16-24 year old who is not currently in employment, education or training. It is supported by European structural funds and uses tracking, monitoring and engagement to promote the effective delivery of post-16 opportunities. While it has a priority focus on those who have low or no qualifications, it also includes a strand that focuses on promoting graduate employability and Support for Young Entrepreneurs. Local employability partnerships are seen as key to working with young people to match training provision with local labour market opportunities.

It: "Builds on and adds impetus to existing entitlements and commitments to support youth employment through the senior phase of Curriculum for Excellence, including the development of skills for learning life and work, robust transitions through 16+ Learning Choices and the targeted support offered through More Choices, More Chances (MCMC)."

NAME OF POLICY DOC	<i>OPPORTUNITIES FOR ALL (2012)</i>
Date	2012
Level (e.g. National, regional etc.)	National with Regional / local enactment
Source (e.g. Govt, academic etc.)	Government
Focus/ objectives	<p>This brings together a range of existing national and local policies and strategies as a single focus to improve young people's participation in post 16 learning or training, and ultimately employment, through appropriate interventions and support until at least their 20th birthday.</p> <p>It recognises that "staying in learning or training is the best way for young people to develop the skills they need to progress towards</p>

	<p>and into employment”.</p> <p>It aims to promote access for all Scotland’s young people to a range of opportunities, including staying on at school, national training programmes, university and college courses, Activity Agreements and additional opportunities offered through Inspiring Scotland, Community Jobs Scotland and Department for Work and Pensions (DWP) Job Centre Plus. It aims to ensure:</p> <ul style="list-style-type: none"> • Earlier identification of need, through needs - led assessment leading to staged intervention and a continuum of appropriate support; • A clear rationale for a young person pursuing any learning/training route, with a defined end point, outcomes and identified progression route, taking account of and managing expectations of young people and their parents/carers; • That learning is appropriate to local, regional and national labour markets and contributes to local economic development; • That all learning is planned and accredited as appropriate; • That provision offered by colleges and our n national training programmes are prioritised for 16- 19 year olds, paying particular attention to those at risk of disengaging after school; and that any offer is appropriate and offers progression; • Tracking and monitoring by key partners of young people as they move through the learning system: this will be supported by Skills Development Scotland but led by individual institutions improving data collection, collation and sharing; • In delivering provision for young people, partners comply with the Additional Support for Learning Act and reflect the Getting It Right For Every Child (GIRFEC) Practice Model to ensure consistent, timely, post -16 transition planning; • That relevant local and national delivery partners work together to make <i>Opportunities for All</i> available to young offenders, in particular to ensure their transition from custody to community is appropriately supported; and • That outcome measures and related funding recognise the need for more tailored provision and, often, longer timescales for the desired outcomes to be achieved.
Core problems	Tackling level of youth unemployment, particularly for those

	groups who are most disadvantaged.
Means	<p>It “builds on and adds impetus to existing entitlements and commitments to support youth employment through the senior phase of Curriculum for Excellence, including the development of skills for learning life and work, robust transitions through 16+ Learning Choices and the targeted support offered through More Choices, More Chances (MCMC).”</p> <p>Local employability partnerships working with young people to match training provision with local labour market opportunities.</p> <p>Offering young people opportunities to demonstrate their capability to potential employers - requires commitment of Scotland’s private, public and third sector employers. Therefore, emphasis on collaborating with employers to ensure that post-16 learning and training is sufficiently flexible and focused on employers’ needs to support this.</p> <p>The third sector is also a key partner to continue making a contribution - Social enterprises, voluntary organisations and charities providing support for young people furthest from the labour market and deliver opportunities to develop skills and aptitudes which enhance their employability.</p> <p>Youth Employment Strategy policy and actions informed by data/ evidence/ impact assessment on equity and diversity.</p>
Solution proposals	<ul style="list-style-type: none"> • Aim to get 16-19 year-olds in 46,000 training places, including 25,000 Modern Apprenticeship opportunities, on offer in each of the four years of the programme of action; • Prioritise provision in Scotland’s colleges for 16-19 year-olds; • Protect the level and quality of higher education available in Scotland without passing the cost onto young people through a prohibitive fees regime; • Support local authorities to deliver <i>Activity Agreements</i>, which provide a package of tailored activity and learning to re-engage young people furthest from the labour market; • Maintain the <i>Education Maintenance Allowance</i> to provide financial help to young people who need it most stay in education; • Provide an in-depth range of careers support to young people through <i>My World of Work</i> and other social media; and • Introduce more intensive support for young people most likely

to disengage from learning and employment through *My Work Coach*.

Reforming Post-16 Education

- Emphasis on refocusing college places on those who need them most to ensure even 16-19 year olds who want a place has a place in learning and training; and prioritising college places for 20-24 year-olds, as well as making provision for those with no or low skills;
- Meeting industry needs more effectively by engaging employers in the design of education and training provision;
- Reducing college drop-out rates; and
- Developing a regional delivery model of college provision to improve coherence, prevent duplication and better meet learners' needs, while protecting local access within that model.

Making Training Work Better

A review of training provision resulted in measures which will enhance the relevance and flexibility of training provision with a particular focus on responding to the needs of young people and employers. Included:

- Developing higher level Technical and Professional Apprenticeships to offer a wider range of entry and progression opportunities through the apprenticeship programme;
- Providing flexible support, including incentives to employers, to support 16-24 year-olds from disadvantaged groups such as care leavers and young carers into jobs, including Modern Apprenticeships;
- Introducing a contribution rate for 20-24 year-old Modern Apprentices across all frameworks rather than for selected sectors;

Use of *Modern Apprenticeships*, work experience and student placements along with investment in national infrastructure seen as providing opportunities for skills and employment.

Support for Graduate Recruitment

Since 2010, Govt. has funded the *Adopt-an-Intern* programme. Scottish Enterprise and Highlands and Islands Enterprise provide

	<p>graduate places through the <i>TalentScotland</i> Graduate Placement Programme. To support graduates into jobs in Scotland's small businesses the Scottish Chambers of Commerce, with Scottish Government funding delivered a pilot scheme in 2012/13 offering a recruitment incentive to companies to take on an unemployed graduate.</p> <p><i>Support for Young Entrepreneurs</i></p> <p>A range of developments that offered loans, but also saw Skills Development Scotland develop an employer-led <i>Certificate for Work Readiness</i>, in partnership with the Scottish Qualifications Authority and employers, that aimed to recognise the work readiness of 16-19 year-olds – linked to initiative for 192 hours of work experience.</p> <p>Government agencies, NHS, culture and sports departments and events and non-departmental public bodies' actions to support the youth employment agenda, are including provision of opportunities for employment, apprenticeships and work experience.</p> <p>Public sector contracts will include asking companies in receipt of a major contracts to produce a training and apprenticeship plan, targeted at young people in particular – use of <i>community benefit clauses</i> to support employability and targeted recruitment and training through public sector contracts to support youth employment, training and work experience opportunities.</p> <p>A specific focus on promoting Digital skills - Digital Participation Action Group and others to support the development of work-focused digital skills among young people.</p> <p>Those agencies involved in supporting young people toward work will adopt a 'pipeline approach' to skills and employability that facilitates access to skills and employment opportunities for young people at different stages and circumstances</p>
<p>Key actors/ organisations</p>	<p>National and local government – including Community Planning Partnerships (CPPs), private employers, third sector, Informed by evidence and support from Govt. agencies especially SDS.</p> <p>CPPs are strategic partners with allocation of funding through the ESF and the Social Enterprise and Third Sector Challenge Fund to</p>

	<p>support employability and skills delivery.</p> <p>Third sector / social enterprise with ESF and SCVO play key role in addressing skills and employability needs of young people. Linked to incentives for employers to provide opportunities for young people.</p> <p>Youth work organisations - provide opportunities for young people to develop confidence and resilience, acquire leadership and other key skills.</p>
Target groups	<p>All 16-19 year- olds not in work, education or training.</p> <p>It has a particular focus on 16-20 year olds who are unemployed or not enrolled in fulltime education and with low or no qualifications; and on graduate recruitment and young entrepreneurs.</p>
Success criteria	<p>Uptake of places, reduction in youth unemployment across various categories, employer engagement etc.</p>
Evaluation perspectives	<p>Monitoring at regional level into National reporting on performance for component parts of the policy framework. Tracking and monitoring of individuals in the system.</p>
Mutual compatibility and integration (with other policies/areas)	<p>Integration and coherence with employability and education policies.</p>
Other comments	<p>This is part of the Scottish Government's Action for Jobs - Supporting Young Scots into Work: Scotland's Youth Employment Strategy (2012)</p> <p>Builds upon the 16+ Learning Choices policy/ strategy (2010)</p> <p>Urban and rural focus with measures to promote access to skills and employment opportunities in all areas.</p> <p><i>Local Employability Partnerships</i> - Ongoing work includes the development of local multi-agency, cross-sectoral Employability Partnerships across Scotland's Local Authorities. Initially focusing on seven priority areas (Glasgow, Dundee, Inverclyde, West Dunbartonshire, Renfrewshire, North and South Lanarkshire), all of Scotland's 32 local authorities now have an employability group</p>

	<p>based on the Workforce Plus (2006) model to drive this agenda forward at a local level. Partnerships vary in membership but often include representatives from: Local Authorities, Job Centre Plus (JCP), Skills Development Scotland (SDS), local colleges, the Third Sector and the NHS. The groups sit firmly within the Community Planning Framework.</p>
Bibliographic reference	<p>Scottish Government (2012). Opportunities for All ISBN: 978-1-78045-916-5 (web only)</p>