

WORKING FOR GROWTH: A REFRESH OF THE EMPLOYABILITY FRAMEWORK FOR SCOTLAND (2012) [[POLICY DOCUMENT](#)]

This policy is in response to the economic recession, which overhauls the previous employment strategy Workforce Plus (2006). It provides a framework to promote employment and growth and stresses the importance of stimulating economic recovery through bringing the employability and economic development agendas closer together and promoting more and more effective partnership working across key organisations, education providers, employers and the third sector. The mechanism to do this is seen as promoting joint employability outcomes within the local authority's Single Outcome Agreements (SOAs). The policy emphasises better alignment of employability and skills services for the benefit of both individuals and employers supported by more effective access to national, regional and local information on recruitment, training and workforce development. Measures to improve equity and inclusion are featured to reduce barriers to LLL, skills and employment.

NAME OF POLICY DOC	<i>WORKING FOR GROWTH: A REFRESH OF THE EMPLOYABILITY FRAMEWORK FOR SCOTLAND</i>
Date	2012
Level (e.g. National, regional etc.)	National with regional/ local implications
Source (e.g. Govt, academic etc.)	Government
Focus/ field objectives	<p>It proposes updates to Scotland's Employability Framework – refreshing the 2006 Employability framework in response to the economic recession. It reflects the Christie Commission on the Future Delivery of Public Services in Scotland and the 4 key pillars set out in <i>Renewing Scotland's Public Services (2011)</i> - Prevention; Integrated Local Services; Workforce and Leadership; and Improving Performance.</p> <p>A particular focus is on strategies to tackle the increased level of young people aged 16-24 who were hit hardest by the recession and were out of work. The Scottish Government strategy takes cognisance of, but is somewhat critical, the parallel policy developments at UK level via the DWP which has seen the introduction of the introduction of Universal Credit. The Scottish Government believes this will impact detrimentally on some of</p>

	<p>the poorest and most vulnerable people in Scotland. Therefore, the Scottish Govt. is working with DWP and local partnerships to ensure that employability services are able to continue to work effectively within the context of these reforms.</p> <p>There is a strong focus on governance with a range of actions to promote effective leadership in employability. At the national level, this includes refreshing the membership and remit of the Scottish Employability Forum and working more closely with the Strategic Forum and Economy Board. Also, supporting the development of the National Delivery Group and Third Sector Employability Forum.</p>
Core problems	Tackling access to work and skills in time of economic challenge and backdrop of reduced public finance.
Means	<p>Stresses the importance of stimulating economic recovery through bringing the employability and economic development agendas closer together and promoting greater <u>partnership working</u> across key organisations, education providers, employers etc.</p> <p>Promotion of joint employability outcomes within Single Outcome Agreements (SOAs); the review of strategic skills pipelines; making the national training offer work better; better use of procurement to secure community benefit; enhanced funding arrangements; and the exploration of different delivery models with the third sector.</p>
Solution proposals	<p>Promoting effective partnership working as a continuing guiding principle, at national level, work to ensure an effective fit between the range of employability services funded at the Scottish level and those funded by the</p> <p>UK Government through the Department for Work and Pensions (DWP).</p> <p>Further alignment of employability and skills services for the benefit of both individuals and employers. For those seeking</p>

	<p>work, identifying a range of actions for local employability partnerships to consider, such as improving data-sharing and seeking opportunities for the co-location of services</p> <p>A new online and contact centre service – Skillsforce – will provide better access to national, regional and local information on recruitment, training and workforce development. This will be complemented wherever possible by the development of collaborative ‘employer offers’ at a local level.</p> <p>Overcoming barriers to work is seen as key to employability. Person-centered delivery is seen as essential for success here. From age and gender to skills, physical ability, and addiction, aims to address factors that influence chances of securing and sustaining employment.</p> <p>Further emphasis on partnerships involvement in economic development by (a) exploring opportunities locally to align with this agenda more closely and (b) considering where cross-boundary working with other partnerships can serve to better reflect the realities of travel to work areas and the recruitment practices of employers/ Again, the role of colleges and third sector here is highlighted.</p> <p>Establishing the <i>Employability and Tackling Poverty Learning Network</i> to promote coordination</p>
Key actors/ organisations	Local government, private employers, third sector, Informed by evidence and support from Govt. agencies Inc. SDS.
Target groups	Those who face a range of barriers to employment
Success criteria	Local and national monitoring against strategic priorities
Evaluation perspectives	Local and National monitoring and data collection
Mutual compatibility	Integration and coherence with social, employability, economic

and integration (with other policies/areas)	and LLL policies.
Other comments	<p>The Policy aligns with <i>Putting Learners at the Centre (2011)</i>, which reforms the post 16 education system to be better aligned to the needs of both learners and employers. This aims to improve the life chances of individuals by supporting their progression through education into work. It does this by maximising the contribution of each sector and strengthening their interconnectedness. There is the usual commitment to equity but a strengthening of alignment of education to employment and economic needs/ growth. There is, therefore, particular attention to young people’s progression to further post-16 learning and employment and the role of SDS, colleges and others in providing pathways that facilitate this. In addition there is commitment to more ‘high level apprenticeship opportunities, including higher level technical and graduate apprenticeships that meet the changing needs of employers’ (p.18). There is also a focus on aligning investment in non-advanced learners and skills with policy ambitions for jobs, growth and life chances, here colleges are seen as key. The role of HE in contributing to sustainable economic growth is also prioritised.</p>
Bibliographic reference	<p>Scottish Government (2012) <i>Working for Growth: A Refresh of the Employability Framework for Scotland</i>. Edinburgh. ISBN: 978-1-78256-104-0 (web only)</p>