

## YOUTH EMPLOYMENT STRATEGY/ ACTIVITY PLAN / PIPELINE

This policy articulates with the Single Outcome Agreement and national Opportunities for All strategy to ensure coherence of regional/ local partnership actions with national strategies. It utilises the Youth Employability Pipeline’ model and the strategy is refreshed every two years. Informed by the SOA priorities it

	<i>DESCRIPTION</i>
<b>Primary sector orientation</b>	LLL/ education, Skills, Employability
<b>Problems</b>	Tackling the various, complex barriers to youth unemployment
<b>Solution proposals</b>	<p>The 5-stage Pipeline is a systematic approach built across a number of key employment and skills strategies and programmes in Scotland and implemented at regional / local level by the Local Employability Partnership (LEP). Local and national service providers collaborate to meet the diverse needs of those jobseekers who require a range of support. This also benefits employers.</p> <p>The programme of support can involve a wide range of organisations and personnel, including SDS Key workers, Job Centre Plus advisors, CPP actors, College staff etc. For example in the Glasgow City Pipeline there are a wide range of partner agencies delivering interventions which contribute directly or indirectly towards Glasgow’s youth employability targets – including Glasgow Life Numeracy and Literacy work, GCSS Diversionary Activity, GCC Education School Gates Project, ESOL and third sector activity including support for volunteering and targeted supports to vulnerable groups, for example Roma community.</p> <p>The Pipeline’s 5 stages are:</p> <p><b><i>Stage 1: Referral, Engagement and Assessment</i></b></p> <p>This pipeline stage is about reaching out to individuals, supporting people into regular activity and positive routines, and helping them to connect with others.</p> <p><i>Client Status:</i> Not Job Ready</p> <p><i>Examples of activities:</i></p> <ul style="list-style-type: none"> <li>• Outreach Activities</li> <li>• Self-Referral</li> </ul>

- Identification and Assessment of Needs
- Development of Personalised Action Plan

### ***Stage 2: Needs Assessment***

This stage sees a range of partners assessing the initial needs of clients and agreeing key activities to be undertaken with them in order to address any barriers to employment or training.

*Client Status:* Not Job Ready

*Example of Activities:*

- Confidence Building
- Vocational Rehabilitation
- Careers Information Advice and Guidance
- Financial Advice and Support
- Improving Health and Wellbeing
- Peer Support & Mentoring

*Example of Programmes:*

- Activity Agreements
- Community-Based Learning
- Core Skills/ Adult Literacies
- ESOL
- SDS Individual Learning Accounts
- Employability Fund
- Work Programme

### ***Stage 3: Vocational Activity***

Stage 3 activities include delivering a range of accredited training, employability training for core skills, job search advice and activities to raise awareness of enterprise and entrepreneurship in order to meet the needs of individuals.

*Client Status:* Job Ready

*Examples of Activities*

- Employability Skills Development
- Vocational Training
- Work Experience
- Volunteering
- Self-Employment and Enterprise Support

*Examples of Programmes*

- Certificate of Work Readiness
- Employability Fund
- SDS Individual Learning Accounts
- Adopt an Intern
- Community Jobs Scotland
- Work Programme
- Work Choice

***Stage 4: Employer engagement and job matching***

This stage includes activities such as arranging work or volunteer placements with employer, assisting individuals to secure job vacancies and matching job-ready clients to jobs.

*Client Status: Job Ready*

*Examples of Activities:*

- Careers Information Advice and Guidance
- Employer Engagement
- Job Search Support
- Job Matching and Brokering
- Self-Employment and Enterprise Support

*Examples of Programmes:*

- Employability Fund
- Community Jobs Scotland
- Youth Employment Scotland Fund
- Creative Internships
- Job Clubs
- SDS Individual Learning Accounts
- Targeted Employer Recruitment Incentive
- Graduate Recruitment Incentive
- Universal Jobmatch
- Work Programme

***Stage 5: In work support and aftercare***

Stage 5 activities include supporting individuals to maintain and progress

	<p>within the workplace.</p> <p><i>Client Status:</i> In Work</p> <p><i>Examples of Activities:</i></p> <ul style="list-style-type: none"> <li>• Careers Information Advice and Guidance</li> <li>• Supported Employment</li> <li>• Occupational Health and Wellbeing Support</li> <li>• Vocational Rehabilitation</li> <li>• Skills Development</li> <li>• Redundancy Support</li> <li>• Self-Employment and Enterprise Support</li> </ul> <p><i>Examples of Programmes</i></p> <ul style="list-style-type: none"> <li>• Modern Apprenticeships</li> <li>• DWP Wage Incentives</li> <li>• Flexible Training Opportunities</li> <li>• SDS Individual Learning Accounts</li> <li>• New Enterprise Allowance</li> <li>• Work Programme</li> </ul>
<b>Objectives</b>	The Strategic Skills Pipeline model has been developed as a framework to support the effective delivery of employability services across the Scottish system. The staged model is tailored to suit local context and deploys locally available LLL / Skills courses, interventions and other support to meet the needs of participants.
<b>Target group</b>	16-24 year olds
<b>Underlying success criteria</b>	Take up and successful outcomes for individuals within their stage of intervention.
<b>Time horizon</b>	Employability' Pipelines have been in place in some form since 2006 and are now part of the Policy and intervention landscape.
<b>Governance regime</b>	Local authority and Regional and Scottish Government's Fair Work Directorate (which oversees employability policy)
<b>Funding source</b>	Scottish Government - European Funding, Skills Development Scotland (SDS), Department for Work and Pensions (UK level) and the UK Big Lottery
<b>Other</b>	<p>The Pipeline model has its origins in <i>Workforce Plus</i> -Scotland's Employability Framework in 2006.</p> <p>An evaluation of the employability pipeline approach (Sutherland 2015) has reported that previous research has found that the employability</p>

pipeline approach:

“Has enabled local partnerships to develop a more strategic approach. In particular, pipelines can provide a focus:

- For partnership working
- On improving outcomes
- On the client journey – leading to a more client-centred approach.”

Sutherland et al (2015 p.43)

However,

“Not all LEPs monitor how many pipeline clients move into employment and a larger proportion do not measure the sustainability of employment outcomes – although individual LEP partners will capture this data for the services they deliver. “

Sutherland et al (2015 p.44)