



WP3 Policy Mapping, Review and Analysis

Executive Summary Scotland

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YOUNG-ADULLLT is a European funded H2020 research project that focuses on understanding and analysing **Lifelong learning** (LLL) policies addressed to **young adults**, in situations of near social exclusion at the **local and regional level**.



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Executive Summary

The report

The Work Package 3 report entitled “Policy mapping, review and analysis” provides findings and analysis to comply with the YOUNG_ADULLLT Project, Work Package 3 (WP3). We have used the requirements and guidance in the WP3 proposal to select two appropriate Functional Regions (FRs): The Glasgow City Region and Aberdeen / Aberdeenshire.

These FRs provide a focus for the WP3 mapping but also frame the other data gathering for the YOUNG_ADULLLT project. The mapping has provided material to facilitate an understanding of the policy landscape, including the different policy sectors of the two FRs set in the national context. The template for the report and our mapping has been specified by the WP3 lead. Following the WP3 requirements, the Scottish policy mapping has focused on those policies and associated programmes that cover:

- The age range: 18 (min) – 29 (max)
- The time frame: 2010 – 2016.
- Related education and skills policies, labour market policies and social policies.

The mapping exercise

The mapping required the selection of three detailed examples of LLL/Skills policies with their associated material actions in each of the two FRs. Currently, we have mapped four in each FR. Our mapping reflects the distinctiveness of Scottish public policy in that national policies provide the main framework for regional and locally devolved enactment and associated actions. This overarching national policy context is mapped out in Appendix 1) and consists of:

- Working for Growth: A Refresh of the Employability Framework for Scotland (2012)
- National Youth Work Strategy (2014)
- Developing the Young Workforce - Scotland's Youth Employment Strategy (2014).
- Action for Jobs - Supporting Young Scots into Work: Scotland's Youth Employment Strategy (2012)
- Opportunities for All (2012)
- Skills for Scotland: Accelerating the Recovery and Increasing Sustainable Economic Growth (2010)
- Adult Learning in Scotland, a Statement of Ambition (2014).

Selected LLL policies

The selection of the detailed examples of LLL/ Skills policies with associated material actions in each of the two FRs has been influenced by the fact that the selected policies were seen to be in place across the whole of the FR. Looking at the two FRs, we have identified the following policies and actions (those marked * have been selected for mapping in detail):

Glasgow City Region

- Developing the Young Workforce*
- Working Matters*
- Youth Employment Strategy/ Activity Plan*
- In Work Progression
- Community Benefit clauses*

Aberdeen / Shire City Region:

- Opportunities for all*
- Developing the young workforce*
- Adopt an apprentice*
- PACE - Partnership Action for Continuing Employment
- Employability project / Employability Pipeline Project
- Aberdeen guarantees*
- Employers training forum
- Expanded Council programme of apprenticeships and placements

Clearly, some of the above are direct local enactments of national policies (i.e.: Opportunities for all and Developing the Young Workforce). These have been included to explore how they are adapted to reflect local context. Some are also present in each of the two FRs to allow a level of comparability.

Analysis & Findings

Some of the key themes emerging from our initial analysis include:

- At a strategic policy level, the documents and rhetoric emphasises the integrated and interrelated nature of LLL/ Skills with the other strategy pillars. At the heart of Scottish government's public policies is the belief that these various policy strands should work together to promote equity and tackle disadvantage and poverty.
- The LLL/ Skills policies stress the need for partnership working across sectors and organisational boundaries, informed by appropriate data, in order to make the policies work and have an impact. While there is a level of devolution and autonomy regarding how these policies are deployed, it can be argued that there has been an increase in central monitoring of their progress against the strategic targets.
- There is a policy imperative regarding positive and sustained destinations for young people. One could argue that, consequently, those outwith the 16-24 year old category appear to receive relatively limited attention in the LLL/ Skills and employment policy landscape. The Adult Learning Strategy, does encompass older age groups but is currently more loosely framed than the other policies covered in this mapping.
- The mapping indicates that the policy landscape is relatively complex with various national policies/ strategies and their associated programmes that are implemented at the FR and local level along with locally inspired variations on these. While these policies are intended to complement one another, it is unclear how coherent and effective these approaches are at achieving local targets and objectives.
- From our mapping of the City Region policies it would appear that both Aberdeen / Shire City Region and the Glasgow City Region have similar LLL / skills policies and approaches but with local variations in focus and emphasis that reflect context and local priorities. At regional/ local level the complementary policies reinforce impact and enable sharing resources to better meet the needs of young people. The staged approach and multiple partner nature of the 'Employability Pipeline' that is used by a number of the policies in each FR is a good example of this.
- There is evidence that the LLL/ Skills policies are 'layered' at national, Functional Region and local level with each level articulating vertically as well as horizontally with other policies at that level. Where appropriate, they also align with wider UK employment policies. This is, at least, apparent on paper and in their design but, again, the extent to which this system works as intended is less clear.
- It is possible that the complexity in the system could present a danger of duplication of effort and confusion. Scottish Government is currently seeking to make the LLL/ Skills field less complex and more streamlined.