

## Performance and Resources Committee

Date of Meeting	Wednesday 16 December 2020
Paper Title	Young Persons' Guarantee and Associated Activity
Agenda Item	9
Paper Number	PRC3-D
Responsible Officer	Martin Boyle, Executive Director
Recommended Status	Disclosable
Action	For Noting

### 1. Report Purpose

**1.1.** To provide committee with an overview update on activity taking place across the region to mitigate against Covid-19 negative impact on young people and learners, including Glasgow City Council's response package.

### 2. Recommendations

**2.1.** That committee **notes** the information on the Glasgow response at this stage.

### 3. Report

**3.1.** In response to the Covid-19 crisis, and in mitigation of its impact on young people, Scottish Government made funds available to Local Authorities to lead the delivery of 'employability opportunities' specifically for 16- to 24-year-olds. This Programme of Government commitment is identified as the 'Young Person's Guarantee', and in Glasgow has a value of £4.3million.

**3.2.** Glasgow City Council's Young Person's Guarantee submission was completed and submitted on Friday 27 November 2020, and feedback is due on Friday 11 December 2020. The submission was supported by a collaborative working group which included Glasgow City Council, Glasgow Life, Chamber of Commerce and GCRB, with support from various partner groups and organisations.

**3.3.** The aim of the project is deliver fairer and more inclusive communities 2 where every young person has an opportunity to reach their potential. Young people entitled to support through this fund are those who are:

- Unemployed (excluding those in full time education);
- About to leave school without a positive destination;
- School leavers without a positive destination;
- In low paid employment;

- At risk of redundancy;
- At risk of losing an apprenticeship;
- Leaving training, volunteering, college or university without a positive destination;
- Low-skilled;
- Without qualifications at SCQF 5 or above; or
- Underemployed.

Specific priority will be given to those who are considered to be most at risk and have multiple barriers to employment, to help support their engagement, participation and progression. Multiple interventions and options may be offered to ensure they get the most effective support in order to achieve the desired objectives.

**3.4.** The proposals seek to support 4121 young people in Glasgow, with the following projects:

**Glasgow Code Learning** - intermediate level 'Digital Developer' course for the long term unemployed and senior phase school leavers. Delivered in partnership between Glasgow Life, Education Services, Employability Providers, SDS and Glasgow Chamber of Commerce. Activity will be commissioned through Glasgow Life.

**ASL Support** - supported employment programme for young people with ASD. Delivered in partnership between HSCP, Education Services and Further Education sector.

**ERI / Glasgow Guarantee** - established, award winning, wage subsidy programme offering GLW / or age appropriate percentage for 9 or 12 months dependant on role ERI / Supportive Growth Programme - provide an ERI to support unemployed / underemployed graduates into employment and enhance the sustainability / growth of the business

**MA Sustainability** - a (50% @ GLW) wage subsidy programme, for MAs who have completed their qualification are provided with meaningful work experience until April '21

**KS Glasgow** - there are expected to be in excess of 300 'winter school leavers' who will be unable to access Kickstart support as they are ineligible for Universal Credit. The programme will offer a wage subsidy to employers for 16-25 hours. Programme will be delivered by Glasgow Chamber of Commerce (who are a Kickstart intermediary) and Education Services.

**Volunteering** - development and delivery of a volunteering programme for 16-24. It is expected there will be range of individuals, those who have been unsuccessful in securing a Kickstart place and those for whom a Kickstart place is not suitable. Commissioned through Glasgow Life in partnership with GCVS.

**Enhancing DYW provision;** utilising YPG budget to increase DYW co-ordinators to 1.0 FTE (from 0.5) in each secondary school in the city. It will provide early intervention for all young people in all secondary schools at risk of a negative destination or social exclusion in the form of unemployment, poverty and engagement with justice service. Many of these young people will have mental health issues, additional support needs or be care experienced. The additional 0.5 allows engagement with all of these young people, where 0.5 would have necessitated a more targeted approach. The additional 0.5 will allow for increased support

with applications, including interview preparation for Higher, Further education, employment and training. Again, this can be provided for all at risk young people as opposed to a targeted group. This will be especially important for young people in SIMD 1 and 2, who will be a particular focus for these posts.

**HSCP youth employability workers, for mental health, young parents and care leavers;** Key workers posts will provide additional capacity and employability expertise to the Family Nurse Partnership, Youth Health Services and Children Services. Services support various groups of 16-24 year olds who require clinical / non-clinical support for various reasons. This age group are generally healthy however, they face significant social issues impacting on mental and emotional health which prevents them from reaching their full potential.

In addition, there are another two elements, while not directly funded through the YPG, will contribute to the overall approach of supporting young people in Glasgow;

**Kickstart Sustainability** - YPG (ERI) / GG funding will be available for Conversations to Work (CTW) following the conclusion on the KS training period;

**Mentoring Support** - utilise the 'in-work support' model developed in conjunction with J&BG for the Glasgow Guarantee. Support will be offered to employers / individuals to assist when a young person joins their organisation. This will be even more vital given the lack of physical workplaces.

**3.5.** It is noted that for the 'KS Glasgow' proposal above, work is on-going to ensure that there is Glasgow college engagement for all of these young people. This work has been slowed significantly by the delay in releasing YPG funding directly to colleges, meaning that there is significantly less clarity than at Local Authority level over how activity can be funded. There remains an appetite amongst the Glasgow colleges to find a solution which provides a college offering as part of this intervention, either on a short course basis or at very least interaction to better understand the opportunities offered by colleges.

**3.6.** In addition, it has been emphasised at meetings that the Glasgow colleges offer a strong January offering across the curriculum and at various levels, and that applications are open. Glasgow City Council education are highlighting these opportunities and further engagement with marketing teams will explore further options for ensuring a coherent offering to school leavers, many of whom should be able to see Glasgow's colleges as their first-choice destination.

#### **4. Risk Analysis**

**4.1** No additional risks at this time.

#### **5. Legal Implications**

**5.1.** No additional legal implications at this time.

#### **6. Resource Implications**

**6.1.** The ability to successfully offer additional courses, such as under the 'Kickstart Glasgow' proposal is directly impacted by access to resource.

**7. Equalities Implications**

**7.1.** It is anticipated that young people from communities across Glasgow with most need to support are likely to be adversely impacted by lack of access to opportunities, and it is important that the college offering is aligned to meeting this need where possible.

**8. Strategic Implications**

**8.1** No additional strategic implications at this time.

