

Young**Person's****Guarantee**

Why sign up to the Young Person's Guarantee?

As employers, you can build a workforce with the right skills and experience and put young people at the heart of what you do.

By joining the Young Person's Guarantee, you are showing your commitment to young people.

The £60million initiative is part of a total of £100million for employment support and training announced by the Scottish Government to tackle employment challenges. Ten million pounds of this will be used to support a range of measures to recruit and retain apprentices.

Inspire young people to gain the skills they need

You'll get to prepare and inspire school pupils and college students to gain the skills they need for the world of work.

Ellon-based construction business KR Group was one of the first companies to sign up to the initiative in the North-east.

Director Nicola Fraser said: "As a company, we strongly believe in supporting and inspiring the next generation of construction professionals.

"We think it's important to build links with young people to promote the construction industry in a positive light and advertise the array of opportunities that are available."

There are loads of benefits to this, including:

- increased business profile within the community
- earlier access to future talent
- the opportunity to develop and motivate your existing staff
- increased awareness of your industry and organisation
- meeting your corporate social responsibility
- supporting the curriculum to be industry-focused to prepare young people for their future career

Committed to help connecting young people

Another early adopter has been Aberdeen-shire-based ACE Winches, a Balmoral Group company.

HR manager Shirley Butcher said: “It was important for ACE Winches to sign up to the Young Person’s Guarantee because we are committed to help connecting young people in our local area to opportunities, through apprenticeships, work experience or general career advice.

“We want to help young people with the skills and knowledge of the workplace as they begin their career journey.”

Important to re-engage

The Young Person’s Guarantee is employer-led. You are key to making a difference in a young person’s life by giving them an opportunity to get education, experience and employment.

Mary Holland, director of Developing the Young Workforce North-east, said: “The Young Person’s Guarantee is a commitment to connect every 16 to 24 year old in Scotland to an opportunity.

“It has been a tough time for everyone recently, but especially our young people.

“It’s been a real challenge not being able to keep up the work we do in schools, which is why it’s so important for employers to re-engage with young people.

“The Young Person’s Guarantee allows us to accelerate the work we’ve been doing over the last seven years and work with more employers and encourage other employers to get involved.”

The five “asks”

There are five “asks” that can guide and inspire you on how you choose to interact.

And whether it’s one, two or all five, you can choose how many of them you commit to.

Ask 1: Prepare young people for the world of work

Your business can offer vital experience of the workplace as young people explore their options and investigate opportunities.

You could offer a traditional five-day placement or a more bespoke arrangement made with your local school or college.

Or perhaps you could form a school or college

“We want to help young people with the skills and knowledge of the workplace as they begin their career journey.”

ACE Winches

partnership. These are strategic partnerships between your organisation and one or more schools or colleges.

The aim of the partnership is to support young people in education with their understanding and readiness for work.

Every partnership will be different and should be developed collaboratively, considering the needs and constraints of the employers and education providers alike.

Generally, partnerships are a longer term commitments of between one and three years and involve multiple engagements with the schools or college over the academic year.

Ask 2: Help all young people achieve their potential

You have the ability to give young people a chance to see roles and opportunities available to them by providing an insight to your workplace.

Maybe you would like to give your inspiration with a talk or workplace visit, so that young people can experience what is involved with the roles at your workplace.

Or some valuable practical assistance can come through interview preparation and CV writing workshops, mock interviews or career talks.

Many young people lack experience in applying for jobs. You can support them by helping them to develop their CV and understand how to write a good job application.

You can help young people practice for job interviews by conducting mock interviews with them. This helps them prepare for the type of questions they might get asked and overcome some nerves.

Young people who face barriers to work can benefit from one-to-one support and guidance. By mentoring a young person looking for work, you can help build their confidence, skills and network.

This could be a formal mentoring programme such

as MCR Pathways, 'Career Ready' internal programme or a less formal arrangement with a school. Mentoring is generally a commitment of a minimum of one hour per week.

Help all young people achieve their full potential by engaging with and opening opportunities for those who face additional barriers.

Benefits to you include:

- Enhanced creativity and innovation through a fresh perspective
- Support and develop your diversity and inclusion strategy
- Improved staff engagement and retention
- Competitive advantage within your industry
- Positive workplace culture
- Helping others achieve their potential
- Achieving your full business capability

Ask 3: Invest in a skilled workforce

Providing learning, training, and upskilling opportunities for young people lets you build a workforce with the right skills and experience.

Benefits include:

- A skilled workforce for now and in the future
- Unlocked potential
- Increased loyalty
- Fewer skills gaps
- Gaining a competitive advantage

Modern Apprenticeships

A modern apprenticeship is a job which lets young people earn a wage and gain an industry-recognised qualification.

As an employer, taking on a Modern Apprentice will allow you to:

- Get tailored, flexible training to meet your business needs
- Attract fresh talent and develop the workforce of the future
- Upskill your existing employees
- Improve your productivity, staff morale and quality of service
- Retain talent, reducing your recruitment costs

Graduate Apprenticeships

Graduate apprenticeships can provide work-based

learning opportunities for new and existing employees up to Master's level.

Graduate apprenticeships are:

- Work-based learning opportunities that are supported by Scotland's top colleges and universities
- Designed by industry for your specific business needs
- A good opportunity for you to develop and retain skilled employees who understand your business
- Great for improving your productivity, morale, staff retention and quality of service

Ask 4: Create jobs and apprenticeships

Another route to take can be in supporting a national or local job creation programme.

These support employers to create jobs for young people nationally or locally and can provide funding to employers to help with associated costs.

Supporting national job creation programmes

These are a number of UK and Scotland wide programmes designed to support employers from all sectors to create more jobs for young people. These often include financial support for employers for a fixed period to help with salary, onboarding or training costs and some include pre-employment and in-work support.

Supporting local job programmes

Local authorities and other partners may have more localised programmes aimed specifically at young people in a certain region.

Employers often receive financial support for a fixed period to help with salary, onboarding and training costs. Some also benefit from pre-employment and in-work support.

Be part of a network who are creating opportunities for young people:

- Train and mould new talent
- Support succession planning
- Gain new ideas and insight from a generationally diverse team
- Benefit from digital skills
- Diverse practices and brand awareness
- Developing community benefit and procurement commitments

Public sector contracts and funding often come with requirements to support people in work. This often

provides an opportunity for young people to enter the world of work.

Ask 5: Create an inclusive and fair workplace

By adopting fair work practices and improving the equality and inclusion practice of your organisation you can attract and retain talent from a diverse group of employees.

While these actions are not exclusive to young people, the wider approach of the organisation will benefit the young people in the workforce.

Ensuring a working environment which supports all young people and provides fair work:

- Help with recruitment, retention and succession planning
- Create a workforce who feel valued
- Become an employer of choice

What is Fair Work?

The Scottish Government's vision of fair work is that jobs and opportunities should be meaningful, sustainable and underpinned by a package of training. Advancing equality and inclusion and working to eliminate discrimination are central to the Young Person's Guarantee.

Employers are being asked to adopt fair working practices through:

- Appropriate channels for effective voice, such as trade union recognition
- Investment in workforce development
- No inappropriate use of zero hours contracts
- Action to tackle the gender pay gap and create a more diverse and inclusive workspace
- Payment of the real living wage

You can find out more about the scheme at <https://bit.ly/YPG-Employer> or by contacting info@dyw.org.uk



DYW (Developing the Young Workforce) works to connect employers with education. It bridges the gap to provide young people with more opportunities to develop their employability skills and help them find fulfilling careers. To find out more, get in touch at info@dyw.org.uk