

**YOUTH EMPLOYMENT ACTION PLAN 2014 – 2015**

This action plan has been developed to progress the Youth Employment Strategy and should therefore be read in conjunction with the Strategy.

<b>OUTCOMES</b>	<b>SPECIFIC ACTIONS</b>	<b>REASON</b>	<b>STAGE/TIMESCALES</b>
<b>Increase employment opportunities for young people aged 16-24</b>	<b>Undertake a review of Recruitment Practices and adapt accordingly</b>	<b>They can disadvantage unemployed groups or first time job seekers e.g. by setting minimum qualifications, asking for examples from working life.</b>	<b>Stage 1 Initial review complete  ONGOING review throughout 2014 - 2016</b>
	<b>Consult with young people to identify any barriers to employment in the CI</b>	<b>To maximise opportunity for unemployed groups to access</b>	<b>Stage 1 and 2  Throughout 2014 - 2014</b>
	<b>Develop and Implement a Modern Apprenticeship Scheme offering a minimum of two placements below the competence level of grade 1.</b>	<b>MAs have been Identified as a key to addressing youth unemployment</b>	<b>Stage 2 and 4  Development of an MA to commence Oct 2014</b>
	<b>Explore financial incentives that may be open to the Care Inspectorate to provide further opportunities.</b>	<b>Due to budget constraints this strategy should be contained within the existing budget – additional funding would mean the potential to offer more opportunities.</b>	<b>All stages  Development to commence Jan 2015</b>

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Assist young people to maximise their skills and experience	Offer School Work Experience Placements	Work experience assist young people to practically demonstrate their worth to potential employers	Stage 2 Every academic year for 2014 - 2016
	Participate in Mentoring Schemes and roll out the current coaching and mentoring programme externally	Assist in the transition from education to employment	Stage 1 and 2 Implement from Jan 15
	Explore and potentially offer a Graduate Internship within the Executive Support function	44,000 young people with reasonable qualifications not securing employment	Stage 2,3 and 4 Commence Sept. 2015 in line with academic year
	Work with the involving people team to engage more young people into voluntary roles within the Care Inspectorate	Assist in scrutiny activity as they have experience of care. Build employability skills	Stage 1 In line with Involving People Plan
Target vulnerable groups of young people to help them access training and employment	Offer placements for young people who are part of the Family Firm Initiative	They are the furthest from employment	Stage 1 ACTIVE Ongoing throughout 2013-2016
	Continue to work with community partnership Discover Opportunities to support young people into sustainable employment including employer input into development courses for vulnerable young people.	Develop employability skills of young people	Stage 1 ACTIVE Ongoing throughout 2013-2016
	Build relationships with other community partnerships across Scotland.	Develop employability skills of young people	Stage 1 Commence Jan 2015

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<p><b>Promote partnership working</b></p>	<p><b>Continue to build on and work in partnership with Barnado's Works, Skills Development Scotland, Discover Opportunities to support disadvantaged young people to secure employment.</b></p>	<p><b>Target the 16 – 19 NEET group</b></p> <p><b>To implement further employability programmes and initiatives</b></p>	<p><b>Stage 1 ACTIVE Ongoing throughout 2013-2016</b></p>
	<p><b>Build and develop relationships and partnership working with schools, FE/HE establishments, Local Authorities across Scotland and national organisations such as Young Scot and Job Centre Plus.</b></p>	<p><b>To implement further employability programmes and initiatives</b></p>	<p><b>All stages</b></p> <p><b>Commence January 2015</b></p>
	<p><b>Explore how we can assist with Community Partnerships across Scotland</b></p>	<p>To implement further employability programmes and initiatives</p>	<p>All stages</p>
<p><b>Develop young people in our employment to progress in the organisation</b></p>	<p><b>Offer coaching and mentoring, encourage individuals throughout PDRS</b></p>	<p><b>Invest in the future – grow new ideas, enthusiasm and fresh perspective.</b></p>	<p><b>Stage 4 ACTIVE Ongoing throughout 2013 - 2016</b></p>