

SCOTLAND'S YOUTH EMPLOYMENT SUMMIT

YOUR VOICE: YOUR FUTURE



5th December 2012

The Hub, Edinburgh

Briefing Pack >>

CONTENTS

- 1. About the event**
- 2. Background and context**
- 3. Getting involved**
- 4. Preparation work**
- 5. Venue information and contacts**

Appendix

- A1. Summit Programme**
- A2. Pre-Summit Survey**

1. About the event

The Scottish Government, in partnership with the Scottish Youth Parliament and Young Scot, are running Scotland's Youth Employment Summit on Wednesday 5th December at The Hub, in Edinburgh.

The event aims to provide an opportunity for young people from across Scotland to engage with Government Ministers and other senior stakeholders invited by Angela Constance MSP, Minister for Youth Employment, to identify what measures would most effective in supporting access to employment.

Who should attend?

We are looking for groups of young people who have left school and are facing barriers to securing employment to attend in order to share their experiences and ideas for increasing access to employment for young people.

We would like a wide range of representation from young people, including:

- Young people, aged up to 25 years , who are currently unemployed;
- Young people who have left school with no or few qualifications;
- Young people currently in further higher education or training;
- Young people facing additional barriers to securing employment; and
- Recent graduates who have struggled to gain employment in their chosen career.

We expect over 100 young people to attend, sharing their experiences and ideas as well as creative solutions and ideas for increasing access to employment with around 25 key decision makers, including senior representatives from organisations such as Education Scotland and Skills Development Scotland, as well as employers.

What will happen at the event?

The summit will be hosted by two young people together with the Minister for Youth Employment. Participants will be seated at tables of 10, including one or two representatives from Government, support organisations or employers at each table.

Following a short introduction and some ice-breakers, there will be a one hour session which will give young people the chance to describe and share their experience of seeking training and employment. The aim of this session is to identify what they believe are

barriers to this and also to identify what sources of support or guidance they have found helpful when looking for employment and training.

During the lunch break, there will be a marketplace with stalls from various organisations, highlighting the information, advice and support available to help young people secure employment.

The afternoon session will be based around a 'world cafe' format, with young people moving between with themed tables to share their ideas or solutions for making training and employment opportunities easier to find. The day will end with the opportunity for young people to put their questions, ideas and suggestions to the Minister for Youth Employment and her Cabinet and Ministerial colleagues.

A full programme is provided in Appendix 1.

2. Background and context

Why is this event taking place now?

The current economic climate has had a significant impact on employment opportunities. Young people have been particularly hard hit, with fewer opportunities available and choices constrained.

The Scottish Government's Youth Employment Strategy '*Action for Jobs*', published in June this year, outlined a wide range of proposals that aim to stimulate work to tackle the issue of youth unemployment. Central to this was a commitment to ensure that young people are engaged fully in shaping an all-Scotland approach to tackling youth unemployment.

Scotland's Youth Employment Summit is now being held in order to provide young people with the opportunity to talk directly to the Government and senior stakeholders, sharing their experiences as well as creative solutions and ideas for increasing access to employment.

What are some of the issues facing young people?

Since the 2008 recession, young people have increasingly found it harder to move into sustained employment.

Unemployment among 16-24 year-olds in Scotland rose from 56,000 in early 2008 to a peak of 90,000 in 2011. The situation is similar across Europe, where almost two-thirds of countries in the European Union have youth unemployment rates in excess of 20%.

Three key groups of young people have been identified as facing different challenges to securing employment:

- **Graduates.** The number of graduates in non-graduate level jobs has increased from 16% in 2009 to 22% to 2012. With many graduates taking up non-graduate level jobs, this has reduced the number of these opportunities available for other young people.
- **Young people seeking employment with low qualifications or no qualifications at all.** In 2011/12, around 14,000 16-24 year olds in Scotland were in this group. Many in this group will have faced multiple disadvantages when growing up and, as a consequence, disrupted education.

- ***Young people with a reasonable level of qualifications whose main barrier is a lack of available jobs.*** There are around 47,000 young people in this group and the size of this group has increased by 45 per cent since 2008/09.

Each of these groups will require different types of support to increase their chances of securing meaningful employment.

What is the Scottish Government proposing in response?

The Scottish Government is proposing a range of actions as part of the *Action for Jobs Strategy*. Some of the key actions are presented below under the three key themes of the strategy.

Adopting an all-Government, all-Scotland approach to supporting youth employment

- Tailored approaches to urban and rural issues affecting youth employment across the country.
- Government and non-government agencies and non departmental public bodies taking innovative steps to support the youth employment agenda; including NHS, cultural and heritage organisations and a commitment to recognising the opportunities in large scale sporting events such as the Commonwealth Games and Ryder Cup.
- A commitment to community planning partnerships, social enterprise, 3rd sector and youth work sectors; supporting and facilitating local approaches.

Enhancing support for young people

- An explicit commitment to all young people aged 16-19 year olds, not in work, education or training, for a place in learning or training; including 25,000 Modern Apprenticeship opportunities, Activity Agreements, EMA and careers support through Skills Development Scotland My World of Work.
- Reforming post-16 Education; including developing a regional college delivery model, improved training to meet the needs of the labour force, continued support for graduate recruitment, support for high quality work experience and extensive support for young entrepreneurs.
- Continued collaborative delivery of services with DWP; including voluntary work experience, the Work Programme and Work Choice Programmes.

Engaging with employers

- Continued commitment to engage with large and small employers across the sectors and in a number of ways, to collectively address barriers in supporting young people into employment or recruiting.

- Supporting a change amongst employers; to recognise the benefits of recruiting young people; making good business sense and developing the workforce.
- Commitment to making the support available more accessible, providing additional support to key sectors to recruit young people and direct pledges of support from public sector organisations to offer work experience, training and employment opportunities.

You can read the full *Action for Jobs* strategy online at:

<http://tiny.cc/actionforjobs>

What will happen as a result of the Summit?

While the Government has outlined a high-level strategy for getting more young people into jobs, the Summit provides an opportunity for young people to influence future actions and identify new ideas and creative solutions.

3. Getting involved

How can we / I attend on the day?

If you are a young person interested in attending, or if you are an organisation supporting young people on the pathway to employment, please note your interest by completing the online registration form at:

<http://tiny.cc/youthemployment>

Alternatively, you can contact Danielle Logan at Young Scot:

E: danielle@youngscot.org

T: 0131 313 2488

As spaces are limited and we want to ensure representation reflects the diversity of Scotland's young people, we will confirm your attendance by Friday 23rd November at the latest.

We / I can't attend on the day. How else can we get involved?

We want to hear from as many young people as possible. If you are unable to attend the event, you can also share your experiences and ideas in advance of the event by:

- Completing the online survey at **www.youngscotsayswho.org** (a paper version is also provided in Appendix 2)
- Tweeting @YoungScot or @OfficialSYP using the hashtag #opportunitiesforall

All feedback received online and at the event will be collated for a report for the Scottish Government.

4. Preparation work

We would like all participants attending the event to complete some preparatory work before coming to the Summit. This includes:

Encouraging other young people to get involved

We would like as many young people as possible to contribute to the event. Therefore it would be useful if people could:

- Complete the online survey at **www.youngscotsayswho.org** by 3rd December at the latest (a paper version is also provided in Appendix 2)
- Encourage as many other young people as possible to complete the survey

Consider and discuss ideas and potential solutions to improve support and enable more young people to access jobs. Consider the following questions:

- How has careers information, advice and guidance helped you and how could it be improved?
- Are education and training options easy to access and understand?
- Are the jobs available easy to find and access?
- What skills opportunities -outside formal education- have you experienced, should there be more?
- How did you find work experience in school and would you change anything about it?
- Have you had any work experience or been part of an internship since turning 16 and what are your thoughts on them?
- Would you consider starting your own business, have you been part of any entrepreneurship programmes and are you aware of the support available?
- Do you feel employers are reaching out to young people and are approachable?
- Are you aware of the volunteering opportunities available, have you undertaken any volunteering and what are your thoughts on it?
- Are you a graduate looking for employment or just about to be, how has this experience been, what support are you aware of, possibly used and

Young people attending the Summit - top tips for the day!

- Spend some time thinking about the discussion topics before the event. This will allow you to fully participate in the World Café session.
- Don't be shy to speak up during the discussions to put across your views and opinions, this day is all about you so make sure you get the most out of it.
- Before coming along take some time to read the briefing pack and think about the key questions you would like to ask the Scottish Government Ministers.
- Think about the issues affecting young people in your local area in terms of youth unemployment, what are the main factors as to why young people may find it difficult to get a job in your part of Scotland?
- Try to make some notes of the key questions you wish to ask and the solutions or ideas that you wish to bring before you come along to the event.
- No idea is too great or too small! The way in which we can tackle the issue of youth unemployment is by working together so everyone can have their say.

5. Venue information and contacts

Where will the event take place?

The Hub is centrally located in Edinburgh, next to Edinburgh Castle.



How do I get there?

The Hub is easily accessible by public transport and is within a 10 minute walk of Edinburgh Waverly Station.

What if I need more information?

For information for young people or youth organisations, contact...

Danielle Logan at Young Scot

E: daniellel@youngscot.org

T: 0131 313 2488

For information for stakeholders or employers, contact...

Siobhan Garrow at the Scottish Youth Parliament

E: siobhan.g@syp.org.uk

T: 0131 557 0452

For information on the day, contact...

David McNeill
07825 372 049

Or

The Hub
0131 473 2015

Appendix 1



Programme

10:30 **Arrival and refreshments**

11:00 **Welcome and opening remarks**

- Angela Constance MSP, Minister for Youth Unemployment

11:30 **In our experience**

An informal session in small groups which will give young people the chance to describe and share their experience of seeking training and employment. The aim of this session is to identify what they believe are barriers to this and also to identify what sources of support or guidance they have found helpful when looking for employment and training.

12:30 **Lunch and marketplace**

Major employers and support agencies will be available to take questions and offer advice on finding training and employment.

13:30 **What more can be done?**

A 'world cafe' style session with themed tables where young people will bring their ideas or solutions for making training and employment opportunities easier to find. The table themes will be as follows:

- Careers information, advice and guidance
- Understanding education and training options
- Understanding what jobs are available
- Access to opportunities outside formal education
- Work experience in school

- Work experience and internships post 16 years
- Encouraging entrepreneurship
- Support from employers
- Voluntary opportunities
- Graduates into employment

14:30 Ministerial panel with Q&A

- Chaired by Angela Constance MSP, Minister for Youth Employment
- Representation including Scottish Government Cabinet Secretaries and Ministers

15:00 Finish

Appendix 2



About this Survey

The Scottish Government, in partnership with the Scottish Youth Parliament and Young Scot, is holding an event on the 5th December to provide an opportunity for young people to share their experiences and ideas for increasing access to employment. Government Ministers, organisations with responsibility for providing education, training and support, as well as employers will be present to hear your feedback in order to improve services in the future.

We want to get as much feedback as possible before the event from young people (aged up to 25) who have found it difficult to get a job or are worried about what will happen once they leave education or training. Please tell us your views and ideas to improve support in the future by filling in this survey.

Once you have completed the survey, you can enter a competition to win a £50 iTunes Voucher, if you provide your email address.

Thanks for your time, and good luck!

Join in the discussion by tweeting #opportunitiesforall

Questions

1. What difficulties/concerns have you faced/are you facing in getting a job?

Please tick up to three.

- | | |
|---|--|
| <input type="checkbox"/> Don't know where to look for jobs advice | <input type="checkbox"/> Haven't had enough careers advice |
| <input type="checkbox"/> Don't have the confidence to apply for jobs | <input type="checkbox"/> Need more work experience |
| <input type="checkbox"/> Don't have many qualifications | <input type="checkbox"/> Don't want to work |
| <input type="checkbox"/> Keep getting rejected by employers | <input type="checkbox"/> Cost of travel is too much |
| <input type="checkbox"/> Don't have the skills needed for the jobs available too much | <input type="checkbox"/> Distance to travel for a job is too much |
| <input type="checkbox"/> Don't know how to complete a CV or job applications mental) | <input type="checkbox"/> Health problems (physical or mental) |
| <input type="checkbox"/> Don't know where to find advice for setting up my own business | <input type="checkbox"/> Only low paid or part-time jobs available |

Other (Please State below)

2. a. What has been the most helpful bit of support you have received to improve your skills or get a job?

b. Who provided this support?

- | | | | |
|---|--|--------------------------------------|---------------------------------|
| <input type="checkbox"/> Guidance Teacher | <input type="checkbox"/> Careers Advisor | <input type="checkbox"/> Parent | <input type="checkbox"/> Friend |
| <input type="checkbox"/> Sibling | <input type="checkbox"/> Other Family Member | <input type="checkbox"/> Other Adult | |

3. What would you change or improve about the support you have received?

4. Which of the following do you think would help young people to be better prepared to get a job? Please tick up to three.

- More work experience opportunities in school
- More work experience opportunities after school
- Better support on how to search and apply for a job
- Hold 'Skills workshops' where young people who have left school can get help searching and applying for jobs
- Increase the number of Modern Apprenticeship vacancies
- Require that some apprenticeships are open only to young people who have been unemployed for more than one year
- Increase the number of training places available for young people
- Require public organisations such as your local council to recruit a minimum number of young people each year
- Require public organisations to give feedback to any young person who applies for a job and is unsuccessful
- Make it easier for young people to volunteer
- Provide more support to young people who want to set up their own business

5. What do you think young people bring to and can learn from the work place?

6. What else do you think could help get more young people into a job?

About you

We would be grateful if you could fill in these **optional** questions, to ensure we have representative group of young people completing the survey.

What age are you?

Are you (Please tick one):

Male Female Prefer not to say

Are you currently:

Select all that apply. E.g. If a school/college/uni and have a part-time job.

Full-time job Part-time job
 Self-employed At college
 At university In full time training
 An Apprentice Unemployed

Do you consider yourself to have a disability that affects your everyday life?

Yes No Prefer not to say

Which of the following best describes your ethnicity?

White Black Caribbean
 Indian Black African
 Pakistani Any mixed background
 Bangladeshi Prefer not to say
 Chinese Other _____
 Other Asian Background

Prize Draw

If you would like to be entered into the draw to win a £50 iTunes voucher please enter your email address below.

Your details will not be passed onto anyone else, and will only be used to contact the winner of the prize draw.

