IQ-Net Conference

EU Cohesion Policy and Youth (Un)employment

Stirlingshire (Scotland), 2-4 December 2013
December 2013

Dear Partner,

Welcome to the 35th meeting of the IQ-Net Network!

On behalf of the European Policies Research Centre and the Scottish Government, we are pleased to welcome you to Airth Castle Hotel, Stirlingshire for the IQ-Net Conference on EU Cohesion policy and youth (un)employment.

We cordially invite you to assemble at 19.00 on Monday 2 December in the hotel bar on the ground floor for a drinks reception, before moving upstairs to the Adam and Barony suite for the welcome presentation and supper.

We hope you find the Conference to be interesting and enjoyable.

Kind regards,

[Signature]

John Bachtler
Director
Welcome to Stirlingshire

Dear IQ-Net Partners,

I would like to extend a warm welcome to delegates to the 35th meeting of the IQ-Net being held in beautiful Stirlingshire from 2 to 4 December 2013. As Europe’s only dedicated Youth Employment minister I am particularly pleased that this meeting will focus on efforts to improve the life chances of our young people.

My appointment as Minister for Youth Employment in December 2011 signalled a determination to harness resources from across Government to tackle youth unemployment. I believe that we have a positive story to share with you and I hope that you will see evidence of how we have used the powers that are currently available to us to foster that cross government focus.

I am keen that we learn from others and I have visited a number of Member States to inform my thinking on how we can improve our vocational education systems. I am determined that we should continue with that engagement as we gather ideas on how we can improve how we manage the transfer of people from education to work.

The Scottish Government welcomes the Commission’s proposals to have greater alignment between the European Structural Investment Funds (ESIF) funds as we believe that this offers an opportunity to achieve greater impacts in a shorter time-scale. Our future plans will see us deploy resources through three themes which position the European funds as key drivers of our economic growth strategies and align well with the Commission’s thematic objectives. Our themes are:

- Competitiveness, Innovation, Jobs
- Environment, Low Carbon, Resource Efficiency
- Local Development Social Inclusion

Clearly, youth employment will continue to be a key priority in the new programmes and I welcome that long term focus. I also welcome the additional allocation from the Youth Employment Initiative to South Western Scotland. We will use that funding to deliver key elements of the European Youth Guarantee in an area blighted by high levels of youth unemployment.

We are looking forward to this exchange of best practices and ideas on how, with limited funds, we can reduce the high levels of youth unemployment and address the longer term issues associated with improving the employability of young people.

I hope that you have a productive Conference and that your stay in Scotland is so enjoyable that you will want to return in the future.

Angela Constance
Minister for Youth Employment
EU Cohesion Policy and Youth (Un)employment

IQ-Net Conference
Airth Castle Hotel, 2-4 December 2013
Monday 2 December 2013

Afternoon
Check-in available from 15.00 at Airth Castle Hotel. Delegates arriving earlier can leave their luggage.

19.00
Welcome drink in the hotel bar on the ground floor

19.30-22.30
Buffet supper and presentation to be held in the Adam and Barony suites on the first floor of the hotel
Presentation by Shane Rankin, Head of European Structural Funds, Scottish Government
Tuesday 3 December 2013
Main Conference Agenda

The meeting will take place in the Dunmore suite on the ground floor of the Hotel.

09.00 Welcome and introductions
Kat Feldinger, Regional Policy Specialist, and Jim Millard, Senior Policy Adviser, Scottish Government

09.30 SESSION 1: PROGRESSING THE 2007-13 PROGRAMMES & PREPARING FOR 2014-20
State-of-play of 2007-13 programmes and progress with programming for 2014-20
Heidi Vironen and Rona Michie, European Policies Research Centre

Discussion

10.30 Coffee break (Plasma Lounge adjacent to Dunmore Suite)

11.00 SESSION 2: YOUTH (UN)EMPLOYMENT AND COHESION POLICY
Cohesion policy and youth (un)employment: Commission perspectives
Teresa Regio, Policy Officer - Assistance to ESF and Cohesion policy development, analysis and evaluation, DG Employment

Using Cohesion policy to combat youth unemployment
Sara Davies, European Policies Research Centre

Case studies presented by IQ-Net partners
- Finland – ‘Outreach Youth Work’
- Vlaanderen – ‘Every Week Another Job’
- Wales – Convergence OP Priority ‘Supporting Young People’

13.00 Lunch break (buffet lunch served in the Glasshouse restaurant on the ground floor)

14.15 SESSION 3: WORKSHOP DISCUSSIONS
- Cohesion policy and youth (un)employment
- Programming for 2014-20

16.00 Coffee break (Plasma Lounge adjacent to Dunmore Suite)

16.30 Reporting back on workshop discussions

17.00 SESSION 4: FUTURE NETWORK DEVELOPMENTS
Future IQ-Net developments & conference themes: Programming challenges for 2014+
Frederike Gross, European Policies Research Centre

17.30 Close

19.00 Bus departure for dinner venue, Callendar House, hosted by Falkirk Council

Speech by representative of Falkirk Council (Councillor Dennis Goldie)

Conference dinner
Wednesday 4 December 2013
Study Tour Itinerary

During the morning of Wednesday 4 December, delegates will have the opportunity to visit projects, which have benefited from European funding.

07.00 Breakfast available from 07.00
Bills can be settled the evening before departure – receipts can be picked up before leaving for the study tour.

08.15 Departure

09.00 First visit: The Falkirk Council Growth and Investment Unit / Employment & Training Unit
Project 1: Business Gateway Plus (Forth Valley) (ERDF)
Project 2: Employer Recruitment Incentive - Backing Falkirk's Future (ESF)
Project 3: Employer Recruitment Incentive - Youth Employment Scotland (ESF)

10.30 Second visit: Prince’s Trust (ESF)
Introduction to five of the Trust’s main programmes in support of young unemployed people
Intervention by Minister for Youth Employment

12.00 Light lunch

12.30 Transfer to Edinburgh Airport or Haymarket Railway Station
Accommodation and Meeting Venue

The Conference will be held at Airth Castle Hotel, located in beautiful parkland and gardens in the heart of Stirlingshire, where delegates will also be accommodated. An all-inclusive Conference package price of £285 (approximately €335) has been agreed for Partners covering two nights’ bed & breakfast (B&B), all meals and use of conference facilities. For those intending to stay for only one night, the price is £200 (approximately €235) (B&B) including all meals and use of conference facilities. Day delegate rates are available on request. The hotel operates a cancellation policy of 14 days prior to arrival. Conference registrations cancelled after this date may be subject to a cancellation charge. As usual, EPRC will make reservations on partners’ behalf, and bills should be settled with the hotel on departure.

Airth Castle Hotel
Airth
Stirlingshire FK2 8JF
United Kingdom

Tel.: +44 1324 831411
Fax: +44 1324 831419
Email: reservations@airthcastlehotel.com

http://www.airthcastlehotel.com/
Travel Details

Partners are advised, where possible, to travel via Edinburgh airport (http://www.edinburghairport.com/). Alternatively, partners can travel via Glasgow airport (http://www.glasgowairport.com/).

From Edinburgh Airport

The taxi journey from the airport to Edinburgh Haymarket railway station takes around 15 minutes and costs £20. The taxi stations are located right outside the arrival areas of the terminals. There is also a bus to Haymarket station (Airlink 100), which leaves every 10 minutes and costs £3.50 (single) or £6.00 (return). From Haymarket station, trains to Falkirk High station depart every 15 minutes. The journey takes 20-25 minutes and costs £6.00.

Alternatively, you can take a taxi from the airport to the hotel (30 minutes, c. £55).

From Glasgow Airport

The taxi journey from the airport to Glasgow Queen Street railway station takes around 20 minutes and costs approximately £20. The taxi stations are located right outside the arrival areas of the terminals. There is also a bus to Glasgow Queen Street Station (First 500), which leaves every 10 minutes and costs £4.50 (single) or £7.00 (return). From Queen Street Station, trains to Falkirk High station depart every 15 minutes. The journey takes around 20 minutes and costs £7.30.

Alternatively, you can take a taxi from the airport to the hotel (40 minutes, c. £75).

From Falkirk High train station to the conference venue

The hotel is situated about 13km or 15 minutes’ drive from the train station, see map. The taxi journey takes around 20 minutes and costs approximately £13.00.

Following the final study tour visit on Wednesday 4 December, delegates will be taken to Edinburgh Haymarket railway station for 13.00. From there, they can travel on by train. Alternatively, delegates can take the airport bus, which leaves outside the Marriott Hotel, the venue of the last visit.
Facts and Figures about Scotland

Scotland

Scotland is one of four countries (with England, Northern Ireland and Wales) that together make up the United Kingdom (UK). It occupies the northern third of Great Britain. It is home to almost 800 small islands (130 inhabited), including the northern isles of Shetland and Orkney, the Hebrides, Arran and Skye. With over 11,000 km of coastline, majestic mountains and beautiful canals, rivers and lochs, Scotland’s landscape and distinct geography offers a great mix of unique habitats.

While its population amounts to around 8.6 percent of the overall UK population it surface covers 32.3 percent of the UK’s surface. Large parts of Scotland are very remote, with 2 percent of the population living on one of the many islands. In contrast to long term trends of population decline, there has been an influx of newcomers to some of the islands (the Outer Hebrides and other northern isles), not least linked to job prospects in marine renewables industry.

Mainland Scotland is dominated by the two largest cities, Edinburgh and Glasgow. With its Old Town, the capital Edinburgh is world-renowned for its rich architectural heritage, especially the medieval fortress of Edinburgh Castle. It has the strongest economy of any city in the UK outside London and the highest percentage of professionals in the UK, with 43 percent of the population holding a degree-level or professional qualification. Its economy is based mainly on financial services, scientific research, higher education and tourism. The largest city, Glasgow, also has a rich history – once the largest seaport in the world and known as the “Second City of the British Empire”, today it is one of Europe’s top ten financial centres. It is home to many of Scotland’s leading businesses in sectors such as financial and business services, communications, biosciences and creative industries.
Scotland in brief

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<table>
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<tbody>
<tr>
<td>Population</td>
<td>5.2 million (2011)</td>
</tr>
<tr>
<td>Area</td>
<td>78,772 km² (30,414 sq mi)</td>
</tr>
<tr>
<td>Population density</td>
<td>64/km² (167.5/sq mi)</td>
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<tr>
<td>Capital</td>
<td>Edinburgh (about 482,640 inhabitants)</td>
</tr>
<tr>
<td>Largest city</td>
<td>Glasgow (about 598,830 inhabitants)</td>
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<tr>
<td>Local government</td>
<td>32 council areas</td>
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<tr>
<td>GVA</td>
<td>£102 billion (2009)</td>
</tr>
<tr>
<td>GVA (per head)</td>
<td>£19,744 (2009)</td>
</tr>
<tr>
<td>Labour force</td>
<td>2.49 million (2010)</td>
</tr>
<tr>
<td>Scotland’s top five export industries</td>
<td>Food and drink; chemicals; business services; electrical and instrument engineering; mechanical engineering</td>
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Stirling

Stirlingshire is a registration county of Scotland, based around the city of Stirling, once the capital of Scotland. Stirling sits on the narrow band of Scotland’s central belt. The city is known as the ‘Gateway to the Highlands’, occupying a strategic position at the point where the flatter Scottish Lowlands meet the hills of the Highlands along the Highland Boundary Fault. Stirling Castle, once the residence of the Scottish Kings, is located on top of an extinct volcano.

Stirling and its surrounding areas are home to many important scenes in Scotland’s historic past. It was here that William Wallace (Braveheart) emerged as a Scottish hero. Another two famous historical figures who originate from Stirling are Rob Roy McGregor (a famous Scottish folk hero and outlaw of the early 18th century) and the Scottish king, Robert the Bruce. Robert the Bruce was King of Scots from 1306 until his death in 1329, leading Scotland during the Wars of Scottish Independence.

The location of the IQ-Net meeting, Airth, is a Royal Burgh, village and former trading port in Stirlingshire. Airth Castle dates back to the 14th century and was owned by the family of Robert the Bruce from around 1450 until the 1900s. Located near Airth, the town of Falkirk was once the northernmost frontier of the Roman Empire, and around its outskirts the remains of Antonine’s Wall still stand. Falkirk is also home to the world’s first revolving boatlift, the Falkirk Wheel.

Scottish economy

Scotland is a modern, open economy and is rich in economic potential and natural resources. Its broad industrial base includes core industries such as financial and business services, oil and gas, renewable energy, food and drink, life sciences, sustainable tourism, universities and the creative industries. The Scottish economy relies to a considerable extent on exports, with its main markets located in the US, the Netherlands, France and Germany.
In all areas of Scotland the tertiary sector is the most significant in terms of employment. Primary sector industries employ more people in remote rural (17 percent) and accessible rural (12 percent) areas, than in the rest of Scotland (0.4 percent). The public sector accounts for 17 percent of employment in rural areas, 20 percent in accessible rural areas and 25 percent in the rest of Scotland. As at March 2013, there were an estimated 343,105 private sector enterprises operating in Scotland with SMEs accounting for 99.3 percent of all private sector enterprises, for 54.7 percent of private sector employment and for 36.7 percent of private sector turnover.

The Government Economic Strategy of 2011 identifies six strategic priorities in order to accelerate recovery, drive sustainable economic growth and develop a more resilient and adaptable economy. They relate to: promoting a supportive business environment; ensuring the transition to a low carbon economy; learning, skills and well-being; infrastructure development; effective government; and equity.

**Education**

Scotland has a long history of universal provision of public education, and the Scottish education system is distinctly different from those in the other countries of the UK. Some schools in Scotland provide education given in Gaelic; they are mainly located in the main cities of Scotland and in areas with higher numbers of Gaelic speakers. The Scotland Act 1998 gives the Scottish Parliament legislative control over all education matters and one of the major diversions from practice in England, possible because of devolution, was the abolition of student tuition fees in 1999, instead retaining a system of means-tested student grants.

There are currently fifteen universities in Scotland and three other institutions of higher education which have the authority to award academic degrees. Scotland's oldest university is the University of St. Andrews (founded in 1413) and the newest is the University of the Highlands and Islands, which was created by a federation of 13 colleges and research institutions in the Highlands and Islands in 2001 and achieved full university status in 2011.

**Culture and tradition**

Scotland has its own unique family of languages, including Scottish Gaelic and the Scots language. The 2001 census of Scotland showed that a total of 58,652 (1.2 percent of the population) in Scotland could speak Gaelic at that time, with the Outer Hebrides being the main stronghold of the language. The 2011 census showed that 1.54 million (30 percent) are able to speak Scots.

There are a number of long-lasting traditions, which are still a feature of modern Scotland. Widely attended events include the Edinburgh Military Tattoo in Edinburgh and the International Piping Championship in Glasgow, featuring piping bands from around the world. The traditional Burns Supper (in honor of one of Scotland’s most important literary figures, Robert Burns), Hogmanay and St. Andrews Day celebrations are also still very much a part of Scottish culture. There are also more recent events attracting large numbers of visitors from across the UK and beyond, including the Edinburgh Festival.

Although the deep-fried Mars bar is jokingly said to exemplify the modern Scottish diet, Scottish cuisine offers traditional dishes such as fish and chips, haggis, the Arbroath Smokie, salmon, venison,
cranachan, the bannock, Scotch broth, and shortbread. Scotland is also known for its Scotch whisky distilleries, as well as for Scottish beer. The soft drink Irn-Bru is cited by its manufacturer as Scotland's 'other' national drink, owing to its large market share in Scotland outselling major international brands such as Coca-Cola.

Politics and governance

Following the passage of the Scotland Act 1998, the Scottish Executive (the Scottish Government since August 2007) and Scottish Parliament were officially convened on 1 July 1999. The Scottish Parliament has full legislative competence (i.e. it can pass both primary and secondary legislation) across a wide range of devolved subjects. The Scottish Government is the devolved administration led by a First Minister, elected by the Scottish Parliament, who appoints a Cabinet of Scottish Ministers. Devolved issues include: health; education and training; local government; social work; housing; planning; tourism, economic development and financial assistance to industry; some aspects of transport, including the Scottish road network, bus policy and ports and harbours; law and home affairs, including most aspects of criminal and civil law, the prosecution system and the courts; the Police and Fire services; the environment; natural and built heritage; agriculture, forestry and fishing; sport and the arts; statistics, public registers and records. The Act also gives the Scottish Parliament the power to raise or lower the basic rate of income tax by up to 3 pence in the pound.

Reserved issues include: issues such as UK foreign and defence policy; immigration and nationality; energy; common markets; trade and industry, including competition and customer protection; some aspects of transport; employment legislation and social security; and equal opportunities. Scotland retains its own unique legal system (Scots Law) and education system separate from that of England.

In contrast to the rest of the UK, the Scottish Parliament is based on proportional representation. The 2011 parliamentary elections produced a majority SNP (Scottish National Party) government, making this the first time in the Scottish Parliament where a party has commanded a parliamentary majority.
Structural Funds in Scotland

Scotland has been a recipient of Structural Funds resources since the creation of the European Regional Development Fund in 1975, and it was one of the first beneficiaries of the programme approach introduced in 1984.

For the 2007-13 period, Structural Funds in Scotland are allocated between two programme areas, Highlands and Islands (designated as a Convergence region) and Lowlands and Uplands (designated as a Competitiveness and Employment region).

The Lowlands and Uplands Scotland (LUPS) Structural Funds programmes

The two LUPS programmes – one ERDF and one ESF – cover the ‘Lowlands & Uplands Scotland’ area, defined as the whole of the NUTS 2 areas for Eastern Scotland, North-East Scotland and South-Western Scotland (that is, all of Scotland apart from the Highlands and Islands). This includes both urban centres (the ‘central belt’ that stretches from Glasgow in the west to Edinburgh in the east, an area which features the highest population density in Scotland and the main economic activities), as well as substantial rural areas. The ERDF programme has two main goals:
1) To develop a region-wide focus on research, innovation and enterprise growth in key areas of economic competitiveness; and

2) To develop a geographical focus that centres on urban regeneration and rural development. Work here will recognise the distinctive problems that arise from severe urban deprivation, and acknowledge the special needs of the region’s most peripheral and rural areas.

The ESF programme aims to contribute to sustainable growth in the size and skills of the Scottish workforce in a climate which offers equality of opportunities to individuals to achieve their full potential. The programme budgets and priorities are shown in the table below:

<table>
<thead>
<tr>
<th>ERDF Programme (September 2011)</th>
<th>€m</th>
<th>ESF Programme (10.11.2010)</th>
<th>€m</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Research and innovation</td>
<td>92.1</td>
<td>1. Progressing into Employment</td>
<td>127.7</td>
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<tr>
<td>2. Enterprise growth &amp; entrepreneurship</td>
<td>122.2</td>
<td>2. Progressing through Employment</td>
<td>59.9</td>
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<tr>
<td>4. Rural development</td>
<td>51.1</td>
<td>4. Technical Assistance</td>
<td>6.5</td>
</tr>
<tr>
<td>5. Technical Assistance</td>
<td>9.0</td>
<td>5. Youth employment (unallocated funding from Priorities 1-3)</td>
<td>62.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>376</strong></td>
<td><strong>Total</strong></td>
<td><strong>270</strong></td>
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**Structural Funds in 2014-20**

The future Scottish programmes aim to tie together better skills and business development for greater competitiveness and more and local employment opportunities; focus on commercialising a world class research base, and use financial instruments to support major infrastructure ambitions as well as business finance.

The Scottish Chapter of the UK Partnership Agreement will set out the objectives for the ESI funds for 2014-20, and there will be separate OPs for each ESI fund. Financial allocations will be made to schemes, programmes and projects through three Scottish Themed Funds, covering:

1) Competitiveness, innovation and jobs;

2) Low carbon, resource efficiency and the environment; and

3) Local development and social inclusion.

Projects or schemes of projects eligible for ESI Funds will be owned by Lead Partners who will provide the initial match funding, but may deliver operations directly, contract delivery or enter into partnerships. Monitoring of these operations will be carried out by Strategic Delivery Partnerships (SDPs) which will ensure that they are complementary and that various interventions are performing and making a measurable contribution to the Europe 2020 targets. There will be a single Partnership Agreement Monitoring Committee (PAMC) for Scotland, replacing past separate programme monitoring committees.
Youth employment in the Scottish Structural Funds programmes

Recognising the scale of the issue of youth unemployment, the Scottish Government appointed a dedicated Minister for Youth Employment in December 2011. Along with this appointment came an additional £30 million to support Opportunities for All, a guarantee of a place in education or training for all 16-19 year-olds launched in April 2012. This funding was additional to the commitments already made to start 25,000 new apprenticeships in each year of the current parliament, and long-term support for young people to continue in education through the prioritisation of college places, the Educational Maintenance Allowance and no tuition fees for higher education.

In May 2012, Scottish Ministers announced that the remaining unspent Structural Funds would be focused on supporting youth employment, in particular through a package of measures that would help SMEs employ young people. In September 2012, the Scottish Government announced £15 million for 2013-14 to match some of the available EU funds for a recruitment incentive to help companies grow through creating youth jobs.

The Youth Employment Scotland package builds on Scottish Government action to support young people into employment. For the financial year 2013-14, there is a total of £25 million available for Youth Employment Scotland, of which £10 million under Priority 5 Stage 4 of the European Social Fund (ESF), matched by £15 million of Scottish Government funding.
Study Tour Information

First visit: The Falkirk Council Growth and Investment Unit / Employment & Training Unit

The Growth and Investment Unit has been established to generate growth and investment in the local economy and reinforce the contribution the area makes to the wider national economy. The Employment & Training Unit (ETU) is part of Economic Development within Falkirk Council and it has the key role of getting young people and unemployed parents into work as a mechanism for lifting people out of poverty. The primary objectives of the unit are:

- Co-ordinating Backing Falkirk’s Future, the public sector employer engagement activity.
- Delivering positive post-school employment and training destinations for Falkirk School Leavers.
- Increasing Skills and Employability through delivering the Council’s commitment to Core Skills via the Falkirk Employability Award and through the Modern Apprenticeship Programme.
- Delivering pre-employment support through the Strategic Skills Pipeline Model.
- Supporting contractors to meet their obligations under the Targeted Training and Recruitment Clauses via Community benefits in Procurement.

The priority groups of key services are:

- 15-18 year olds who are at risk of not entering employment, education or training on leaving school
- 16-24 year olds who are unemployed and seeking work
- Workless parents
- Key priority groups such as lone parents, care leavers and ex-offenders

Project 1: Business Gateway Plus (Forth Valley)

Project Budget: €1,594,071

ERDF share: €637,628

The Business Gateway Plus (Forth Valley) project will provide detailed advice on Human Resource (HR) issues for SMEs and broaden the availability of specialist support to a wider group of businesses to help potential growth companies who have limited resources, to receive specialist support to help them grow. Human Resource Support – Business Gateway Forth Valley recognises the need for HR support services and plans to build on the best practices of the Falkirk Council Employment & Training Unit. The HR support created will complement and connect closely with other employability initiatives operating in partnership across the Forth Valley. This will ensure that the ERDF support is directed towards companies and dovetails with the employability ESF projects that support the individual, such as Falkirk Council’s Backing Falkirk’s Future (see below). The focus will be on: Marketing & Market Development, Leadership/Organisational Development, Strategy and Business Development, IT, and Finance and Procurement.
The Project Targets are:

- No. of individuals and enterprises receiving advice/consultancy: 1,348
- No. of new business starts resulting from support: 614
- No. of enterprises receiving support for e-commerce: 15
- No. of enterprises receiving support for energy-saving and resource efficiency: 20
- No. of e-commerce strategies developed: 15
- No. of gross jobs created: 764

**Project 2: Employer Recruitment Incentive - Backing Falkirk’s Future**

**Project Budget:** £1,116,457 (approx. €1,330,713)

**ESF share:** £480,077 (approx. €572,188)

The Employer Recruitment Incentive project will make support available to all small and medium sized local businesses (up to 250 employees) and across every employment sector within the Falkirk area to reduce barriers to taking on young people. It aims to assist 182 young people disadvantaged in the labour market without appropriate vocational qualifications. The project “Backing Falkirk’s Future” will deliver an innovative approach to linking opportunity and need (LOAN), within the Falkirk labour market. This approach will establish a gateway to work-based training. The target is to provide support to 182 participants.

**Project 3: Employer Recruitment Incentive - Youth Employment Scotland (YES)**

**Project Budget:** £1,287,520 (approx. €1,534,488)

**ESF:** £515,008 (approx. €613,795)

This project aims to assist individuals aged 16 to 24 years, who are disadvantaged in the labour market. Using the project ethos “recruit, retain and train”, YES funds an Employer Recruitment Incentive which supports 50 percent of wage costs for six months, all other deliverables and additional aspects of this project are provided by the Local Authority. The following activities are carried out: employer marketing, job matching and job brokering; employer advice and guidance regarding engaging young workers; provision of an employer toolkit to support HR requirements; supported access to apprenticeships; provision of through-care and aftercare service; work based qualifications and industry certification, and development of higher level core skills. The target is to provide support to 400 participants.

Efforts will be focussed on working jointly with colleagues in Business Gateway to ensure alignment of employability and business support agendas, working with partners across the Community Planning partnership to implement an account managed approach when dealing with employers to minimise duplication of effort and maximise new opportunities as and when they arise. Business support issues which arise will be referred to colleagues in Business Gateway who will provide access to a range of support tools, including the specialist HR support noted in project 1.
Second visit: The Prince’s Trust

The Prince’s Trust supports 13 to 30 year olds who are unemployed and those struggling at schools and at risk of exclusion. At the start of their journey with the Trust, many of the young people are disengaged and very far from the labour market, they are in or leaving care, facing issues such as homelessness or mental health problems, or have been in trouble with the law. The Trust run a number of core programmes that encourage young people to take responsibility for themselves - helping them build the life they choose rather than the one they’ve ended up with. At the end of their journey most of these young people found a job, took up the offer of education, training or full-time education.

Programme 1: Fairbridge Programme

The Fairbridge ‘Bridging the Gap’ Programme delivers personalised support to Scotland’s most challenged and vulnerable young who are not in employment, education or training or at risk of becoming so, to help them overcome barriers to achieving their potential. Each of the Fairbridge teams use Outreach & Development workers to work with over 200 referral partners (including schools, police, hostels etc.) to target young people facing multiple challenges from the most deprived parts of Glasgow, Dundee and Edinburgh.

Participants

- 13-16 year olds at risk of not entering education, employment or training (NEET) on leaving school, including low attainers and persistent truants;
- NEET 16-19 year olds (including care leavers, homeless, young offenders, those with mental health, drug or alcohol problems); and
- Long-term unemployed 20-25 year olds with no or low qualifications and facing multiple barriers to employment, including those facing disadvantages as a result of being ex-offenders, homeless, having drug, alcohol or mental health problems among other barriers.

Delivery stages

(1) Induction to recruit participants, develop trust, carry out needs analysis and introduce them to the action planning process; (2) access via intensive development course to secure engagement, develop skills, confidence and motivation, and provide individual support; (3) follow-on through courses and activities to address participants’ specific needs and provide high quality support in partnership with specialist agencies; and (4) moving on (into education, employment, second step training) and aftercare to ensure sustainable outcomes.

Project targets

- No. of participants entering employment: 70
- No. of participants entering education: 587
- No. of participants gaining a full qualification: 111

For more information, visit: http://www.princes-trust.org.uk/need_help/fairbridge_programme.aspx
Programme 2: Get started

Get Started is a personal and social development programme, for 16-25 year olds. The programme uses inspiring themes delivered in partnership with specialist organisations, to engage young people often on the edges of society, who face multiple barriers to employment and are often lacking in the motivation and confidence needed to take their first step.

The aim of the programme goes beyond participating in teaching young people new specialist skills in themes across sport, music, the arts and technology. Every programme involves a real and meaningful group challenge. Upon completion of the group challenge, the young people will have had a taste of what success feels like; many for the first time. From this point onwards the Trust harness this feeling of success and the much-needed spark of inspiration and continue to provide them with ongoing support for three to nine months to support them towards education, employment, training or volunteering.

For more information, visit: http://www.princes-trust.org.uk/about_the_trust/what_we_do/programmes/get_started.aspx

Programme 3: Team

Team is a 12-week programme of personal development training. The programme re-engages young people, helping them to think about their futures. In many cases it changes their lives. Team is run in 21 locations across Scotland by a range of delivery partners.

Young people learn the importance of team work, spend a week at a residential activity centre, undertake a project based in the local community, complete a work placement, take part in a Team challenge involving caring for others, and stage a Team presentation, during which they recount their experiences.

Participants can gain nationally recognised qualifications, uncover hidden talents, improve their motivation and self-confidence, assume some responsibility and leadership, develop team-working and communication skills, raise their awareness of their local community and how they can contribute to it, and focus on their future choices and develops their job application skills.

For more information, visit: http://www.princes-trust.org.uk/about_the_trust/what_we_do/programmes/team_programme.aspx

Programme 4: Get Into

Short courses that develop young people’s skills in a specific sector and support them into jobs. Get into programmes are developed and run with employers. The programme aims to give young people, who are work ready but do not have vocational skills, a mixture of practical training and hands-on experience, that will enable them to get a job. The programme offers demand-led, vocational training, provides work experience related to entry-level occupations in the Retail, Hospitality, Oil and Gas,
Travel and Tourism, Environment and Land Management and Health sectors. Local employers are employed in shaping the training content of the programmes which are delivered through a mix of short-term work placements with local employers and Further Education Colleges.

Participants will attend a taster day to see if the programme is right for them, learn new skills and gain practical experience in a specific area of work, gain relevant accreditation for the sector, improve their employability skills such as communication, team work and reliability, organise a final celebration and gain recognition for what they have achieved, and meet potential employers and get six months’ follow up support.

For more information, visit: [http://www.princes-trust.org.uk/about_the_trust/what_we_do/programmes/get_into.aspx](http://www.princes-trust.org.uk/about_the_trust/what_we_do/programmes/get_into.aspx)

**Programme 5: The Enterprise Programme**

This supports young people interested in self-employment. It helps them to explore and test ideas, produce plans, start their own business or move into education, employment, training or volunteering.

These core programmes help disadvantaged young people build their confidence, increase their motivation and discover the determination and tools to get their lives working again. Around 70% of the Prince’s Trust target group of 16 to 25 year olds are ‘not in education, employment or training’.

For more information, visit: [http://www.princes-trust.org.uk/need_help/enterprise_programme.aspx](http://www.princes-trust.org.uk/need_help/enterprise_programme.aspx)

**Princes Trust Programmes aligned with Strategic Skills Pipeline**