

Young Person's Guarantee



Connecting Employers with Young People

The Young Person's Guarantee aims to give all young people, aged 16-24 in Scotland, the chance to succeed despite the economic impacts of the coronavirus pandemic. To support young talent and build your future workforce you can engage with the Young Person's Guarantee by supporting the five asks of employers.

The five employer asks are:

- 1 Prepare young people for the world of work**
- 2 Create opportunities for young people who face the greatest barriers to work**
- 3 Invest in a skilled workforce through apprenticeships, training and upskilling opportunities**
- 4 Create jobs and opportunities suitable for 16-24 year olds**
- 5 Ensure a work environment which supports all young people and provides fair work**



There are numerous benefits for employers supporting and employing young people. You can:

- Build a skilled workforce for now and in the future.
- Gain new ideas and insight from a generationally diverse team.
- Help with recruitment, retention and succession planning.
- Develop and motivate existing staff.
- Raise awareness of your industry and organisation.

You can find more information at:

www.youngpersonsguarantee.scot/employer-hub

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Orkney's Local Employability Partnership have provided a summary of the programmes and incentives available locally that can support employers in delivering the five asks under the Young Person's Guarantee. Please use the contact details provided if you are interested in getting involved.

• Developing the Young Workforce Orkney

Developing the Young Workforce (DYW) Orkney are responsible for improving links between education and employers, increasing opportunities for young people. They do this through events and programmes for young people which local employers can take part in, such as career fairs, industry insight events and work placements. DYW Orkney can support local employers to get involved in the Young Person's Guarantee.

If you would like further information or support, please visit their website at www.dyworkney.co.uk or contact them on orkneydyw@uhi.ac.uk

• Employer Recruitment Incentive

The Employer Recruitment Incentive supports those furthest from employment and will pay 50% of the individual's salary costs (up to £6,000) for 52 weeks. Employers can employ a young person (16-24 years old) who are unemployed or at risk of unemployment (school leavers) and meet the eligibility criteria.

For more information visit www.orkney.gov.uk (Employability) or contact Lindsey Johnson, Team Leader – Employability, on: Lindsey.Johnson@orkney.gov.uk



• Apprenticeships

Apprenticeships enable young people to undertake work-based learning, with the work they undertake contributing to their qualification. There are three levels of apprenticeship available in Scotland, covering a wide range of frameworks. Further details are below:

Foundation Apprenticeship	Undertaken while the young person is still at school as one of their subject choices in fifth and sixth year, giving the same qualification as a Higher. Pupils spend part of their time at College and part on a work-placement with an employer, as part of their school timetable. This qualification gives young people the chance to meet employers, learn more about careers in the sector and put their skills into practice.
Modern Apprenticeship	Suitable for school-leavers aged 16 years and over, Modern Apprentices are full-time employees who undertake their training while they work, meaning they can apply what they are learning in a practical way. Training leads to industry-recognised qualifications including SVQs.
Graduate Apprenticeship	Combining academic knowledge with skills development, these give individuals the chance to gain a degree, up to Masters Degree level, while working. To undertake a Graduate Apprenticeship, individuals must be aged 16 years and over and able to work in Scotland. Several Universities offer Graduate Apprenticeships through distanced learning, making them suitable for people based in Orkney.

For more information about apprenticeships and how they can benefit your business, visit www.apprenticeships.scot, or contact DYW Orkney: orkneydyw@uhi.ac.uk

• Adopt an Apprentice

Receive a financial incentive of £5,000 to help cover the wage and recruitment costs of taking on an apprentice who has been made redundant from another employer. It should be used to support an apprentice with employment for a minimum of 12 months and is for Modern and Graduate Apprenticeships. To find out more visit www.ourskillsforce.co.uk

• Sector Based Work Academy Programmes

If you have a job vacancy, get involved in sector-based work academies, whereby those on unemployment benefits will receive relevant pre-employment training to your vacancy, a work experience placement, and a guaranteed job interview.

For more information contact Kirkwall Job CentrePlus on:

kirkwall.scotland@dpw.gov.uk

• Flexible Workforce Development Fund

This fund supports businesses to upskill or re-skill their employees to address skills gaps and get training tailored to their needs. The fund is available to all Scottish employers, including SMEs, with up to £15,000 available to apprenticeship levy-paying employers and £5,000 for SMEs.

Visit www.ourskillsforce.co.uk for more information, or

contact claire.kemp@uhi.ac.uk

• Kickstart Scheme

Developed to support young people into employment, Kickstart funding covers 100% of the national minimum wage for 25 hours per week for six months. Employers will also receive £1,500 for every person they employ through Kickstart.

For more information visit www.orkney.gov.uk (Employability) or contact

Kirkwall Job CentrePlus on: kirkwall.scotland@dpw.gov.uk

• Disability Confident

This scheme supports employers to make the most of the talents disabled people can bring to the workplace. Whether an employee has become disabled during their working life, or you're looking for new recruits, being Disability Confident can help your people fulfil their potential and contribute fully to your team's success.

To find out more about this scheme visit

www.disabilityconfident.campaign.gov.uk

You can also contact Kirkwall Job CentrePlus on: kirkwall.scotland@dpw.gov.uk



• Access to Work

This grant scheme aims to support disabled people start or stay in work. It can provide practical and financial support for people who have a disability or long-term physical or mental health condition. Support can be provided where someone needs support or adaptations beyond reasonable adjustments. Please note, applications must be made by the employee.

To find out more visit www.gov.uk/access-to-work

Produced by Orkney's Local Employability Partnership:

