

young adultllt



POLICY MAPPING AND REVIEW

Opportunities for all

UK-A-1

The project **YOUNG_ADULLLT (YA)** focuses on lifelong learning (LLL) policies for young adults that address young people, in particular those in situations of near social exclusion. YA enquires into the specific embeddedness of these policies in different regions across the European Union. The point of departure is the assumption that it is by looking into the specific regional and local contexts that policies are best understood and assessed. The project aims both at providing a systematic overview over the highly heterogeneous policies across the participating countries *and* at yielding new knowledge about the specific local/regional forms of embedding LLL policies in the regional economy, the labour market, the education/training systems and the individual life projects of young adults.

On the basis of these conceptual considerations, the project partners selected two regions per country, which were identified as 'contrasting cases' with regard to socioeconomic indicators and/or labour markets and/or infrastructure. The adjacent map shows the selected 18 regions in the nine participating countries of the research project, in which the project partners mapped LLL policies in the education, labour and youth & social policy sectors.

Opportunities for All is a National LLL Policy that aims at supporting all young people to participate in post-16 learning, training, or work. In the Aberdeen and Shire City Region it provides a framework for a range of interrelated strategies to promote extra support for those aged 16-25 to progress into further education, employment or training.

While this **policy brief** provides descriptive key data on the policy, the research project YA critically examines the embeddedness and functioning of the policy in its local/regional context and analyses its impact and implications on the life courses of young adults.



'Opportunities for all' – What is it about?

The challenge on site

This policy originated in response to a growing level of youth unemployment, particularly of the most disadvantaged groups. While the Aberdeen and Shire City Region has relatively fewer of these groups compared to other regions, there are particular areas where targeted support is required. The recent downturn in the oil and gas industry is anticipated to also have long-term implications regarding relevant skills for the region's labour market.

Who is the addressee of this policy?

The policy focuses on all young people aged between 16 to 25 years with a special emphasis on those who are at risk of negative destinations. The Opportunities for All implemented in this City Regions within a 'Youth Employment Activity Plan' is oriented towards education, training, and employability. The policy involves regional and local partnership teams for planning and delivery.

What is the policy aiming at?

- **Launched on April 1st, 2012 this policy is committed to offer a place in learning or training to all 16 to 25 years old**, including staying on at school beyond age of 16, pre-employment training programmes, and further and higher education. It turns a specific focus on those young people who are not yet engaged in education, employment, or training (NEETs).
- **It was implemented in response to the high level of youth unemployment**, particularly among the most disadvantaged groups. Since then, as the level of youth unemployment has declined, the policy has served to frame a number of related strategies devolved to regional and local levels.
- **This policy seeks to promote the transition from compulsory education to positive destinations**. While the overall focus of the policy is on all young people between 16 and 25 years, it emphasizes those, who are at risk of negative destinations.
- **It also includes substantial guidance as well as 'success criteria'** for partners that largely comprise increases in young people progressing to positive destinations. The policy was refreshed in 2016 to reflect developments, including information sharing legislation.

How does it work?

- **There is a particular focus on the use of Modern Apprenticeships and variations** to promote positive destinations for young people that lets them earn a wage and gain an industry-recognized qualification. There are objectives and goals for partner organizations, motivating them to allow young people to learn and progress. The organizations provide support within a five-step employability skills 'pipeline' to facilitate progression into sustained employment.
- **As with all Scottish Government public policies, particularly those regarding education and skills, there is an emphasis on partnership working to deliver the policy objectives**. Regional and local partnership groups include representatives from local authority education services, Job Centre Plus, SDS, Colleges, Universities, third sector, and employers, thus helping to tailor the policy to the local circumstances and needs. They have developed a range of opportunities for young people who are between 16 and 25 years old and who require an extra support to progress into further education, employment, or training.
- **The policy brings together a range of existing national and local strategies** to provide a framework, which focuses on young people's participation in post 16 learning or training, as well as on their immediate employment. A key mechanism of the policy is the use of the Modern Apprenticeships to provide skills for employment.
- **There is national and local support for partner organizations and employers from agencies** such as Skills Development Scotland (SDS) and Scottish Qualification Authority (SQA) to assist with information and qualifications advice.

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- For more information on the LLL policy Aberdeen Opportunities for All/ Youth Employment Activity Plan, please consult: <https://www.aberdeencity.gov.uk/services/education-and-childcare/opportunities-young-people>
- For further information and reading on the LLL policies mapped and analysed in the Young_Adullt project, please consult the YA project website under: www.young-adullt.eu
- This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 693167 (YOUNG_ADULLLT)
- PROJECT NAME: Policies Supporting Young People in their Life Course. A Comparative Perspective of Lifelong Learning and Inclusion in Education and Work in Europe (YOUNG_ADULLLT)
- COORDINATOR: Prof. Dr. Marcelo Parreira do Amaral · parreira@uni-muenster.de · University of Münster (WWU) · Münster, Germany



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POLICY MAPPING AND REVIEW Developing the Young Workforce

UK-A-2

The project **YOUNG_ADULLLT (YA)** focuses on lifelong learning (LLL) policies for young adults that address young people, in particular those in situations of near social exclusion. YA enquires into the specific embeddedness of these policies in different regions across the European Union. The point of departure is the assumption that it is by looking into the specific regional and local contexts that policies are best understood and assessed. The project aims both at providing a systematic overview over the highly heterogeneous policies across the participating countries *and* at yielding new knowledge about the specific local/regional forms of embedding LLL policies in the regional economy, the labour market, the education/training systems and the individual life projects of young adults.

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Developing the Young Workforce is a locally implemented National LLL policy, which ensures an appropriately skilled population in the context of economic challenge and promoting social equality. It is part of a wider Scottish Government strategy for strengthening links between businesses and education with the main aim of reducing youth unemployment by 40% by 2021.

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'Developing the Young Workforce' – What is it about?



The challenge on site

Developing the Young Workforce (DYW) reflects the Scottish policy approach of implementing National policies locally to meet local needs and context. The policy addresses the need for an appropriately skilled population in the context of economic challenge and could be treated as a response to recession and to the rising youth unemployment. Within the Aberdeen and Shire City Region there have been particular challenges, including a recent downturn in the oil and gas industry, which will have long-term implications for the Region.

Who is the addressee of this policy?

The policy was originally targeting young people aged 16 to 24 years. However, the policy was developed to encompass all school-aged young people and engages, therefore, directly with schools and colleges to develop education, training, and placement activities.

What is the policy aiming at?

- **Developing the Young Workforce (DYW) is a seven-year programme (2014-2021) that aims to better prepare children and young people (16-24) for the world of work.** The local focus of DYW reflects regional skills analysis to inform local skills strategies. A particular challenge is to try to build a more balanced economic future, addressing the rapid economic and employment shifts in the global energy sector to realign skills that include education, care and hospitality, agriculture and fisheries, and STEM fields.
- **The DYW programme is primarily about development of skills for learning, life and work.** It also aims to help develop a more diverse and representative workforce and achieve better outcomes for all learners, by addressing inequalities, especially those relating to gender, disability, race, and experience of care. It also aims to promoting equality as a result of facilitating greater access to skills and work.
- **DYW sets out to also simplify employer engagement with education;** promote more partnership working to develop trained and motivated young people; facilitate the public and private sector to streamline employer offers; ensure access to high quality work placements (for 16-24 years) and make it easier for employers to source pre-employment training tailored to industry needs.

How does it work?

- **The policy works with training providers, schools, colleges, universities and businesses,** to strengthen vocational skills attainment levels and encouraging more apprenticeships. The development of the policy at regional level has focused heavily on the national policy's emphasis that business and industry should work more closely with education to increase skills and employment opportunities for young people in the Region. The DYW facilitates an offer to all those young people aged 16 to 24 years in the Region in an appropriate place in further learning or training.
- **In the Region, the policy articulates with the national and local skills priorities.** DYW in the Region has seen: a significant increase of young people going from school to college; employers being involved through the Aberdeen & Grampian Chamber of Commerce and college partnership with the two regional universities to deliver parts of the programme, including Foundation and Advanced Apprenticeships. Skills Development Scotland (SDS) plays a key role in providing data to inform strategic planning to implement DYW and monitor progress.
- **The DYW policy is governed by employer-led regional groups across Scotland with sub-group level leadership teams.** There is a strong emphasis on partnership working across the various stakeholder groups. However, as with the other Scottish regions, it can be argued that establishing effective partnerships between various organizations still remains a challenge.

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POLICY MAPPING AND REVIEW Aberdeen Guarantees

UK-A-3

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Aberdeen Guarantees policy, introduced in 2015, puts in place a commitment and range of approaches to provide all young people aged 14 to 25 years with opportunities to participate in learning, training, and work. This includes access to modern apprenticeships and enhanced information for individuals and their learning providers about the job market and skills required across the Region.

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Aberdeen and Shire
City Region

'Aberdeen Guarantees' – What is it about?

Aberdeen Guarantees
learn : train : work

The challenge on site

National and regional priorities identified a need to enhance the range of opportunities to learning, training, and work for 14 to 25 years old young people, helping to improve their awareness and access to these opportunities. At a regional level, it was seen as important to maintain the city's position as having one of the highest youth employment rates in the UK despite the economic challenges from 2008 onwards.

Who is the addressee of this policy?

The strategy aims to bridge the gap between education and employers by providing all young people between 14-25 years with opportunities to participate in learning, training, and work. While the opportunities are available to all in this age group, local priorities can shape the strategies and their focus.

What is the policy aiming at?

- **The policy is aimed at developing a range of inter-related** and often bespoke strategies to promote access to employment and learning for those aged 14 to 25 years old.
- **The developed strategies are designed to enable** partner organizations to provide support, advice and opportunities to access work and develop skills.
- **The policy seeks to address Regional skills and employment issues** and priorities, while also meeting the needs and aspirations of young people. This is informed by strategic and local data and labour market information but also relies on the skills of those in the support organisations to reflect the needs of young people in the tailored programmes developed.
- **The success of this policy is measured** through monitoring participant numbers but also case studies.

How does it work?

- **The Aberdeen Guarantees policy uses a wide range of approaches:**
- **Activity Agreements** - Young people who are 16 to 19 years old and require individual bespoke support after leaving formal education in order to access more formal learning opportunities as the next stage of their post-school destination. The aims and interests of the young persons are meant to be reflected in the providers' response.
- **Modern Apprenticeships** for those aged over 16 enable learning while working.
- **Career-ready** programme provided by a UK wide charity offers a structured programme of employer engagement for schools and colleges. This aligns with the wider Developing the Young Workforce Policy.
- **World of Work** web service for careers information and advice provided by Skills Development Scotland.
- **Links with Third-sector organisation** to find employment and volunteering opportunities in the community.
- **A regional Invest in Young People Group** helps govern the policy and actions.

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