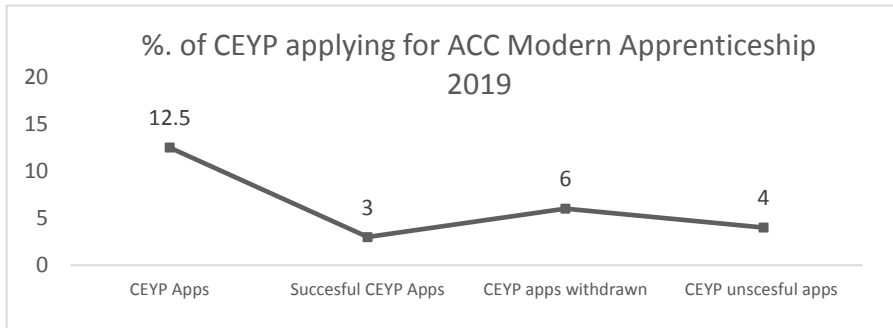


## 2.4 Priority Groups in Public Sector Employment

Project Aim	Start Date	Testing End Date	Progress Scale
Increase the number of people from priority groups (care experienced young people, people with convictions, people with housing need) employed by public sector partners by 2021 <b>Project Manager:</b> Angela Taylor, ACC <a href="#">Project Charter Approved Feb 2020</a>	Feb 2020	Sep 2021	6 – Testing Underway
Changes Being Tested (Specify location/ test group)	Are Our Changes Resulting in Improvement?		
<p>We are initially focusing on care experienced young people (CEYP). The intention had been to create internships within ACC for CEYP and these were in development. An internship for one care experienced young person had been agreed with the Scottish Children’s Reporter Administration (SCRA), with a young person identified and a start date agreed. The SCRA internship is on hold indefinitely but we are exploring opportunities for this in other public sector organisations.</p> <p>At present the Project team are developing/testing:</p> <ul style="list-style-type: none"> <li>• Working to develop a programme of internships for CEYP in the local authority with a tailored induction to support sustained employment. <i>(ACC is not currently in a position to deliver internships as the majority of staff are working from home and would be unable to provide the level of mentoring support required.)</i></li> <li>• Working with ACC as they look into becoming SQA accredited to support young people to achieve qualifications through internships. The team is also investigating offering ASDAN qualifications</li> <li>• Working with ACC to explore opportunities to create six-month internships for young people, including a ringfenced cohort of CEYP, as well as other young people, via the UK Government’s Kickstart scheme</li> <li>• Monitoring if there are opportunities to wrap elements of the Scottish Government’s Young Person’s Guarantee around guaranteed interview schemes for CEYP, however information on how the two schemes will align is not yet clear</li> <li>• Pathway Planning Meetings with schools and SDS colleagues resulting in potential pathways towards positive destinations being identified and early engagement being carried out with young people (including CEYP)</li> <li>• Liaising with Working Rite who are delivering a specific pilot programme of employability support and training, to a small group of CEYP. Tailored to individual and will provide an element of the training and experience,</li> </ul>	<p>Unfortunately, due to the pandemic, we have been unable to fully conduct our planned tests of change, this has now restarted.</p> <p>The employability team continues to provide support to care experienced young people through the No One Left Behind employability programme and is working closely with education and social work colleagues on this, as well as with Skills Development Scotland.</p> <p>Pathway Planning Meetings - It is too early yet to say what the impact of this work has been but there has been an increased number of referrals for young people for support. However, it is equally unclear how much the impact of the pandemic has factored into this as options which were otherwise available to young people have been reduced, paused, or disappeared. As a result a significant number of young people who had been expected to leave school after summer have decided to stay on.</p> <p>The testing end date has been extended to reflect delay due to Covid.</p>		

and potentially qualifications. Delivery has been delayed by Covid, but we anticipate work beginning in the next couple of months.

### Improvement Data



Aberdeen City Council received 104 applications for Modern Apprenticeships in 2019, and 13 of these applicants declared that they were care experienced.

