

Scotland

Scotland – A Work First Perspective

*Scottish Government



A Work First Perspective

1. **Now we have Explored & Compared used local & national educational VET- programs (used by the partners) focused on (long term) unemployed young adults we have to outline the possibilities to adapt them to a Work first /work placement approach in the country of the partners (to be formalized with certificates)...**

Aspects of the Work First model are currently used across a range of employment and training initiatives in Scotland. For example:

- **Employability Fund Training Programmes** are available to:
 - An individual who is 17 and under who has reached their statutory school leaving date and is not in education, employment or training
 - An individual who is 18 and over, unemployed for a period of 13 weeks or more, in receipt of benefit and not participating in the Work Programme
 - An individual who is 18 and over, unemployed for less than 13 weeks, in receipt of benefit, not participating in the Work Programme and falls into an Early Entry category
 - An individual of any age who is under threat of redundancy and within 13 weeks of their notified date of redundancy; and
 - An individual who is 18 and over, not in education, employment or training and not in receipt of benefit

These training programmes are managed by Skills Development Scotland. Young people participating in these training programmes will have the opportunity to undertake the Certificate of Work Readiness. This Certificate is based on young people undertaking 190 hours work experience with an employer in addition to “classroom” based activity where they can develop soft and core skills e.g. teamworking, literacy and numeracy. Whilst undertaking the work experience element of the Certificate young people are assessed by the employer as to their readiness for work. This Certificate is endorsed by employers across Scotland. Many of the young people who undertake this Certificate will be younger than age 18. The training allowance of £55 per week is taken into account for anybody participating in the programme whilst they are in receipt of welfare benefit.

- Young people up to the age of 19 who have been assessed as requiring additional support to enter the labour market may also be referred to an Activity Agreement. This programme provides individual tailored learning programmes to meet the young person’s social and skills needs. As a young person progresses and develops on their Activity Agreement and moves

closer to the job market they may be given the opportunity to participate in work tasters to give them a better idea of the world of work and to undertake learning which will give them the opportunity to gain certificates useful for entry to the labour market. Young people, whose family income has been assessed as meeting the necessary criteria, will receive a £30 per week Education Maintenance Allowance whilst undertaking an Activity Agreement.

2. Now we have Explored this please write down the consequences and steps necessary to start a Work First model with VET-programs that operates within the framework of the local, national social system and laws of each partner country (your own country)

It is currently not possible to start a Work First model with VET programmes in Scotland due to the complex nature of the welfare system which is the responsibility of the UK Government. However, from 1st April 2017, employment support services in Scotland will change. New powers to provide employment support for disabled people and those at risk of long term unemployment will be devolved to Scotland. This means the current Work Programme and Work Choice schemes run by the UK Department for Work and Pensions (DWP) will be replaced by Scottish services to provide support, work experience and training to help Scotland's people find work, and stay in work. The Scottish Government has long argued for Scotland to have full control over employment powers. Discussions are on-going between the Scottish and UK Governments on the range and scope of powers to be devolved in the Scotland Bill. These powers include the full range of services currently contracted by DWP, over welfare powers and over Jobcentre Plus. But we must work now to design, develop and deliver Scotland's future employability services.