

Internal Stakeholders

Corporate and Democratic Services - Human Resources Division

The Council is a significant employer of young people. An original target of employing 250 Modern Apprentices and 25 graduate places by 2017 has already been exceeded with 299 MAs employed and 40 graduates.

The Human Resources division is:

- Responsible for the successful delivery of the Council's Modern Apprenticeship programme for 16-24 years.
- Delivering a graduate recruitment programme for individuals
- Delivering work placement opportunities in partnership with external local providers.
- Maintaining the Council's Investors in Young People Gold Award

The Environment Service

The Environment Service leads on Economic Development and regeneration. Employability is key to this agenda, contributing to economic growth, increasing prosperity and ensuring all communities can be more vibrant places. The Environment Service:

- promotes enterprise and company growth to expand the local employment base.
- engages with employers and encourages employers to engage with programmes offered by the Council and national partners.
- Provides economic intelligence linking demand and supply sides of the labour market, focusing on ensuring those living in regeneration areas have equal access to economic opportunity.
- Delivers employability programmes including the Employment Hub and outreach services
- Develops employability opportunities within TES supply chain
- Leads on development of the employability strategy and promotes a co-ordinated approach to employability within the Council
- Works with other authorities via the Scottish Local Authorities Economic Development (SLAED) people group.
- Manages the Programme Management Office for PKC's European Social Fund programme.

TES will provide the secretariat for a new and invigorated Employment Connections Partnership, multi-agency group which will focus on delivering services to workless and low paid individuals not supported by other agencies. It has a particular responsibility to encourage innovative service delivery for the wider community of Perth and Kinross.

Education and Children's Services:

Delivers a curriculum increasingly focused on developing skills for work and meeting pupils needs more effectively, there is as much emphasis on developing skills as on the creation of knowledge and understanding. Every teacher is responsible for developing core skills in every young person.

ECS Provides:

- Regional leadership of the Developing Young Workforce strategy and plan which delivers on the 37 national recommendations. Partners include Perth College UHI, P&K Schools and Colleges partnership, Skills Development Scotland, Industry Sector Groups, the Scottish Government and Scottish Enterprise.
- Opportunities for All / Activity Agreements which works with those young people who have least chance of achieving a positive destination on leaving school.
- Adult and Family Learning that includes support with literacy, numeracy, English for Speakers of Other Languages (ESOL), digital learning, core skills and employability skills through community based opportunities and in response to locality priorities. Learners are predominantly those with poor educational experience and those furthest from the labour market.

Housing & Community Care:

The Housing & Community Care (HCC) team led the way in creating an Employability Pipeline in Perth & Kinross. They established the Perth & Kinross Employability Network in 2011 and this is now a strong network of statutory and voluntary sector organisations.

Going forward, it is planned that this network would be a network that joins up all the employability services in the Perth and Kinross area helping avoid duplication and providing a clear offer to clients that includes improved individualised support

HCC:

- provides, funds and commissions services for a diverse range of individuals with complex needs who may be furthest from the labour market.
- supports those involved with Community Safety and Community Payback, the homeless, care leavers, people with a history of mental illness, learning or physical disability, or substance misuse.
- provides support via services such as the Rural Mental Health Day Services, the Welfare Rights team, and their Employment Support Team.
- The Procurement Team work with Council suppliers to realise community benefits from the Council's supply chain. Where appropriate this includes access to employment and training within the suppliers' workforce.