



***Delivering Social Justice through  
Jobs & Skills***  
**North Lanarkshire's  
Youth Investment Programme**

**Paul Kane**

**Team Leader - Employability Services  
North Lanarkshire Council**

***APSE Annual Seminar 2015:***

service and people first

“Economics is extremely useful as a form of employment for economists”

**JK Galbraith**

“The first lesson of economics is scarcity...the first lesson of politics is to disregard the first lesson of economics”

**Thomas Sowell**

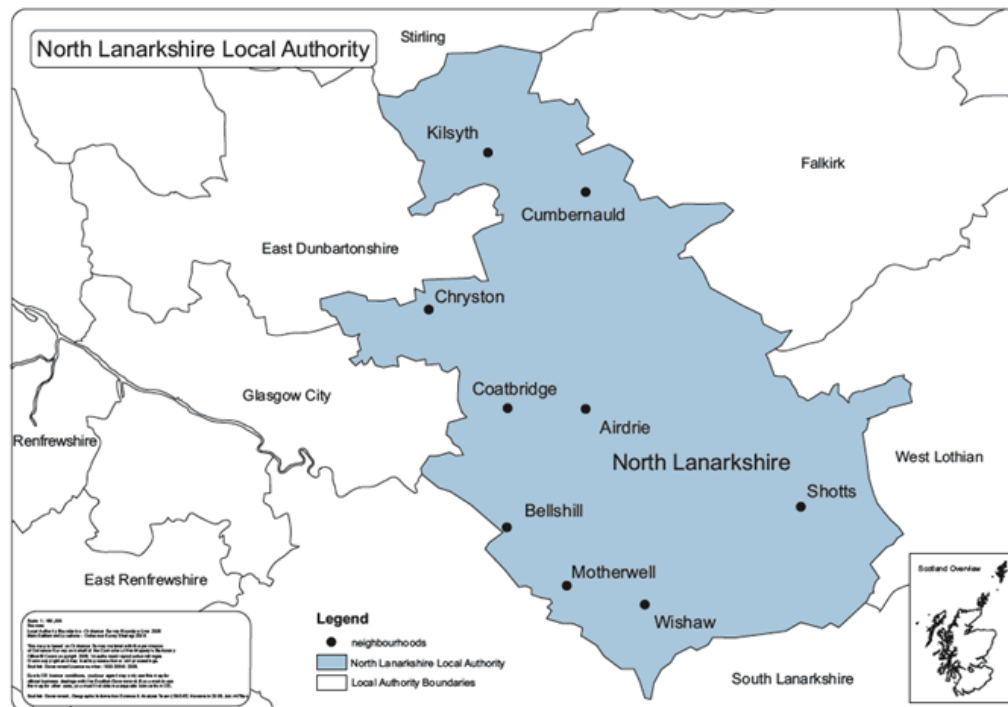
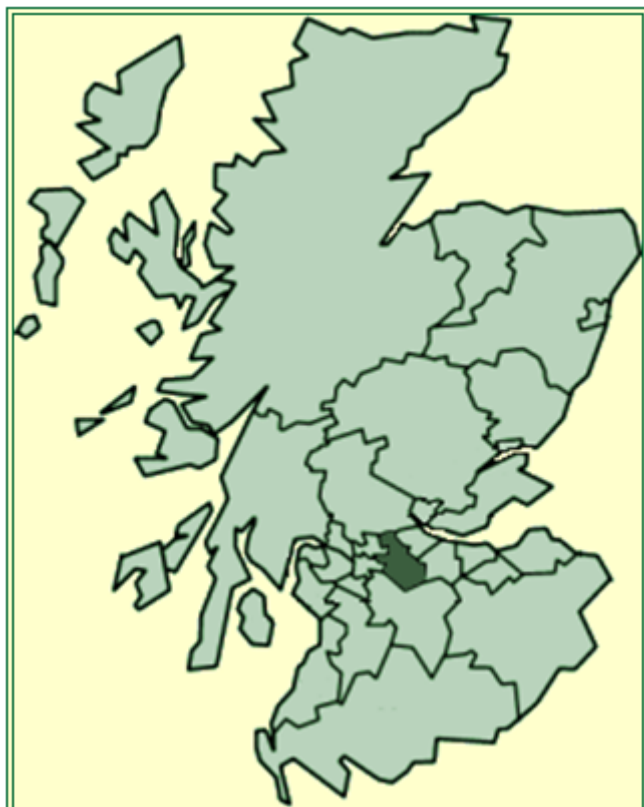
## *Delivering Social Justice through Jobs & Skills:*

- Brief Context
- Craigneuk
- *North Lanarkshire's Working*
- NL Youth Investment Programme
- Next Steps for local jobs growth and higher quality unemployment

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# North Lanarkshire



4<sup>th</sup> largest local authority in Scotland with 337,730 people, of whom 219,600 (65%) are of working age

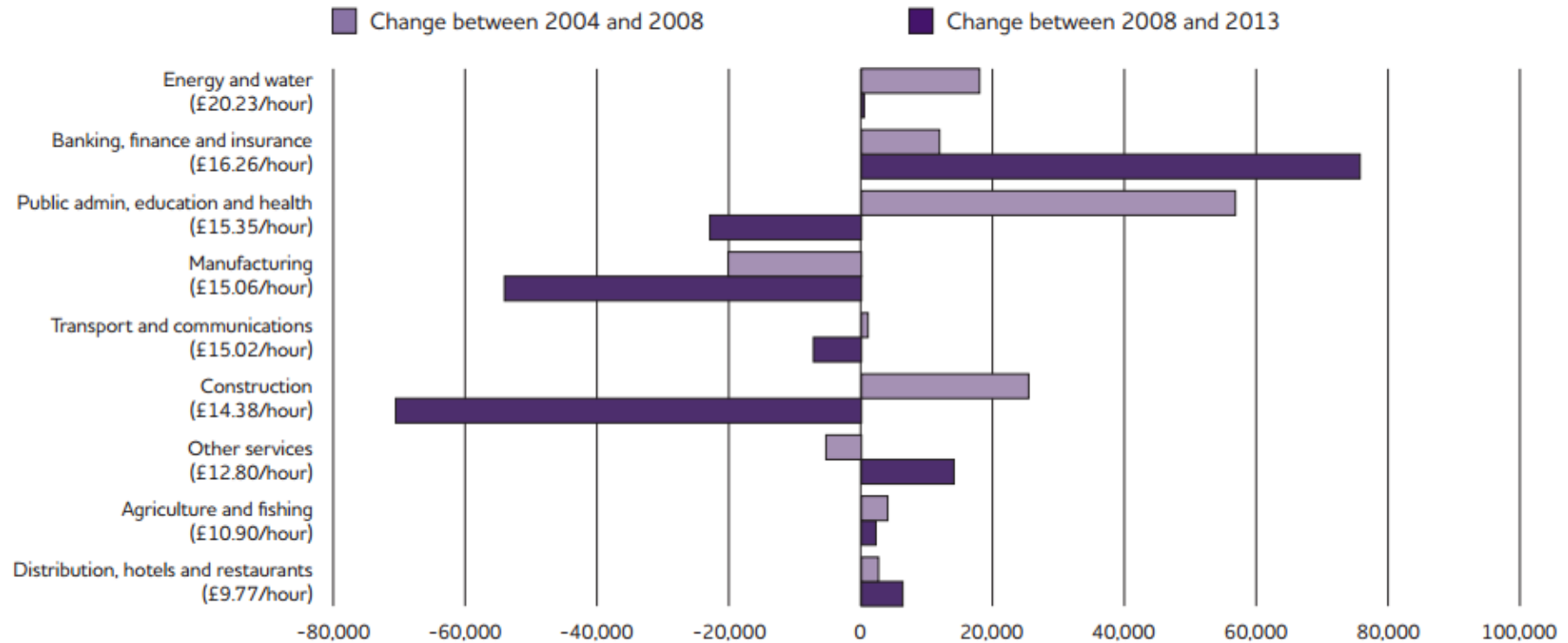
## North Lanarkshire Median Pay

Earnings 2013	North Lanarkshire	Scotland	GB
<b>Gross weekly pay</b>			
Full-time workers	£494.90	£508.00	£518.10
Male full-time workers	£536.40	£546.30	£558.80
Female full-time workers	£427.90	£453.00	£459.80
<b>Hourly pay</b>			
Full-time workers	£12.55	£13.01	£13.18
Male full-time workers	£12.88	£13.46	£13.80
Female full-time workers	£11.50	£12.25	£12.27

median earnings for employees living in the area

ONS annual survey of hours and earnings - resident analysis 2013

**Figure 1: Change in employment by sector**



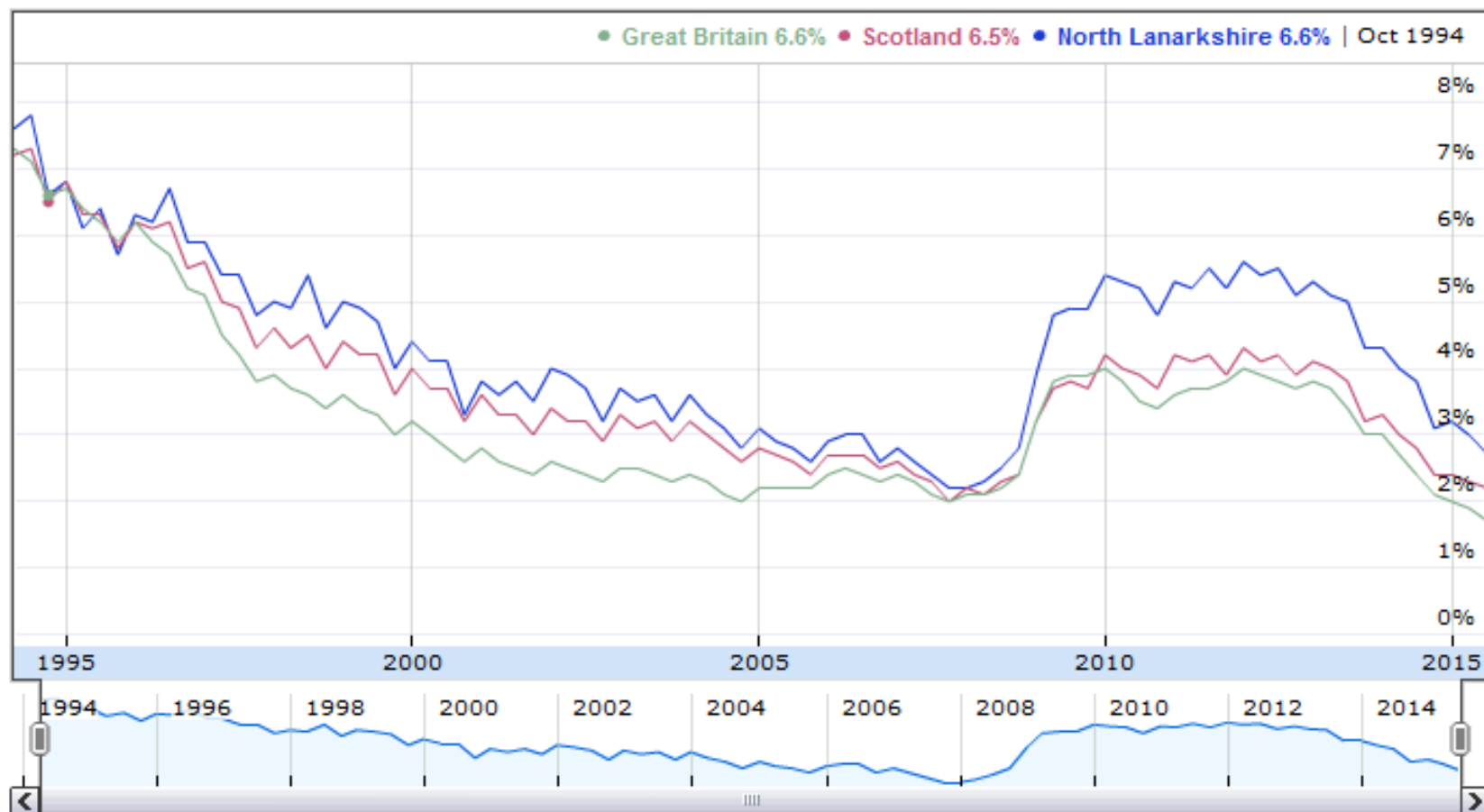
Source: Annual Population Survey via NOMIS; Annual Survey of Hours and Earnings via NOMIS, ONS.

## North Lanarkshire Labour Market






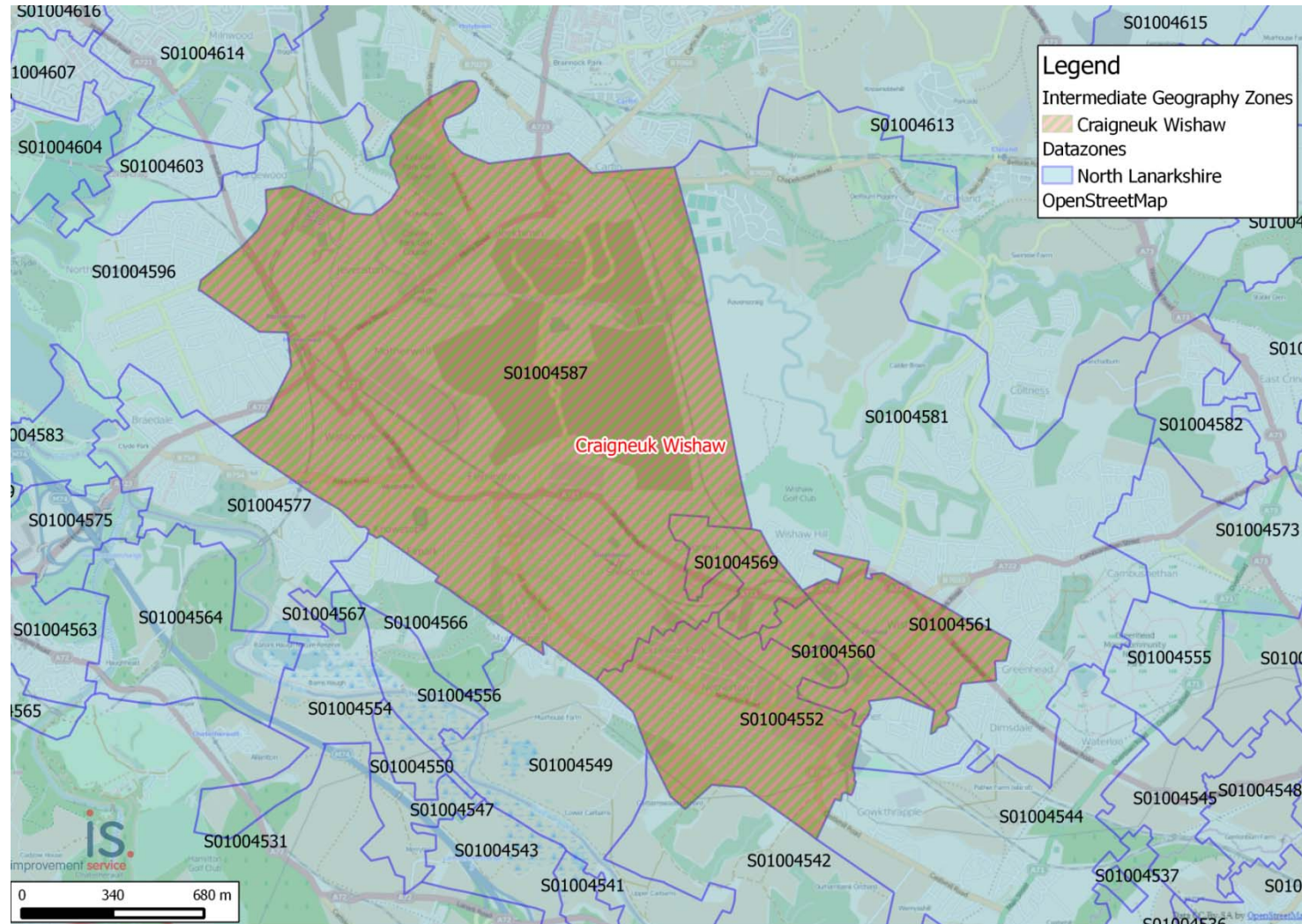
## Unemployment since 1994



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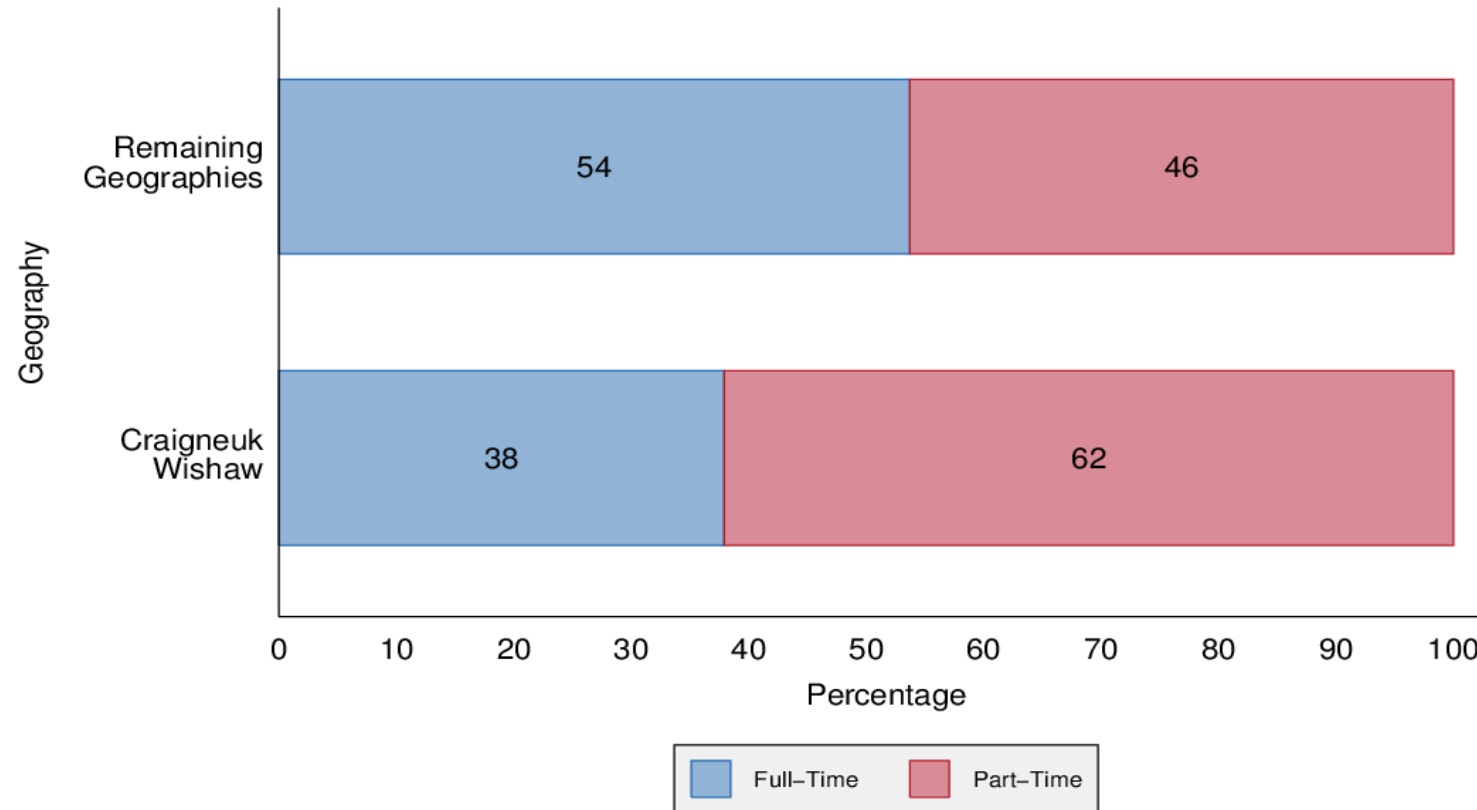
# Craigneuk Wishaw



# Internal Payroll Data I



Full-Time / Part-Time by Geography



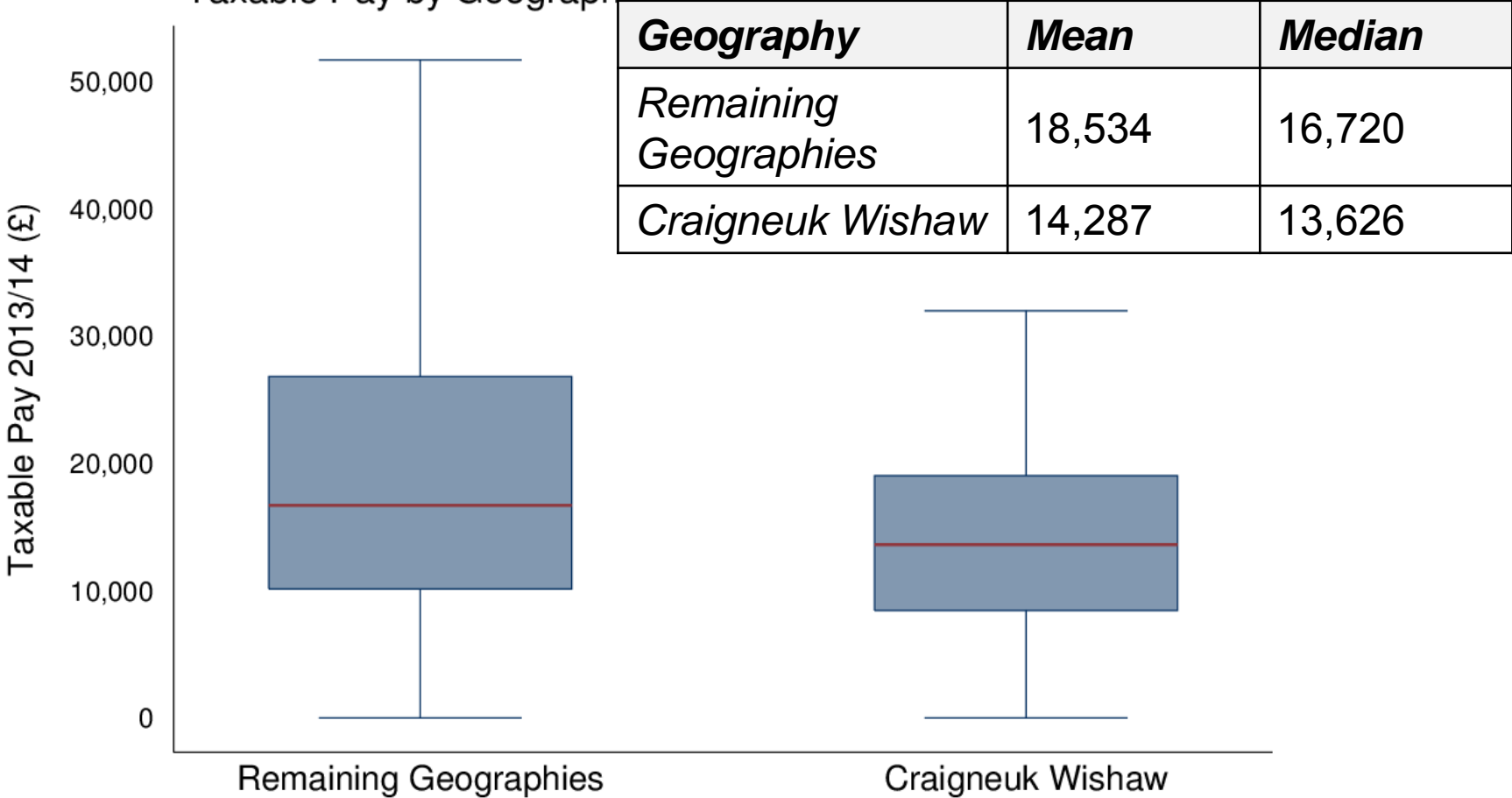
**Internal Data**

*Duplicate Entries are included.*

# Median Pay



Taxable Pay by Geography

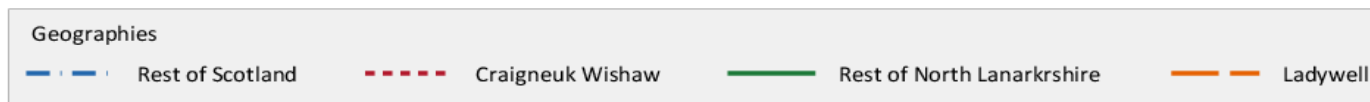
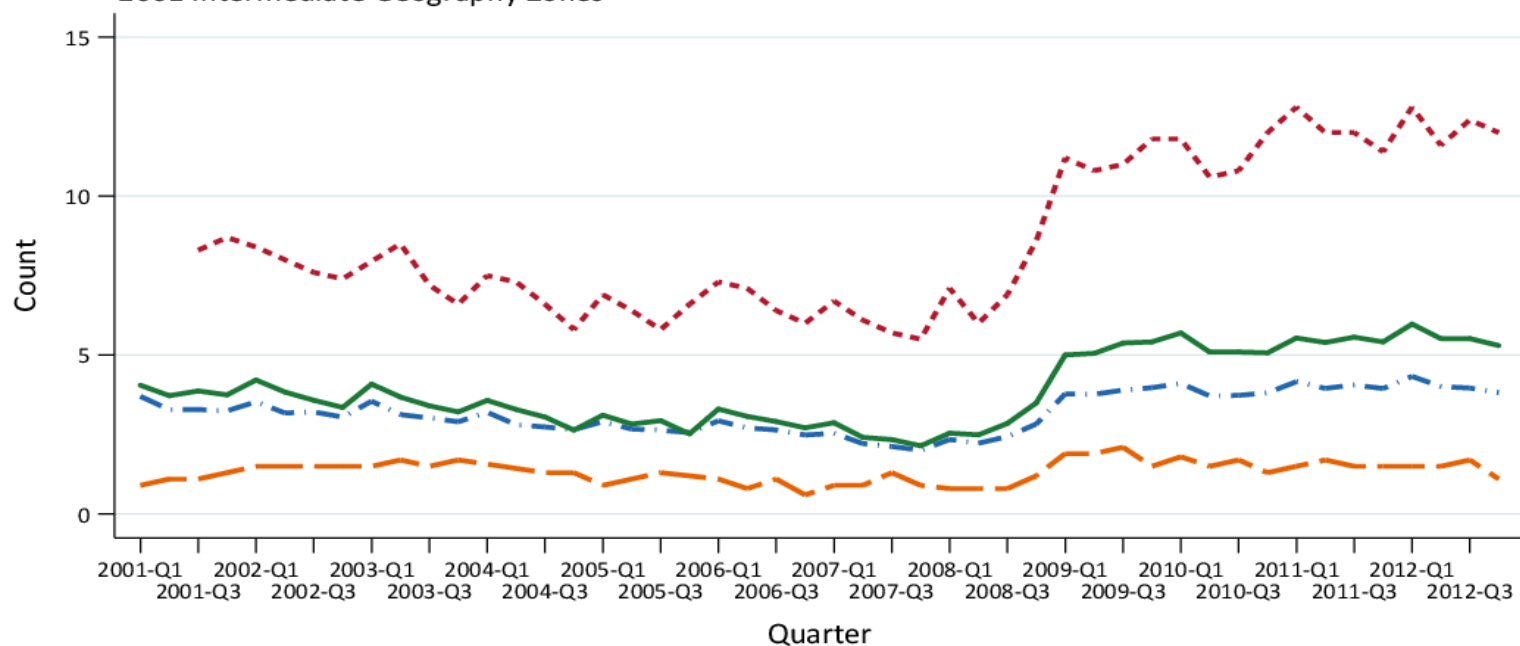


**Internal Data**  
Outliers are removed.

# Benefit Dependency



% of working age\* population claiming JSA  
2001 Intermediate Geography Zones

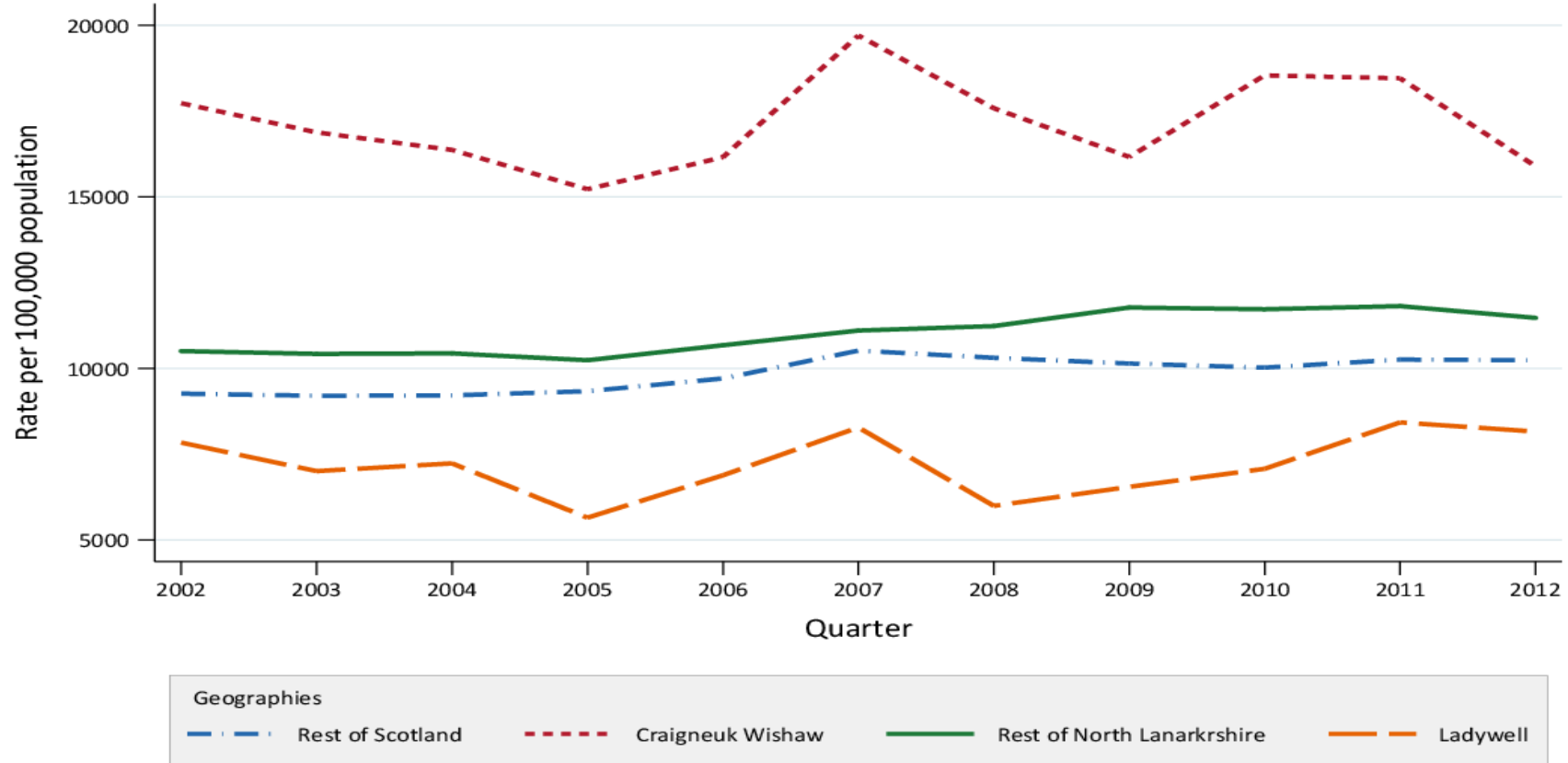


Values for low level geographies are excluded from high level geographies.  
The data from 2010 onwards covers the population aged 16 to 64 whereas the old data covers the population aged 16 to 59 for females and to 64 for males. the change is due to changes in the female state pension age which, from 2010, started to rise from 60 to 65.

Data Source: Scottish Neighbourhood Statistics

# Health Outcomes I

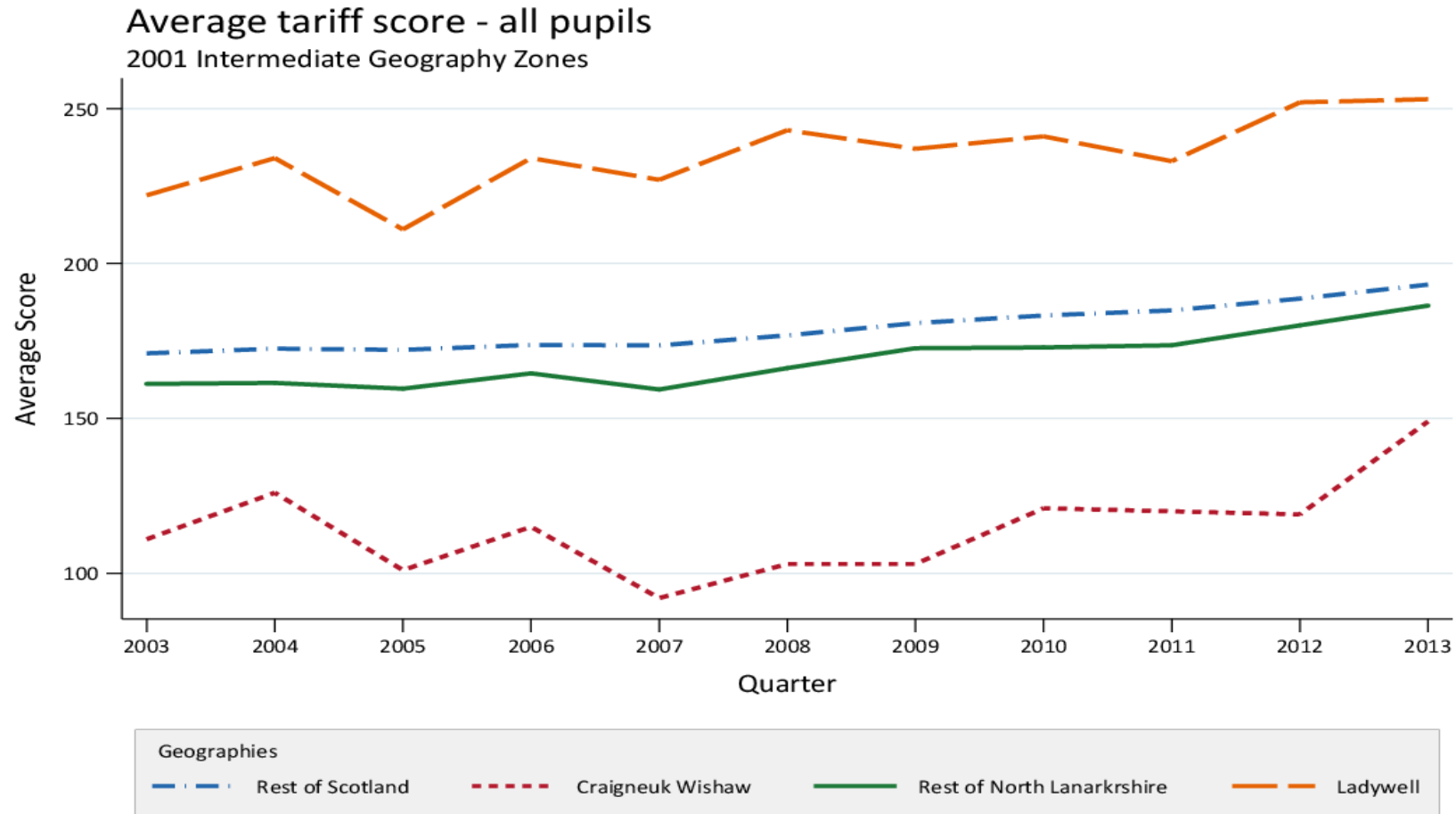
Emergency hospital admissions - both sexes - all ages  
2001 Intermediate Geography Zones



Values for low level geographies are excluded from high level geographies.

Data Source: Scottish Neighbourhood Statistics

# Educational Attainment



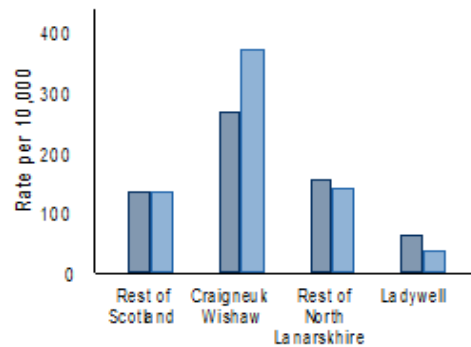
Values for low level geographies are excluded from high level geographies.

Data Source: Scottish Neighbourhood Statistics

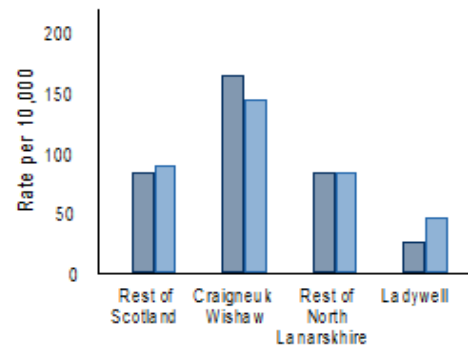


# Crime

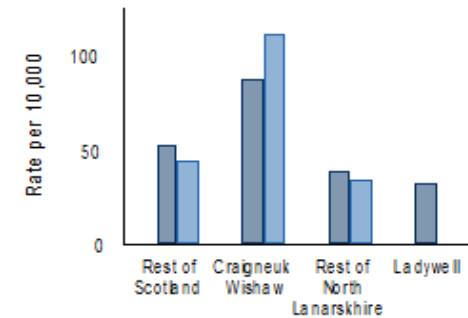
Number of SIMD minor assaults



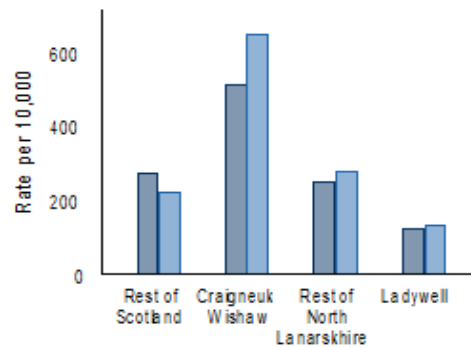
Number of SIMD drug offences



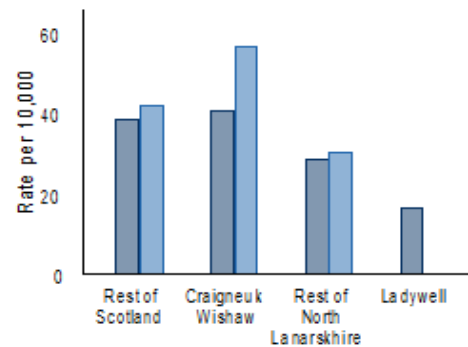
Number of SIMD domestic housebreakings



Number of SIMD vandalism



Number of SIMD crime of violence



Data Source: Scottish Neighbourhood Statistics

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North  
Lanarkshire's  
Working

Freephone  
0800 0730 226  
Email  
northlanarkshiresworking@northlan.gov.uk



Search

North Lanarkshire's Working is committed to helping new and existing businesses grow and prosper through a coordinated package of advice, recruitment and training support. We also offer financial support by providing access to a range of grants and loans.

RECRUITMENT



FINANCIAL SUPPORT



BUSINESS SUPPORT



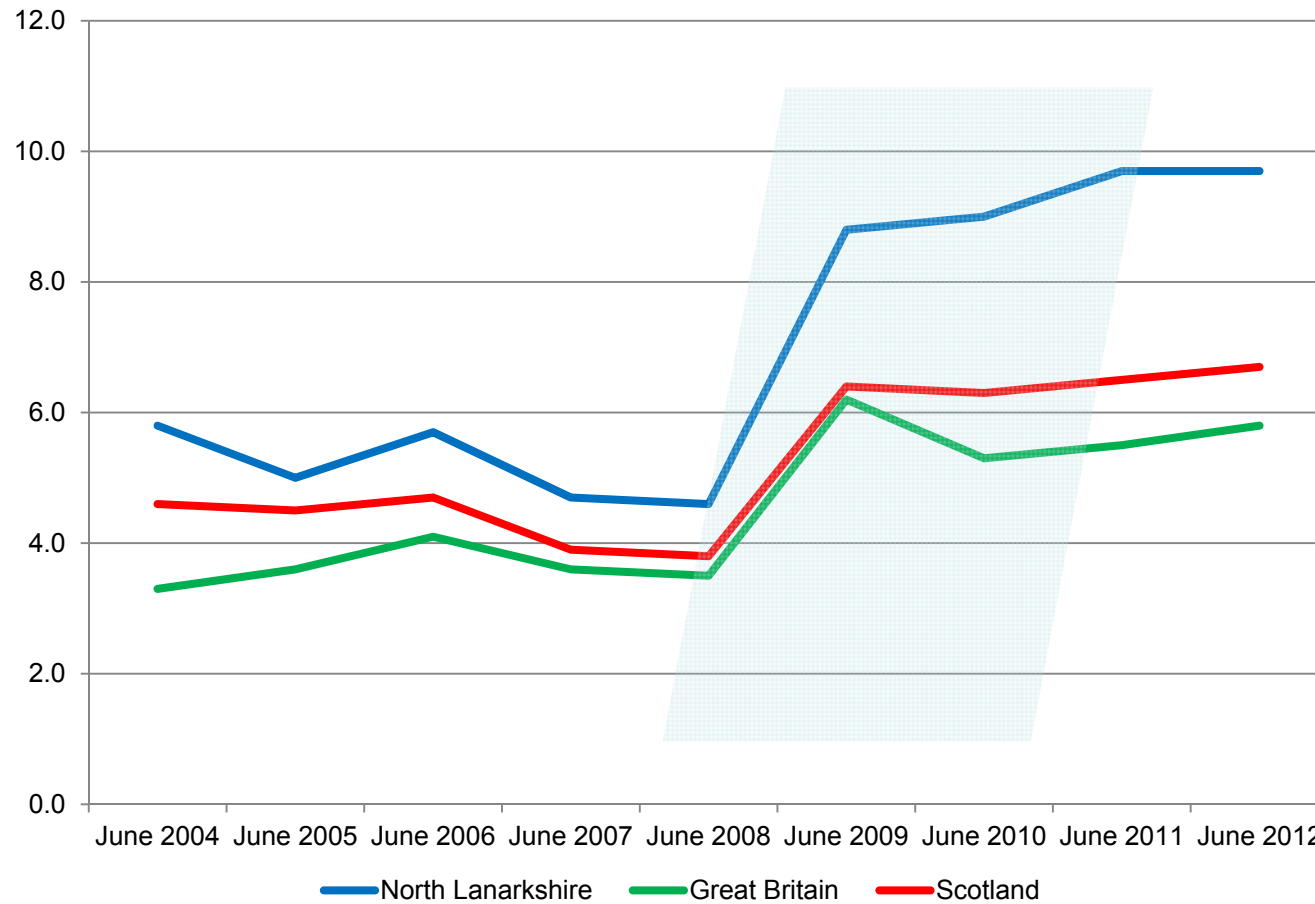
SUPPORT FOR PARTNERS



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## Employment context in North Lanarkshire 2005-2012: recovery then recession



Steep rise in  
youth  
unemployment  
in North  
Lanarkshire

## Cost of unemployment

- £56k is the average lifetime cost to public finances of a 16-19 year old being out of work
- £43k is the average cost of processing a young person through the criminal justice system and keeping them in prison for a year



## Youth Investment Programme objectives

- Support 5000 unemployed residents of the area, mainly young people, into employment from 2012-2015.
- Support businesses to take on new employees and expand their business.
- Funding available to businesses of up to 50% of salary costs for 6 months for a job or 12 months for an apprenticeship.
- Recruitment portal and management information system established and the programme launched in 2012 via a variety of marketing campaigns.

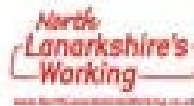
# Clear message to employers!



**100%** of the  
employee

**50%** of the  
cost

To half the cost of  
your new start.  
Click here



**100%** of the  
employee

**50%** of the  
cost


To half the cost of  
your new start.  
Click here





# Recruitment Portal





Freephone  
0800 0730 226  
Email  
northlanarkshiresworking@northlan.gov.uk

Already Registered?  
[Login Here](#)  
username   
password


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## North Lanarkshire's Working Recruitment Portal


North Lanarkshire's Working is an employability and training service designed to support you on your journey back to work. This Recruitment Portal has been designed to advertise the jobs available through North Lanarkshire's Working. There are various types of jobs across most sectors. Sign up below to search and start applying for jobs today.

If you are having difficulties accessing the Portal or have any other questions please contact [nlwrecruitment@northlan.gov.uk](mailto:nlwrecruitment@northlan.gov.uk)


### REGISTER WITH THE RECRUITMENT PORTAL



### TRAINING COURSES IN YOUR AREA



### CV & APPLICATION FORM TIPS



### Latest Vacancies

- Apprentice Hairdresser - £5,678  
Wishaw
- Apprentice Hairdresser - £5,678  
Motherwell
- Apprentice Warehouse Assistant - £12,675  
Bellshill
- apprentice joiner - £7,176  
Airdrie
- Administrative/Warehouse Modern Apprentice - £5,678  
Coatbridge
- office manager - £23,400  
Cumbernauld

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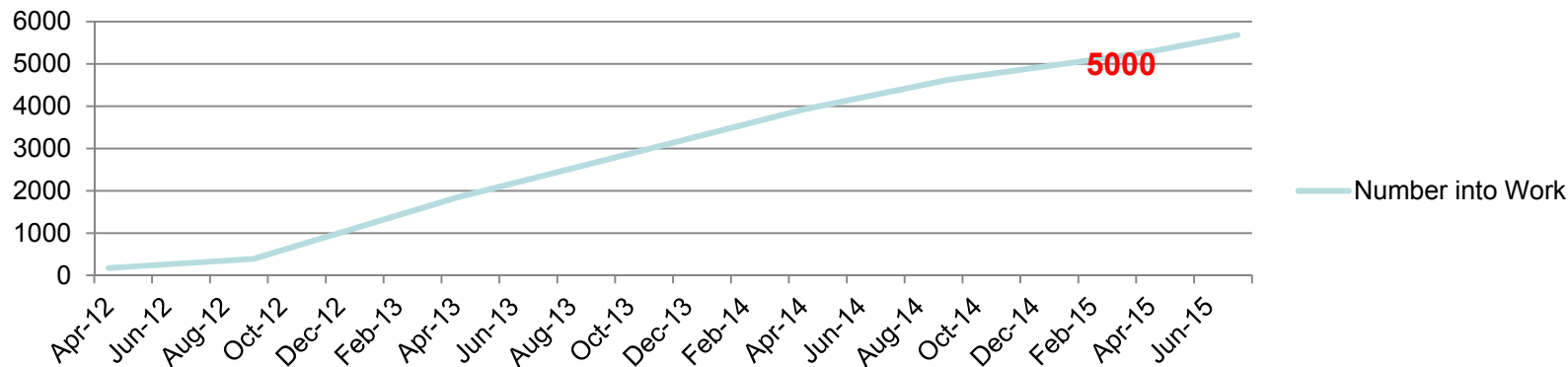


service and people first

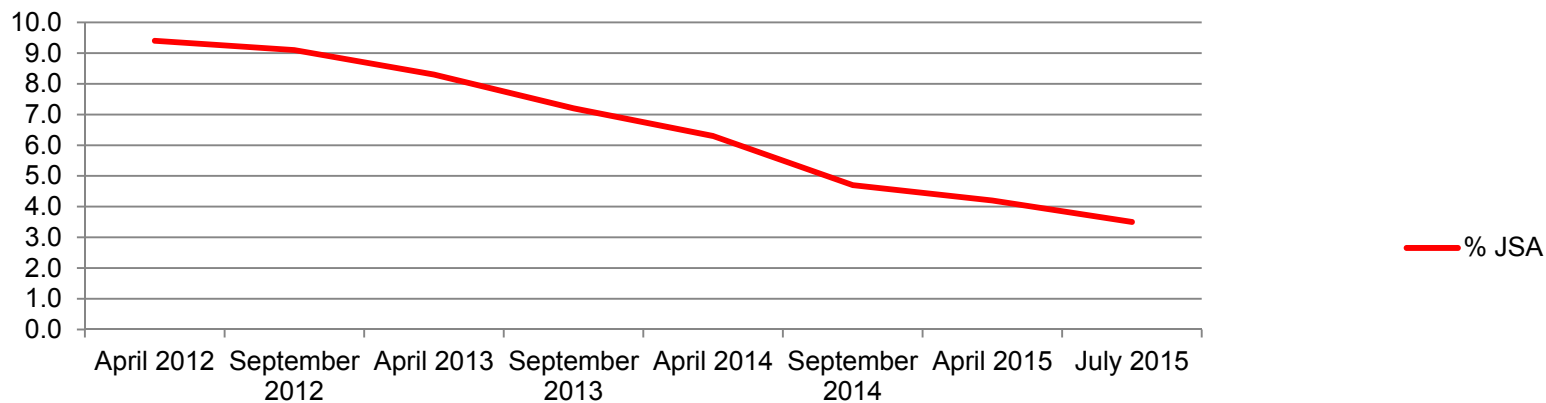
# YIP achievements to July 2015



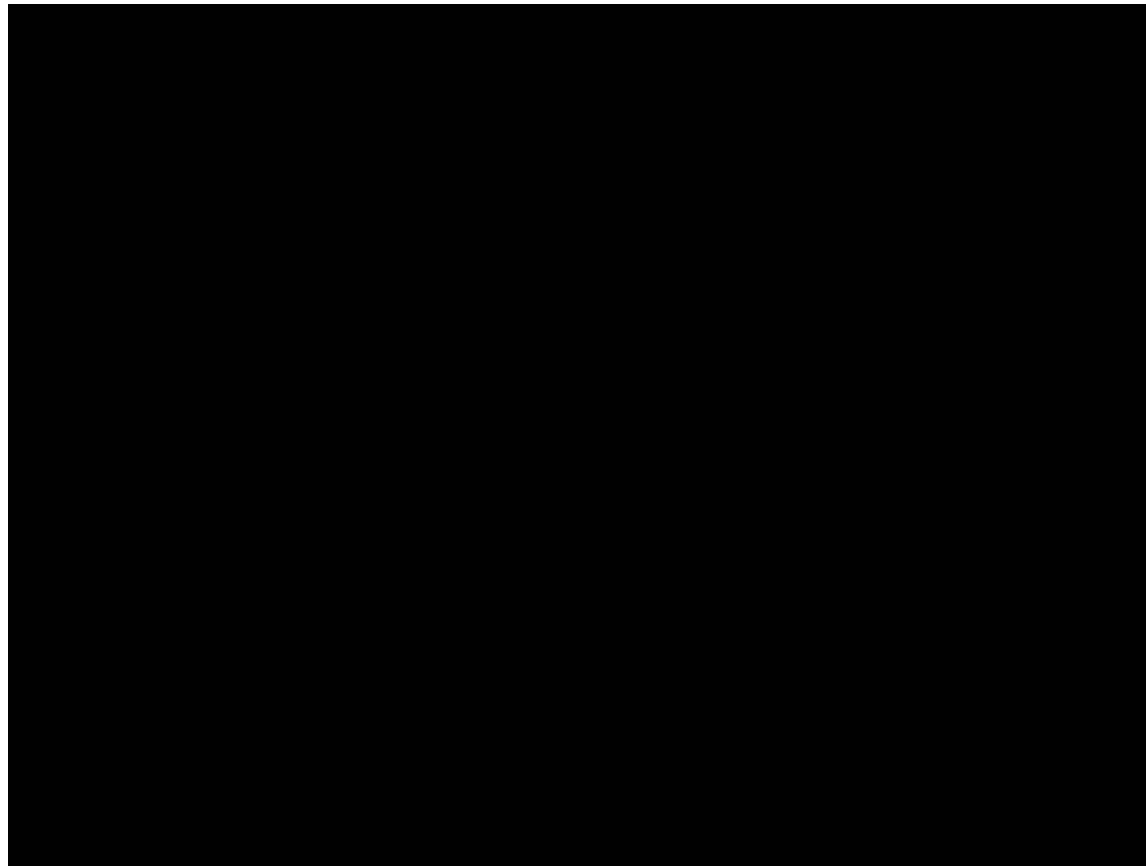
### Youth Investment Programme 2012-2015



### North Lanarkshire JSA 16-24 year olds



# Youth Investment Programme 2012-2015



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## **Access to Opportunities, North Lanarkshire's Employability Strategy for 2015-2018**

### **Priorities:**

- Engagement with those who need support to find work
- Evidenced progression for service users toward a job
- Targeting both need and opportunity

Diolch yn fawr

Thank you