



**ARGYLL AND BUTE EMPLOYMENT ACTIVITY PLAN 2019/20**  
**(Fourth Quarter January to March 2020)**  
**‘Strengthening the links between education, employability and employment to enable/facilitate economic growth.’**



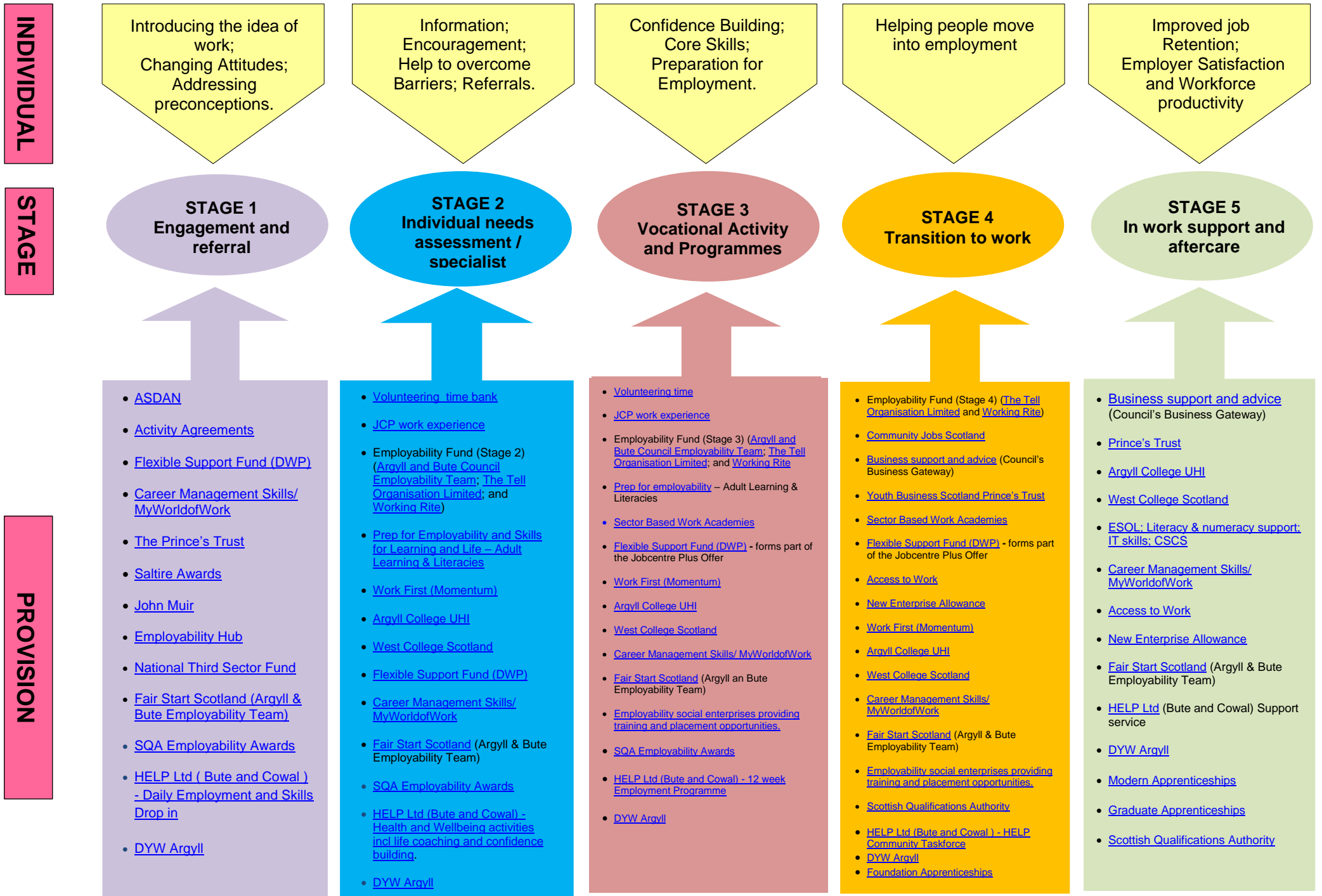
In order to create a diverse and thriving economy the Argyll and Bute Employability Partnership recognises the need to ensure suitable opportunities for individuals of all ages and capabilities based on tackling socio-economic disadvantage, inequalities and removing multiple barriers to securing sustainable employment. Inclusive growth lies at the heart of this plan where partner activity will contribute to the Scottish Government’s No One Left Behind policy direction, with a focus in Argyll and Bute on ensuring ‘No Business Left Behind’ and ‘No Community Left Behind’.

This Employment Activity Plan aligns to the six longer-term Argyll and Bute Community Planning Partnership outcomes, where these outcomes will support the overall objective of “Argyll and Bute’s economic success is built on a growing population” and national policy priorities.

1. The economy is diverse and thriving.
2. We have infrastructure that supports sustainable growth.
3. Education, skills and training maximises opportunities for all.
4. Children and young people have the best possible start.
5. People live active, healthier and independent lives.
6. People live in safer and stronger communities.

For the Employment Activity Plan, particular focus is given to Outcome 3 as to what partners can offer to support individuals to participate in education, skills development and training. Strong partnership working with employers (public, private and third sector) is essential to provide opportunities for work experience to directly help individuals make informed choices on the training and employment options open to them and by doing so allow individuals to gain their first critical experience of the world of work.

# Argyll and Bute Employability Pipeline



# Argyll and Bute Employability Pipeline

## BARRIERS

- Difficulty accessing mainstream services
- No Internet access
- Unable to create a CV
- No Work History
- Lack of interview skills
- Social Isolation
- Lack of direction
- Lack of motivation
- Requires Legal advice
- Homelessness
- Help with financial problems

- Substance misuse
- Disadvantaged
- Homelessness
- Lack of confidence
- Unable to create a CV
- Ex-offenders
- Physical violence
- Literacy and numeracy issues
- Difficulty in understanding the English language
- Mental Health Difficulties
- Rural and remote isolation
- Transport links

- Lack of skills to apply for jobs
- Lack of vocational skills
- Lack of IT access
- Lack of Work Experience
- Lack of interview skills
- Cost of training courses
- How to access training/ College
- Lack of qualifications
- Unable to create a CV
- Lack of confidence
- Rural and remote isolation
- Transport links

- Unable to compete with recently employed jobseekers.
- Cost of employing a new member of staff
- Cost of training a new member of staff
- Financial help to start my own business
- No business plan
- How do I set up my own business
- Rural and remote isolation
- Transport links

- Unable to sustain employment
- Training costs for new/ existing employees
- Childcare/ after school clubs
- Recognised qualifications
- Physical + health disability at work
- Training courses for employers e.g. tax, book keeping, employing first employee, health and safety