

Kenneth Gibson MSP
Convener
Finance Committee
Room T3.60
The Scottish Parliament
EDINBURGH
EH99 1SP

5th June 2012

Dear Mr Gibson,

Finance Committee – Improving Employability

Thank you for allowing me to reply in writing to your request for clarification in your letter of 28th May 2012.

I must preface my reply with another statement that our figures and our observations relate only to those school leavers who applied to us and our assessments of employability relate only to the range of job opportunities which were being offered by us at that time. We neither intended, nor expected, that our comments would be extrapolated to “all” school leavers or to “all” forms of employment.

We also wish to make it very clear that for those who we cannot recruit we actively seek engagement with organisations such as The Prince’s Trust and have been willing participants for a number of years in initiatives both from Government and other agencies designed to explore and combat issues surrounding youth unemployment. Glasgow’s Commonwealth Apprenticeship Initiative was launched from our Training Centre and we endeavour to be the strongest possible advocates for Apprenticeships across all industries. We fully support and currently deliver City of Edinburgh Council’s JET (Jobs, Education & Training) Programme and have engaged in a number of other interventions all designed to improve the situation for Scotland and we will continue to do so.

We are extremely proud of our apprenticeship induction programmes, some of which involve not only the apprentices themselves but also their parents and families. Our inductions are designed to effectively manage the transition from school to work and ensure the absolute minimum attrition from the programme in the critical early months.

To answer your specific questions:

For those who were not invited for interview the assessment was objective, not necessarily lack of qualifications but often lack of specific qualifications relevant to the employment opportunities which we had available as well as other employment criteria routinely screened for on our applications.

For those who were invited for interview (1210) some rendered themselves unsuitable by failing to attend without any reason. Our recruiters interviewed, tested and assessed 839 candidates face to face and reached their conclusions based on test results and a wide range of other factors, many of which I noted as bullet points in my original rough notes.

I hope this satisfactorily answers those points on which you sought clarification.

Yours sincerely,

[original signed]

David Scott
Chief Executive