



PSN

Public Sector Network Review

2022



Introduction

Since March 2020 the public sector has had significant challenges to deal with and the Public Sector Network stepped up engagement with partners to help support that. The Network engaged more regularly with members, providing regular support, guidance and sharing best practice. The Steering Group also began meeting more regularly to do what they could to work collaboratively and support members.

The Public Sector Network has been a key partner for Scottish Government, particularly over the last two years. Now two years down the line, the Network is thinking about what comes next.

To support that, this year the Steering Group reviewed its Terms of Reference to ensure that we are set up, with the right people round the table, to support members and Ministerial ambitions for youth employment and the public sector. We are now looking to members across the Network to let us know what they need from us moving forward. Whatever format that might take we want to ensure the support and best practice sharing continues to be relevant and beneficial to members.

Whatever that is, we're keen to hear from members across the Network and are looking forward to continuing to work in partnership to support the public sector.



PSN steering group and web page

In operation since 2015, the Public Sector Network (PSN) is a joint initiative of the Scottish Government and Skills Development Scotland (SDS).

The PSN is a network currently has around 60 public bodies including health boards, local authorities and public corporations. Historically, members meet biannually to network and share good practice in youth employment.

Creating more opportunities for young people in the public sector is one of the key aims of the PSN. The PSN strives to develop and coordinate a structured approach for supporting public sector organisation's youth employment ambitions.

The public sector in Scotland is a crucial contributor to the economy, employing 21% of the Scottish workforce – higher than anywhere else in the UK. However, as a result of pressure to make cost savings, the workforce is contracting, as well as ageing rapidly: 88% of public servants are aged over 30 and 42% are over 50.

The PSN Steering Group provides strategic direction for the Network, identifying priorities and raising awareness of the scale of the public sector workforce in Scotland and the breadth and depth of opportunities available.

The PSN Steering Group consists of the following organisations: Scottish Government, Skills Development Scotland, North Lanarkshire Council, South Lanarkshire Council, Highland Council, NHS Greater Glasgow & Clyde, NHS Lothian, Improvement Service,

Historic Environment Scotland, NatureScot, Scottish Enterprise, Scottish Water, Police Scotland, Visit Scotland.

There is a revitalised web page for the PSN hosted on Skills Development Scotland's website, which contains information about the PSN, its role and objectives and a series of case studies.



This year has seen an increase in more public sector bodies joining the network. These include South Ayrshire Council, East Ayrshire Council, Social Security Scotland and South of Scotland Enterprise. We're always looking to increase the membership of the network through Scotland's devolved public bodies.

Sector insight videos

Over the past 18 months, a bank of insightful video interviews have been accrued giving valuable information about how to access resources to help with recruitment, apprenticeships and much more.



Stacey Wylie, Emerging Talent Specialist, Student Loans Company, shares what it is like to work for Student Loans Company, Apprenticeship and Graduate 'Emerging Talent' routes and recruitment tips.



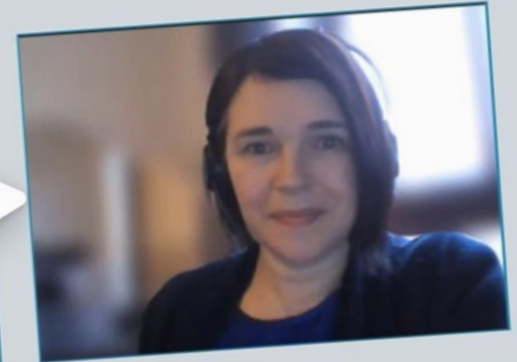
John Lindsay, SDS Public Sector Network Co-ordinator discusses where the sector was back in October 2020, emerging plans and also sources of support.



David Beagley, HR Strategic Partner: Recruitment & Resourcing, Scottish Courts & Tribunals Service talks about the type of roles available in SCTS, getting started, the skills and qualities they're looking for and how to apply.



Stacey Wylie, Emerging Talent Specialist,
Student Loans Company (SLC)



Lynn Haughton, National CIAG Team,
Skills Development Scotland (SDS)



John Lindsay



Lynn Haughton



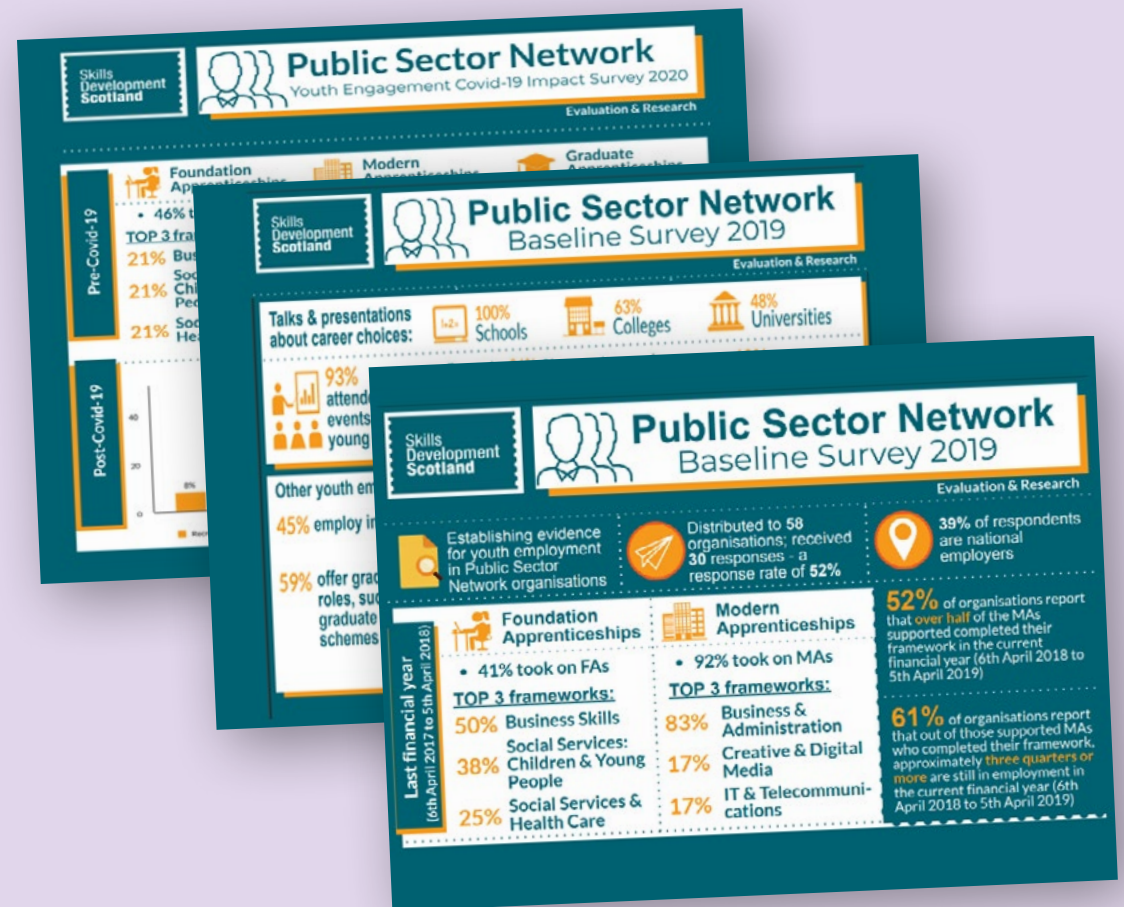
David Beagley,
Scottish Courts & Tribunals Service



Lynn Haughton,
SDS National CIAG Team

COVID 19 study key outcomes

- PSN Network organisations were involved in youth employment/engagement activities pre-Covid-19 (e.g., 82% attended career events targeting young people and 94% offered work experience overall).
- There was high awareness of Developing the Young Workforce (82%) and the Scottish Youth Guarantee (72%) in the PSN Network organisations.
- 70% of respondents report having a youth employment strategy.
- One of the main barriers to establishing youth employment/engagement strategies were young people's lack of awareness of the variety of roles within the public sector. More needs to be done to raise awareness of opportunities to attract young talent in public sector organisations.



Young Person's Guarantee conference

The PSN supports the Scottish Government's ambition of increasing youth employment through the youth employment strategy, Developing the Young Workforce, and the Young Person's Guarantee.

The network strives to develop and coordinate a structured approach for supporting public sector organisations' youth employment ambitions and is committed to apprenticeships as a vehicle for workforce development, economic growth and recovery.

Back in November 2021, over 100 people tuned the Young Person's Guarantee Employer Conference, an event championing the merits of the Young Person's Guarantee.

An outcome of the event for the Public Sector Network was to set up a series of lunch and learn sessions around the theme of equalities in work-based learning, which is part of the Young Person's Guarantee model. PSN members have been invited to attend these sessions, which are likely to start in May and run throughout the summer months.



Find out more about the [Young Person's Guarantee](#)



Youth Boards

Do you have a Youth Board or thinking about establishing one? Some of our Steering Group members have established Youth Boards and are working together as a collaboration group to share knowledge and experiences.

What are Youth Boards?

Youth Boards are forums that represent the views of young people in your organisation. They are run by the young people themselves and gives them a voice which enables them to make their views heard in decision-making processes that directly impact them. It also gives them to chance to discuss relevant issues, engage with management and contribute to improving the experiences of other young people in the organisation.

Each Youth Board identifies their role within the organisation which can include:

- Representing the views of young people to decision makers
- Advising on policy updates and the benefits / implications for young people
- Advising and developing youth strategies
- Advising on youth recruitment campaigns
- Reverse mentoring
- Acting as Youth Champions for the organisations
- Provide a fresh perspective on how to overcome organisational barriers and challenges.

A youth Board can help to grow the next generation of leaders by enabling young people to get involved, build their confidence and develop an interest in acting as agents of positive change.

To find out more about Youth Boards or to share with and learn from others in the network contact:

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Information on apprenticeships

Scottish Apprenticeship Week took place in March and proved to be a hugely successful event that garnered engagement and interest from young people, parents and employers across Scotland.

If you would like to explore the benefits of starting up an apprenticeship programme then you can find out more about Foundation, Modern and Graduate Apprenticeships and get help to find the right fit for your organisation at www.apprenticeships.scot



Public Sector Sectoral Skills Assessment

Sectoral Skills Assessments (SSAs) are produced by the SDS Evidence and Investment Planning Team and look at current and future skills demand in the key sectors across Scotland.

The SSA infographics is to provide a high-level evidence base to inform future investment in skills, built up from existing datasets. The Sector Skills Assessments focus on:

- The economy
- Employment
- Vacancies
- Job openings
- Current and future demand.

The latest Sectoral Skills Assessment for the Public Sector is available [here](#).

For more information

Remember this is your network, so please get in touch with [John Lindsay](#), with any feedback or suggestions regarding which topics you would like to see covered in the next edition of the PSN Review.

