

# FUTURE-PROOFING ADULT LEARNING IN CITIES



## GLASGOW, Scotland

### The Glasgow Guarantee

#### Key facts

In 2015, the City of Glasgow, Scotland, established an employment programme known as the Glasgow Guarantee, which provides support for local businesses in recruiting employees.

<b>Timeframe and funding</b>	The programme was established in 2015 and is ongoing
<b>City population</b>	598,830
<b>Governing body</b>	Glasgow City Council
<b>Link</b>	<a href="#">Home - Glasgow Guarantee</a>

#### Main objectives

The key objective of the programme is:

- To support the city's residents in training and employment opportunities and help local businesses to grow and prosper

## Content and mode of delivery



The programme is targeted at 1) Glasgow residents who are unemployed or about to leave school or college and 2) Glasgow based businesses that employ less than 250 staff. For residents looking for jobs the programme provides: instant access to a large number of permanent Glasgow vacancies and apprenticeship opportunities for those still at school or college; full support and assistance from a local EmployAbility Provider for those who have been out of work for a longer period; access to an individual online account to view and apply for vacancies; a guarantee of being paid the Glasgow Living wage whilst in the job or apprenticeship; and other advantages.

For local businesses the programme provides, among other things, support in recruiting the required talent, additional funds for training, and help in managing the apprenticeship-related administrative and human resource functions of employers. The City Council's service of managing the administrative and HR functions of employers includes advertising vacancies, handling recruitment and sometimes managing shortlisting of applicants. Young residents interested in apprenticeships with companies apply to the City Council rather than to employers and the council manages the recruitment process, giving feedback to both successful and unsuccessful applicants.

## Stakeholders



The main stakeholders in the project are:

- The City of Glasgow
- The many local businesses involved in the programme

### Contact us:

[Tilde.Ussing@oecd.org](mailto:Tilde.Ussing@oecd.org)

Directorate for Centre for Entrepreneurship, SMEs, Regions and Cities  
Organisation for Economic Co-operation and Development

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