



CV

Prime Minister 1

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Given the very strong views expressed by David Jay and Norman Telford in favour of the Civil Service participating in the Youth Training Scheme, do you wish to press your arguments against Civil Service participation?

Baroness Young
Lord Privy Seal
Management and Personnel Office
Whitehall
LONDON SW1

Yes - especially on 11 June 1982

The day that I have received one of the Reser reports which shows with up our lack of managerial ability. When 11/6 we have our own training methods in position to give good training to others.

THE YOUTH TRAINING SCHEME AND THE CIVIL SERVICE

I have seen your minute of 5 May to the Prime Minister and her Private Secretary's reply. I have also just received a letter on the same subject from the Chairman of the Manpower Services Commission, David Young, and because of its relevance I attach a copy of the full text.

I share his view that the Government as employer should participate in the new youth training scheme. Major employers in the private sector expect the Civil Service to provide the same sort of help for unemployed young people as we are expecting from them, and they make the point that they too are trying to reduce staff numbers. The MSC's Youth Task Group also pointed to the need for the Government itself to set a good example by developing provision in our establishments.

The aim of the new training scheme is to give unemployed young people basic skills which will make them more useful to employers with vacancies to fill and to improve the quality of our workforce. Many parts of the Civil Service could provide general training and experience in skills (not least secretarial and computing skills) which would be used in the private sector.

The additional work involved for the Civil Service in training and supervising the young people is exactly the same as that which we are asking private employers to take on. The Treasury has agreed that the MSC may reimburse Departments for the cost of training as they would any other employer.



I like David Young, believe it would be very damaging if the Government as an employer was seen to play no part in the new training scheme.

I am copying this letter to the Prime Minister.

J. G. ...
Norman

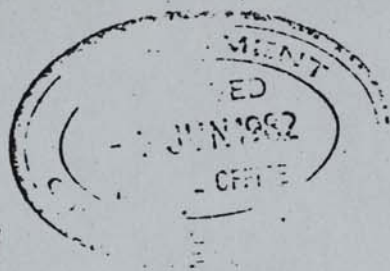


**Manpower
Services Commission**

Selkirk House
166 High Holborn
London WC1V 6PF

Telephone 01-836 1213

Chairman: David Young



Your ref

Date 7 June 1982

Rt Hon Norman Tebbit, MP
Secretary of State for Employment
Caxton House
Tothill Street
LONDON SW1

Des Norman,

I understand that there is currently some discussion amongst Ministers about the extent to which Government as employer should participate in any new youth training scheme that may be introduced in 1983.

I am anxious that you and your colleagues should be in no doubt that I regard such participation as essential to the success of any scheme. Indeed I would go further and say that, without such participation, there is little or no chance of achieving the targets that are likely to be set.

The Government is a major employer of both industrial and non industrial staff. It has establishments, large and small, in all parts of the country. In some places, including some areas of high unemployment, it is a major employer, in some cases the largest single employer. We cannot ask private sector employers to act swiftly and on the scale we require if Government itself is unwilling to do the same.

Under the Youth Opportunities Programme there has been sustained and justified criticism by the private sector and many others of the paucity of opportunities provided by Government, whose record, it must be said, (with the exception of the Inland Revenue), has been dismal. But under YOP at least it was possible for Ministers to lay the blame at the door of the unions (particularly the CPSA and SCPS) who refused to co-operate despite major efforts by themselves and management.

If it became known (as surely it would and very swiftly) that this time Ministers themselves had decided Government should not provide opportunities, the Government's credibility would disappear. It would rapidly become a scandal. There is no defence Government could mount. If the Government is strictly controlling numbers of employees, so too are almost all the large firms on whom we crucially depend. If Government has imposed cash limits on Departments, so too have private sector firms on their divisions. If Government is not prepared to allow for adequate supervision of young people, why should any competitive private sector employer be expected to do so?

I therefore urge that Government should commit itself unreservedly to playing its full part as an employer in any new youth training scheme. I venture to suggest that such a commitment should be made as part of any Government announcement that may shortly be made. There could be no better start to what we all know will be a huge task.

*Yours,
David*