



JOINED UP FOR JOBS

Edinburgh's Jobs Strategy

Joined Up For Jobs Partnership Forum

STRATEGIC - Formal link for two way dialogue/influence between partner agencies and JUFJ Strategy Group

PRACTICAL - Promoting partnership working/developing new mechanisms to deliver JUFJ strategy

CO-ORDINATION - Exchanging good practice and enhancing co-ordination of services

Notes of Meeting on Thursday 19th June 2008

Business Centre, City Chambers

JOINED UP CASE MANAGEMENT FOR - PRISON LEAVERS

Host Agencies – Foursquare CORE Case Management project and CCP

Present 33 attendees - from 23 projects/organisations (see attached list)

Jobs Strategy Update

Matthew Crighton reported on a recent Jobs Strategy partnership update event at the Glasshouse with Stephen Timms Minister of State for Work and Pensions and 70 local provider reps in attendance. At the end of year one the Strategy is still 'getting there' on implementation, and more work is needed on improving sustained job outcomes. Consultation events planned are 20 June (Employer Offer) and 1st July (re the Offer to Jobseekers.)

£42,000 Pathfinder funding is being targeted on an NHS Employability Capacity Building project, while Challenge Funding has been allocated to 4 projects at the 'job ready' end of the spectrum to West Edinburgh Action for work with employers, EBD (Lone Parent Childminders), PCT (Lone Parents returning to work) and Remploy (for work with single parents)

11.00 Case Management - in the Prison and Beyond

Kate Kelman set the strategy context for today's programme (see presentation). A study commissioned by Joined up for Jobs two years ago from Eddy Adams highlighted the disconnect between in Prison services, and services outside - so the CORE project was established to promote joined up case management, to integrate services to support prison leavers with multiple needs on pathways into employment.

Caroline Ferguson of Foursquare who coordinates the CORE project gave an overview of the joint work between key agencies including Passport, SACRO, Apex, Carnegie College, Worktrack's Sorted project, Scottish Prison Service, City Council services, JobCentre Plus and community based services such as West Edinburgh Action. She said that initially referral structures were patchy, but structures had been formalised into the CORE 'screen' which assesses employability needs and feeds clients through to appropriate support agencies including help with housing, addiction and health issues as well as help with training and jobsearch.

Barry Fowler - of SPS introduced **Dougie Muir** the Integrated Case Management (ICM) coordinator at Edinburgh Prison who presented a flowchart illustrating the throughcare model now in place (see presentation slides). Links to education/literacy needs are assessed. Encouraging family support is considered a key factor for once the prisoner is back outside. 3 months pre-release is a critical time to set up intervention of external agencies. It was noted that 60-70% prisoners had no work experience whatsoever, and that short term prisoners (the majority) are the biggest challenge as little time for interventions while inside and not possible to

enforce plans made once back out in community. Only those in prison 4 years plus have mandatory throughcare once they leave.

Davie Jeffrey - presented on the work of the **SACRO Community Links Centre** (see presentation) - based at Epworth Halls at Nicolson Square which tries to 'mirror' the services available inside prison and provide continuity of support. SACRO also have access to the SPS PR2 database to assist joined up case management, as do Passport and other partner projects. After a year SACRO have a caseload of 133 clients, and 11 local voluntary agencies linked in to the centre, with classes running from Jewel and Esk and surgeries for CPN's and Council services eg Housing. SACRO assessment indicates priority needs 52% housing, 48% benefits/finance help, 40% training, 31% jobsearch, and 30% drugs/alcohol issues.

4/ **Nikki McEwan** of **JobCentre Plus** talked about the joint work JCP does with Prison Links Team to support prison leavers with increased emphasis on promoting work rather than benefits dependency. However the vast majority of prison leavers claim benefits eg month of April 08 of 120 prison leavers seen, 75 went onto benefit, 4 into full time work.

5/ **Sian Fiddimore** presented on Access to Industry's **Transition** project which supports ex offenders and those recovering from addictions to access SQA qualifications, and **Jane Morgan** outlined the linked **Passport** project which is prison based and run jointly with Spectrum/CORE to provide guidance and support into work and training. In 2007/08 of 186 referrals, 47 clients were worked with 8 entering work, 9 into training, and 2 into volunteering, since April 08 of 69 referrals, so far 9 have been worked with 3 entering work, 3 into training, and 1 volunteer, with many more showing improved confidence, and self management.

Group discussion notes

How can we facilitate case management and improve pathways into work for prison leavers?

Group One

Need to wide employer engagement

More awareness raising

- **employer visits to prisons/other support services**

Vocational Training - need to offer wider range of qualifications

Construction Skills Certificate in high demand because widely available/funded, and can be seen as the only 'work qualification' worth having, and Construction as the only employment sector which is open for prison leavers. Is this realistic?

More dialogue needed with other employment sectors to open up opportunities

**More joined up dialogue/ steer needed at national strategic level on key issues
Eg re qualifications, Disclosure.**

FE, SPS, Scot govt to agree consistent protocols, standardise practice and provision

Provide clear guidelines for local colleges, prisons and other support services

eg re training 'which qualifications' SQA or City and Guilds?

- **C and G not recognised by some employers**
- **Disclosure policies vary across FE - should all students require it?**
- **Risk assessment important but prison leavers should not face unnecessary discrimination- clear policies need to be agreed/understood by frontline staff**
- **Variations between college and community based courses.**

Possible role for Skills Development Scotland here?

Case management

- **issue of multiple key workers**
- **need to simplify, coordinate support pathways**
- **too many agencies competing with each other for clients and limited funding**
- **not best use of scarce resources**

SACRO and SPS model both good

- **opportunity for more voluntary and statutory agencies to link in**
- **eg possible role for JCP at Nicolson Square to 'mirror' work inside prison**

Partnership/joint up support pathways- takes time and staff input to build relationships /linkages - needs sustained resources.

Short term prisoners -most vulnerable to high rate of return to prison.

No time for significant support interventions inside and no mandatory support available once outside - can this change?