



# Workforce Plus

an Employability  
Framework for Scotland

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# A Vision for 2008

- Every young person with a learning disability leaving school this year has had work experience in a mainstream workplace.
- Each young person with a learning disability has a plan for where next, and for most people that includes paid employment.
- Agencies and employers work together effectively to provide continuity and person-centred support on and off the job.
- **50% of adults with a learning disability are now in paid employment, including people with high support needs, people from ethnic minorities and people aged over 50.**

# How did we want to make that happen in 2003?

- By recommending Lifelong Learning to give leadership
- By raising the awareness and work with employers
- By joining services up locally
- By developing accessible information
- By giving young people leaving school real and valued options.
- By making sure people are better off financially in going into work
- Develop nationally a framework for supported employment

# Where are we now in 2007

- Employment rate for people with learning disabilities in work in 2006 was 10% across Scotland
- 8.7% in Edinburgh
- Health and social work still are seen as having the lead responsibility for people with learning disabilities.
- Many young people leaving school with few options.
- Workforce Plus the Employability Framework for Scotland has been launched and can offer leadership

# Why do we need a Framework?

- Record levels of employment
- Massive levels of investment

BUT

- Clusters of worklessness
- High levels of incapacity – “economic inactivity”
- Young people (NEET) a priority

# “Employability”

“The combination of factors and processes which enable people to progress towards and get into employment, to stay in employment and to move on in the workplace”

# “Employability” Responsibilities: Scottish Executive

- Health and Social Care
- Education and training
- Economic and Community Regeneration
- Public Sector employment and procurement

Also

- Childcare
- Community Justice
- Housing and Homelessness

# UK Government responsibilities

- Welfare to Work – benefits and job search
- Disability
- Pathways to Work rollout
- DWP Cities Strategy: Glasgow, Dundee, Edinburgh

# What the Framework will do

- A Framework for all of Scotland: but initially concentrate on 7 priority areas: West of Scotland and City of Dundee
- Coheres with Cities Strategy (DWP)
- Support local areas to map and improve employability interventions to support people into work
- “Working together” is at the heart of the Framework

# Why - the current situation

- Significant resources already available to help people into work
- Services not geared to meet individual needs
- High level of vacancies in Scotland
- Large number of people who want to work

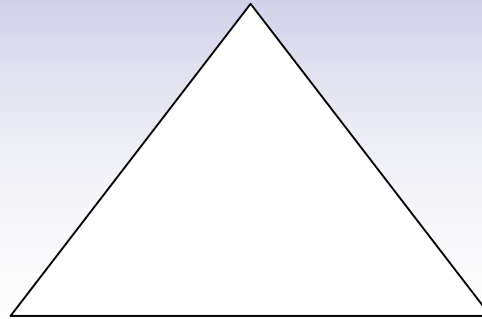
# How - Local Partnerships

- Membership – key funders
  - Local government
  - Jobcentre Plus (benefits and job search)
  - Enterprise agency
  - Health Board
- The questions about local delivery

# Workforce Plus Partnership Structure

**CLOSING THE OPPORTUNITY GAP  
(Cabinet Delivery Group)**

NATIONAL WORKFORCE PLUS PARTNERSHIP BOARD



STAKEHOLDER ENGAGEMENT

NATIONAL DELIVERY GROUP

FORUMS

priority areas)

(the 8

**SHORT LIFE WORKING GROUPS**

**STRATEGIC TASK GROUPS ON**

- LEARNINGDISABILITIES
- MENTAL HEALTH

**NETWORKS**

LEARNING DISABILITIES      MENTAL HEALTH

**4 Task Groups (short-term)**

- Benefit Changes
- Tracking systems
- Common Assessment
- Procurement

# Role and remit of LD Coordinator

- **Lead on matters related to learning disabilities (and autistic spectrum disorder, which is included in the definition), with particular relevance to the 2003 report *Working for a Change* and subsequent research report *Go for it!*, within the Workforce Plus team.**
- **Advise and support local partnerships to ensure that their actions planning takes account of the needs of those with learning difficulties and that they have identified appropriate interventions for these individuals.**
- **Develop and disseminate best practice for working with and supporting individuals with learning difficulties.**
- **Working with learning disability groups and autistic spectrum disorder to ensure that they are effectively engaged with delivery partners at a local level.**
- **Advising on key development projects to improve employability provision for those with learning difficulties.**

# Work to date

- **Established a Strategic task group and implementation network**
- **Working with local partnership to Link PIPs with WF+ plans**
- **Commissioned a best practice guide for commissioners**
- **In the process of changing SAY statistical returns on employment**
- **Working with Careers on the new guarantee on young people with learning disabilities.**
- **Gathering case studies and examples of best practice**

# Future Challenges

## Partnership Working at all Levels

- across departments in the Executive; and other departments: making funding a help rather than a barrier
- Individual client groups within a generic framework
- Turning concepts into reality – maintaining and improving performance
- Helping local arrangements – all at different stages of development



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