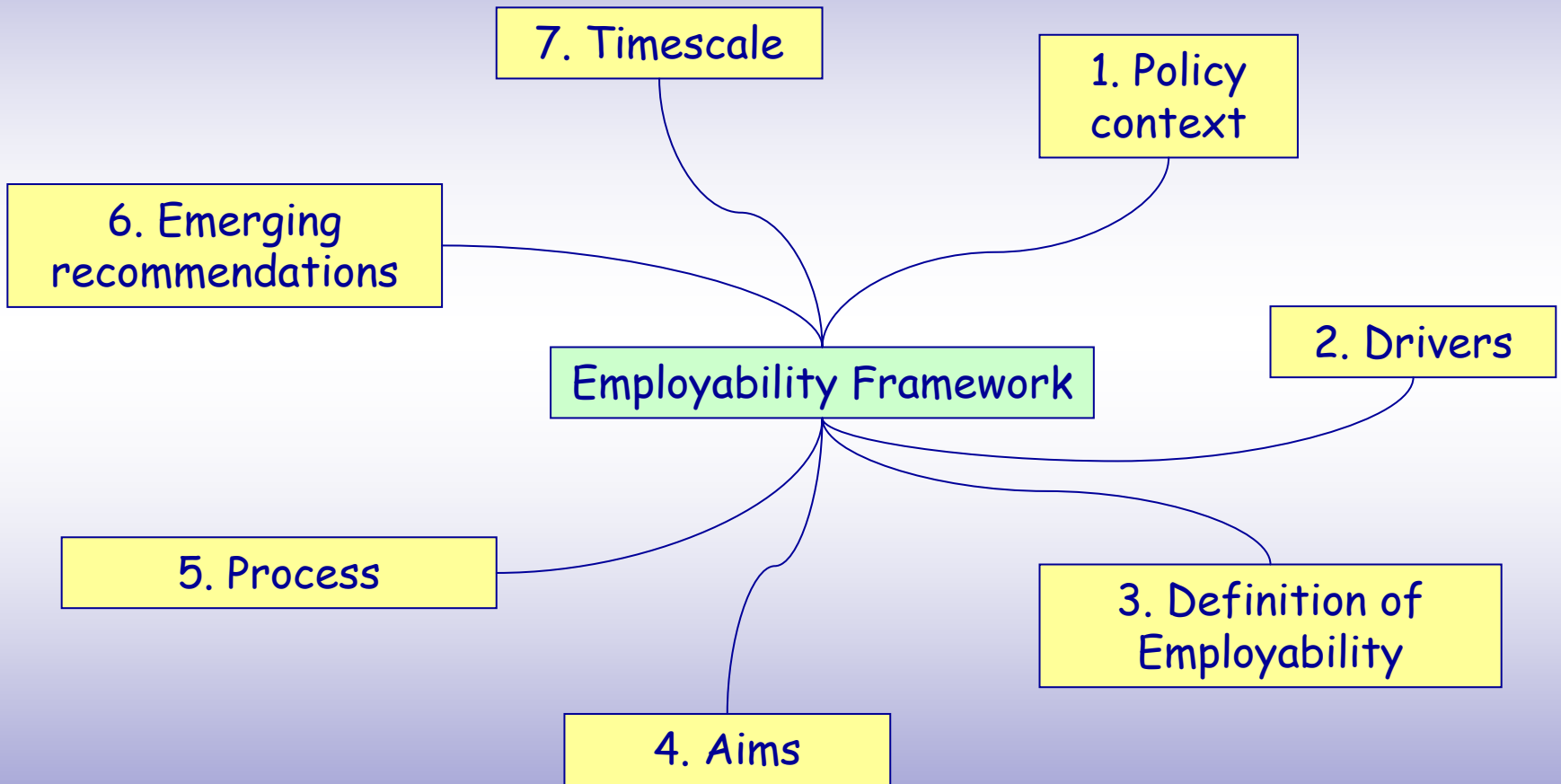


Content



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1. Scotland: Constitutional and Political Background

- Devolution achieved in 1999: Scotland established its own Parliament in Edinburgh.
- Responsibility (including legislative powers) for many areas relevant to employability:
 - education for all ages
 - health services
 - training and skills
 - economic development
 - community regeneration
 - childcare
 - social services
 - most aspects of transportation



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1. Policy context

Cabinet Delivery Group - Closing the Opportunity Gap:

- To prevent people from falling into poverty
- To provide routes out of poverty
- To sustain people in a lifestyle free from poverty



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1. Policy Context

- Cabinet Delivery Group – Closing the Opportunity Gap
- Priority - closing the opportunity/poverty gap
- Developing targets to replace the Social Justice Milestones
- A number of inter-linked strands of work (including Employability)
- Developed high level objectives and specific targets.
- <http://www.scotland.gov.uk/Topics/People/Social-Inclusion/17415/opportunity>

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1. Policy Context

CDG

High Level Objectives

Target A

Worklessness -Reduce the number of workless people dependent on DWP benefits in 7 regional priority areas.

Target B

NEET - Reduce the proportion of 16-19 year olds who are not in education training or employment.

Employability Framework

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2. The Drivers

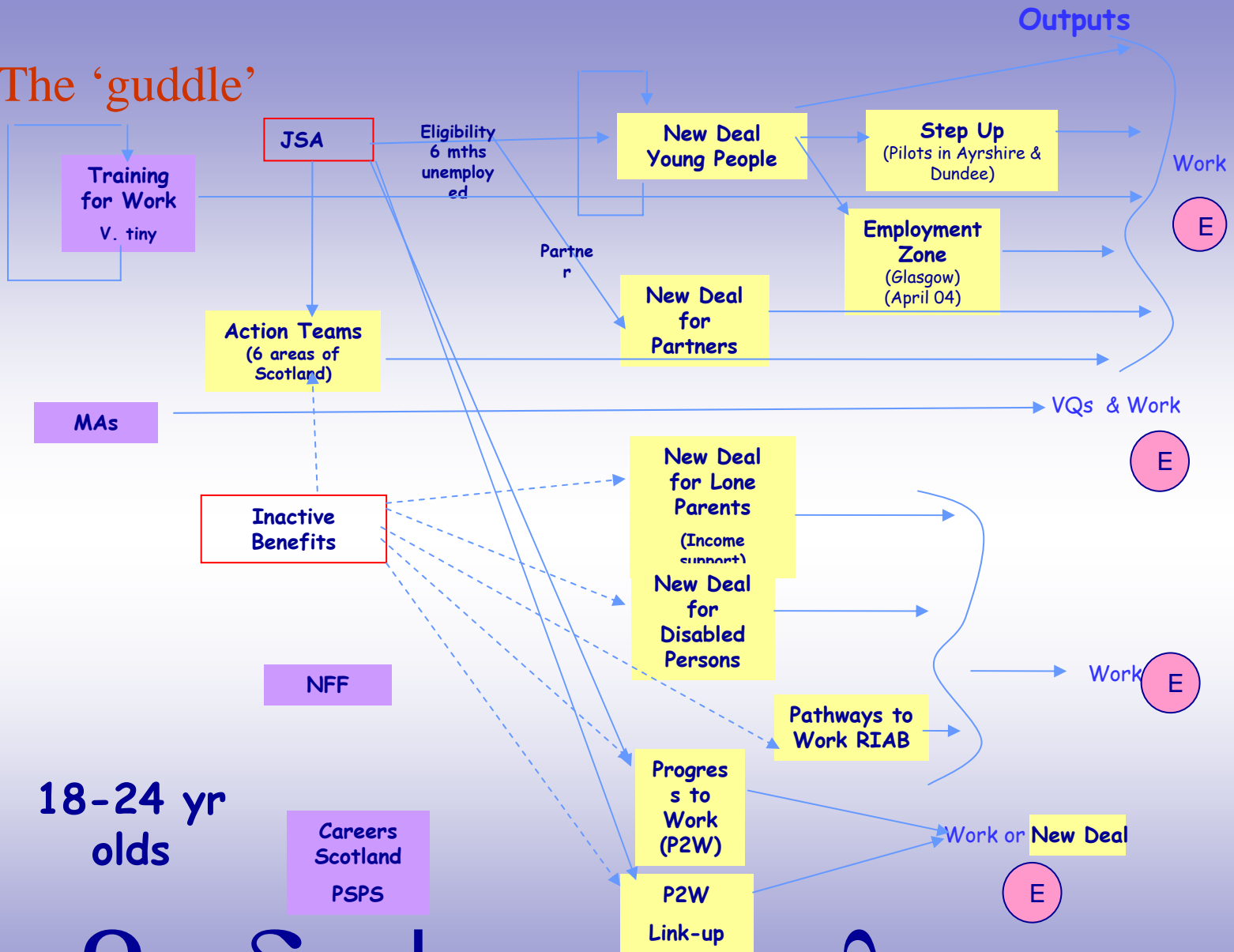


The Employability Problem

- Employment \Rightarrow out of poverty \Rightarrow individual sense of control \Rightarrow improved health
- Scotland's ageing population – need to address the economically inactive
- Changing nature of 'clients' – needs a review of practices
- Need to make best use of resources
- Alleviate the 'guddle'....

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The 'guddle'



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3. Employability Definition

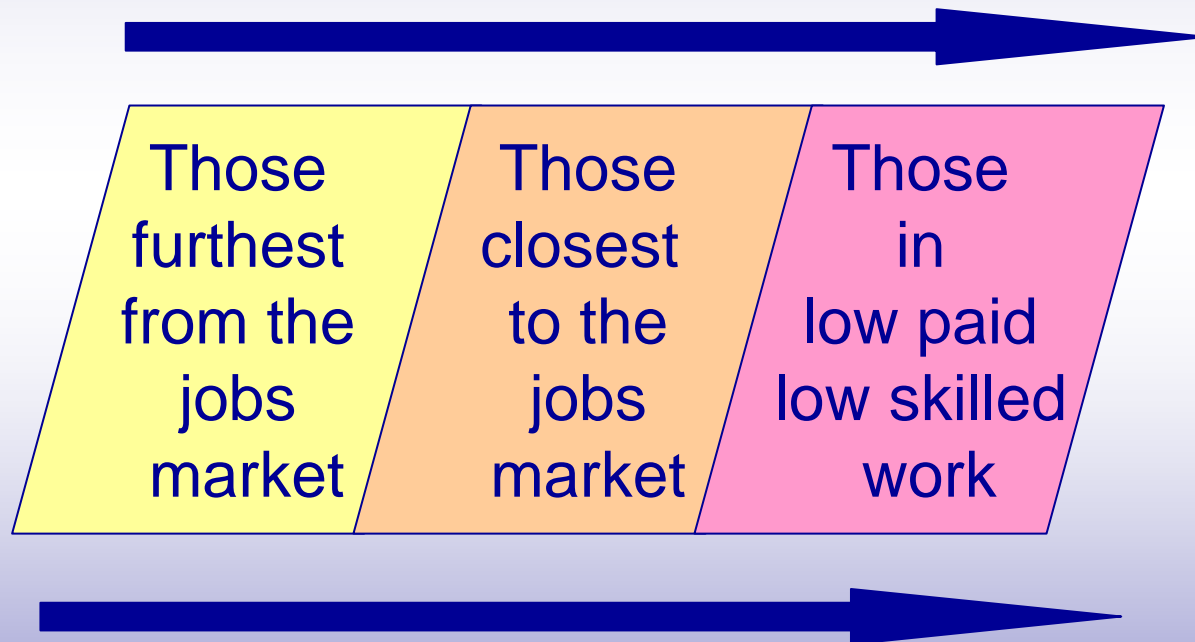
“Employability is the combination of factors and processes which enable people to progress towards or get into employment, to stay in employment and to move on in the workplace.”

Definition by Effective Interventions Unit in the Health Department
and adopted for the purposes of the Framework

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4. Employability Framework - Definition

- To provide a continuum into employment and increasingly skilled work for:



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4. Employability Framework - Aims

- Agreement from key stakeholders to work together ⇒ joint planning, commissioning & contracting
- A simplification of the map ⇒ effective progression for clients
- Agreement on:
 - what is led nationally (within Scotland)
 - what is decided locally
 - Executive priorities/ balance of focus
- Greater understanding of the client groups, ideal approaches & common solutions to a range of needs
- Not another layer of bureaucracy - A strategy which supports existing strategies

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5. Process

5 Workstreams led by independent Chairs:

- Workless Client Groups
- The Employment Demand Side
- The Intervention Supply Side
- NEET group
- Low-Paid Low-Skilled Work

Also

- Local Action Planning/delivery (7 CtOG areas)

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5. Process - all inclusive

- Employment policy & benefits - reserved issue
 - Need to include DWP & Jobcentre Plus
- Other key stakeholders – devolved issues
 - Enterprise Networks - Training (shared) & economic development
 - Communities Scotland - Regeneration
 - Local Authorities - Education, economic development & social work
 - NHS Scotland - Health
 - Scottish Prison Service - Criminal Justice
 - Transport Agency andall involved in CPPs.....
- Recognition of a range of approaches, existing groups & strategies

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The Employability Problem

The Themes



The Structures

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6. The recommendations



- **Early interventions** - more effective, particularly for young people & disadvantaged people
- **Client-focused interventions** – helping individuals & reducing complexity and bureaucracy for clients;
- **Employer engagement** - better, with a particular role for the public sector as well as the private sector
- **Sustaining and progressing employment** – a stronger focus on providing support for people when they take up employment
- **Joined up planning and delivery of services** –common assessment and referral processes, a sharper focus on employment outcomes
- **Better outcomes** – a clear focus on sustained work, and the ‘stepping stones’ to it

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The Client Offer

The Offer

The Employer Offer

Clients can expect:

- Tailored help
- A thorough assessment
- Treated collectively as one client – from the range of support
- A understanding of the impact on your income
- Effective linking to work opportunities

Employers can expect:

- Common assessment approaches
- More aftercare/in work support
- A pilot brokerage service
- Recruits with the softer skills

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National Employability Partnership for Scotland (NEPs)

- Scottish Executive, DWP/JC+, Communities Scotland, NHS Scotland, Enterprise Networks, Local Government, SPS, FE & HEFC
- National funding, target setting & incentives, monitoring & evaluation. Procurement to support local collaboration.

Local Partnerships

- Involve all key agencies locally who are accountable to their parent organisations & through ROAs to the Executive & National Group.
- Responsible for driving forward collaborative action and delivery. Ensuring adequate provision and effective engagement with the employer community.

Employability Framework Unit/team

- Support the national group & local partnerships
- Performance monitoring, partnership working, T & D, policy development & evaluation, employer communication & engagement.

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7. Employability Framework - Timescale

- External involvement & development of recommendations – completed
- Final version of Framework – going through Ministerial clearance
- 1st Draft due out (hopefully) before Christmas 2005
- Parliamentary Inquiry ⇒ further development of a living document

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