

# PRIMARY INTERMEDIARY MODELS

**INTO**WORK

The Lothian  
Employability Forum

**‘Pooling’ Together –  
Mapping the local disability  
and employment sector.**

# Why are we doing this?

PIMS (ESF Capacity Building Project)

Create a document which would highlight the value of the work

Real statistics – take stock

identify gaps

calculate capacity

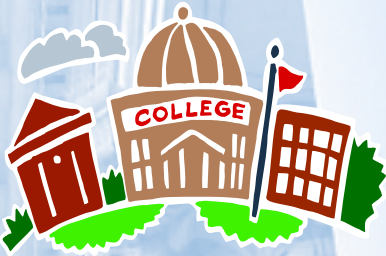
Capital City Partnerships funded project.



# Who was involved?



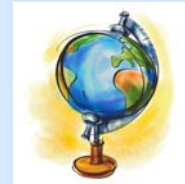
**Intermediaries**



**Further Education  
Providers**



**Academies**



**Area Based Intermediaries**

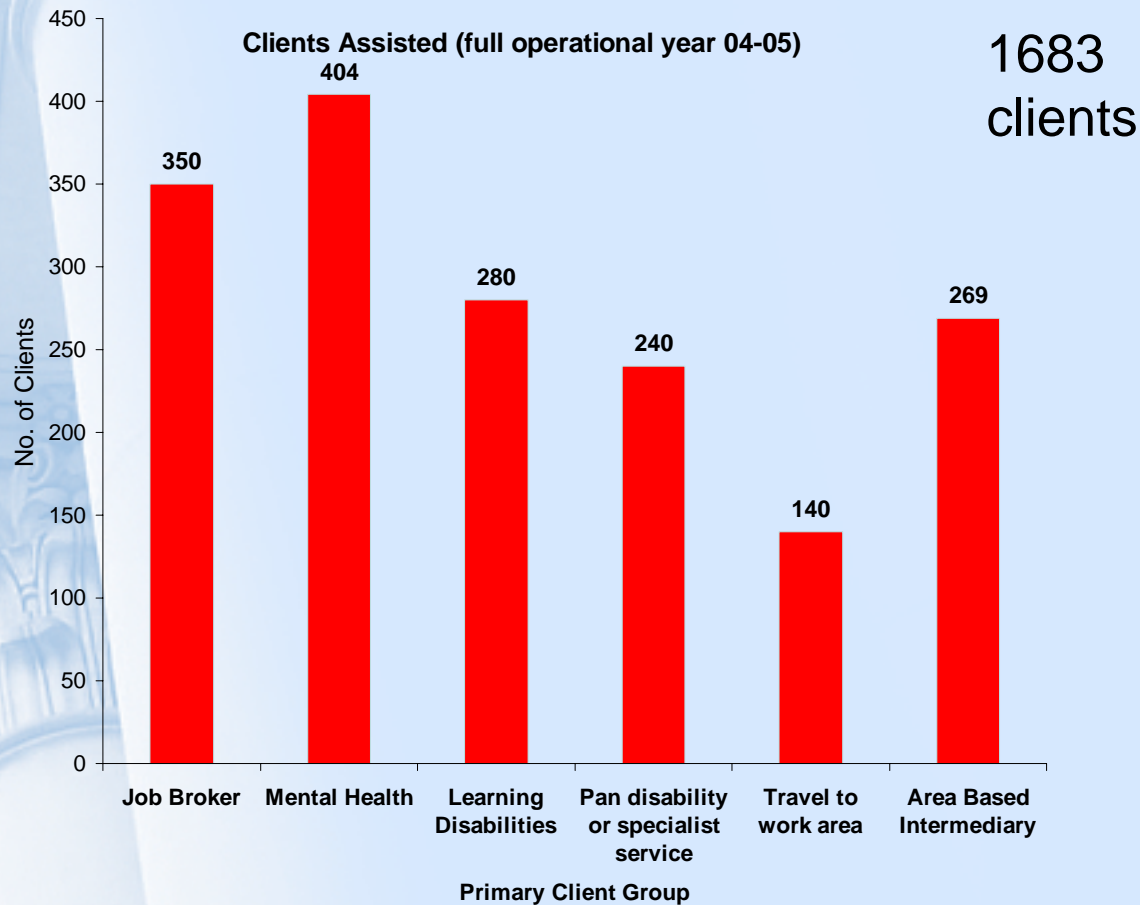
# METHODOLOGY

- **Development Event** – *‘Measuring the impact of Employment Intermediaries in the Edinburgh and Lothian’s Labour Market.’*
- **Development of Questionnaire** –
  - **Hard/soft outcomes**
  - **Funding**
  - **Partnerships**
  - **Training/staffing**
  - **Capacity**
- **Organisations identified and approached** – reflecting range of disabilities
  - **Learning disabilities**
  - **Mental health Difficulties (severe and enduring)**
  - **Physical Disabilities**
  - **High Support Needs Groups**

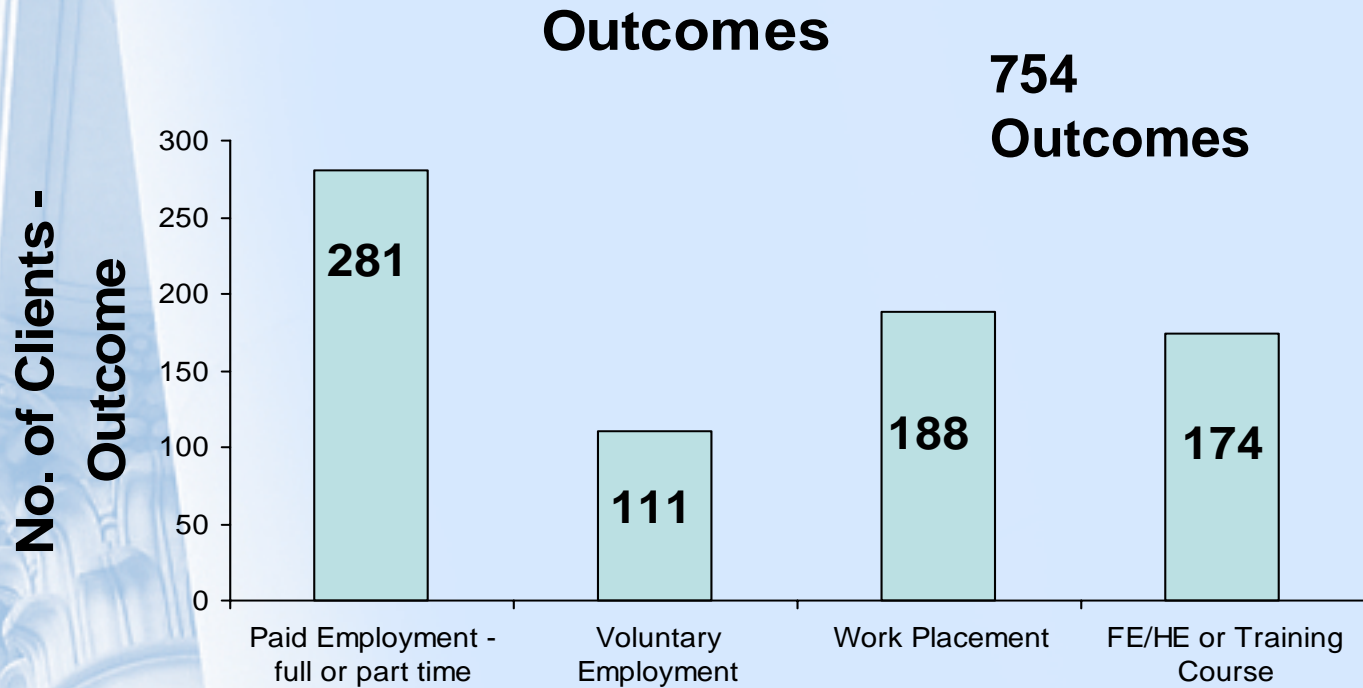
# METHODOLOGY

- Interviews
- Limitations of Data:
  - Different data collection procedures and sets.
  - Time periods.
  - Different funding sources – differing pressures.
  - Not like with like.
  - Fear – how will information be used?

# Findings - Capacity



# Outcomes (operational year 04-05)

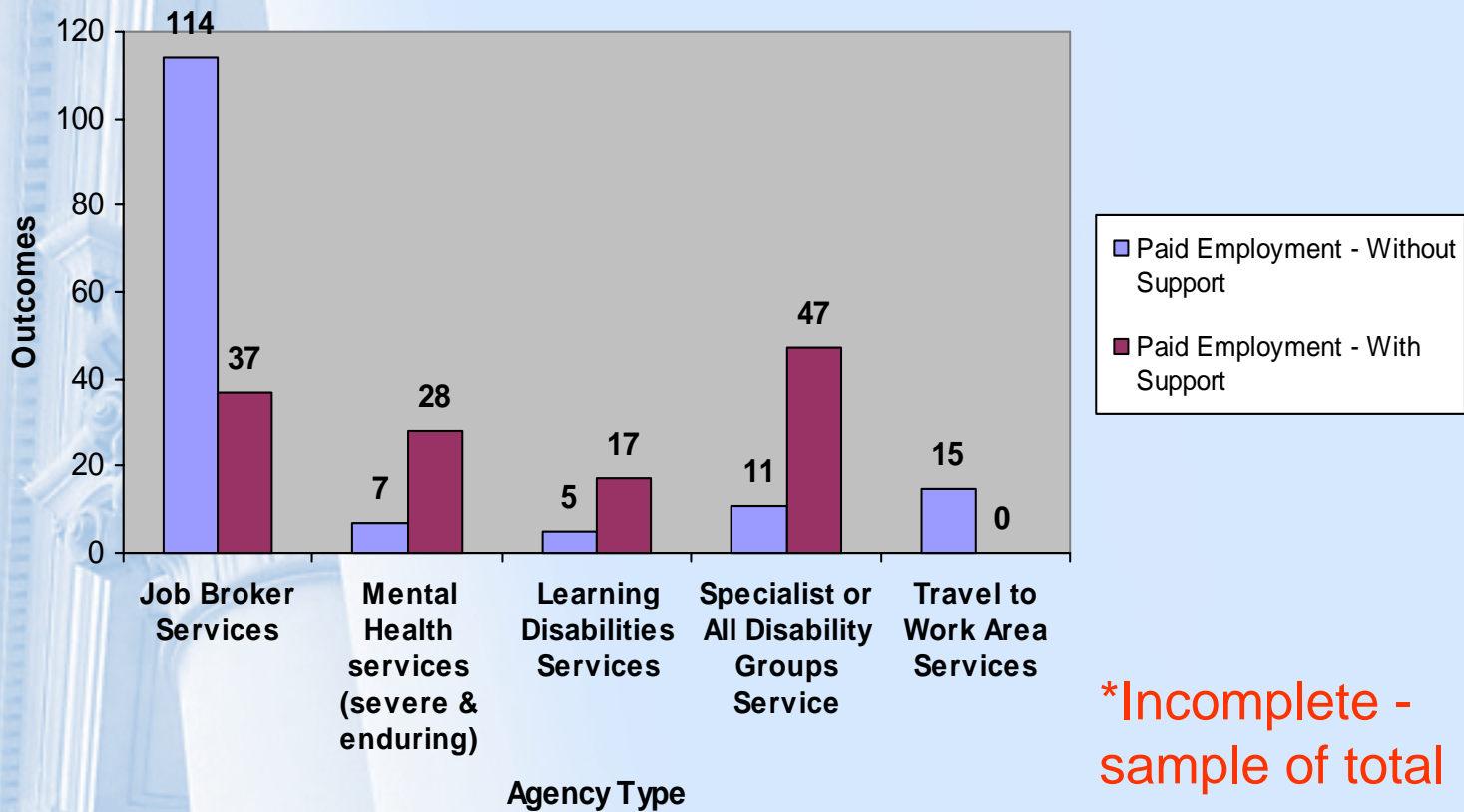


**Outcome upon leaving programme**

**\*Incomplete – one organisation only a sample of total outcomes.**

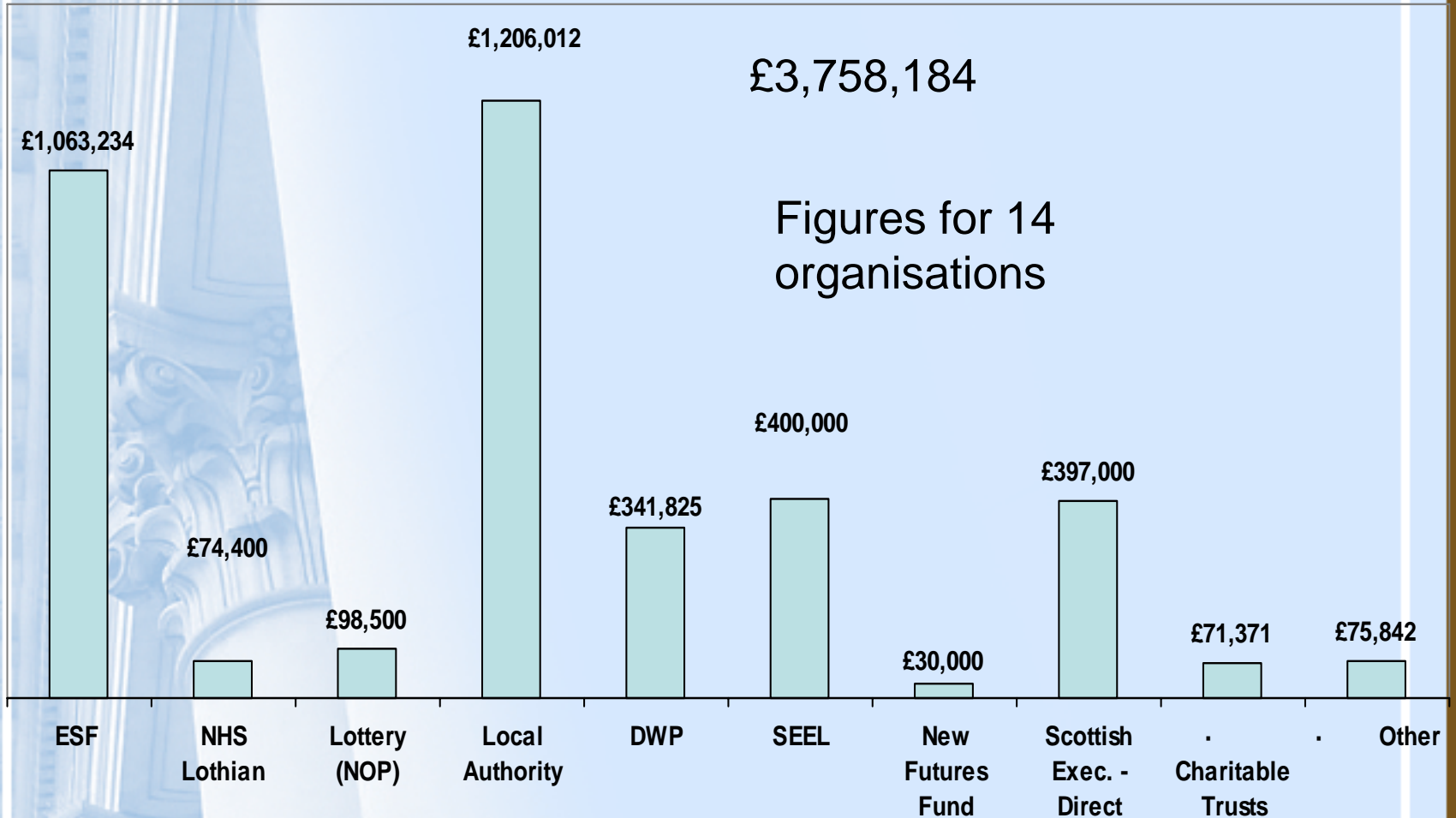
# Findings – Open Employment

## Open Employment



\*Incomplete -  
sample of total

# Funding (operational year 04-05)



\*Incomplete

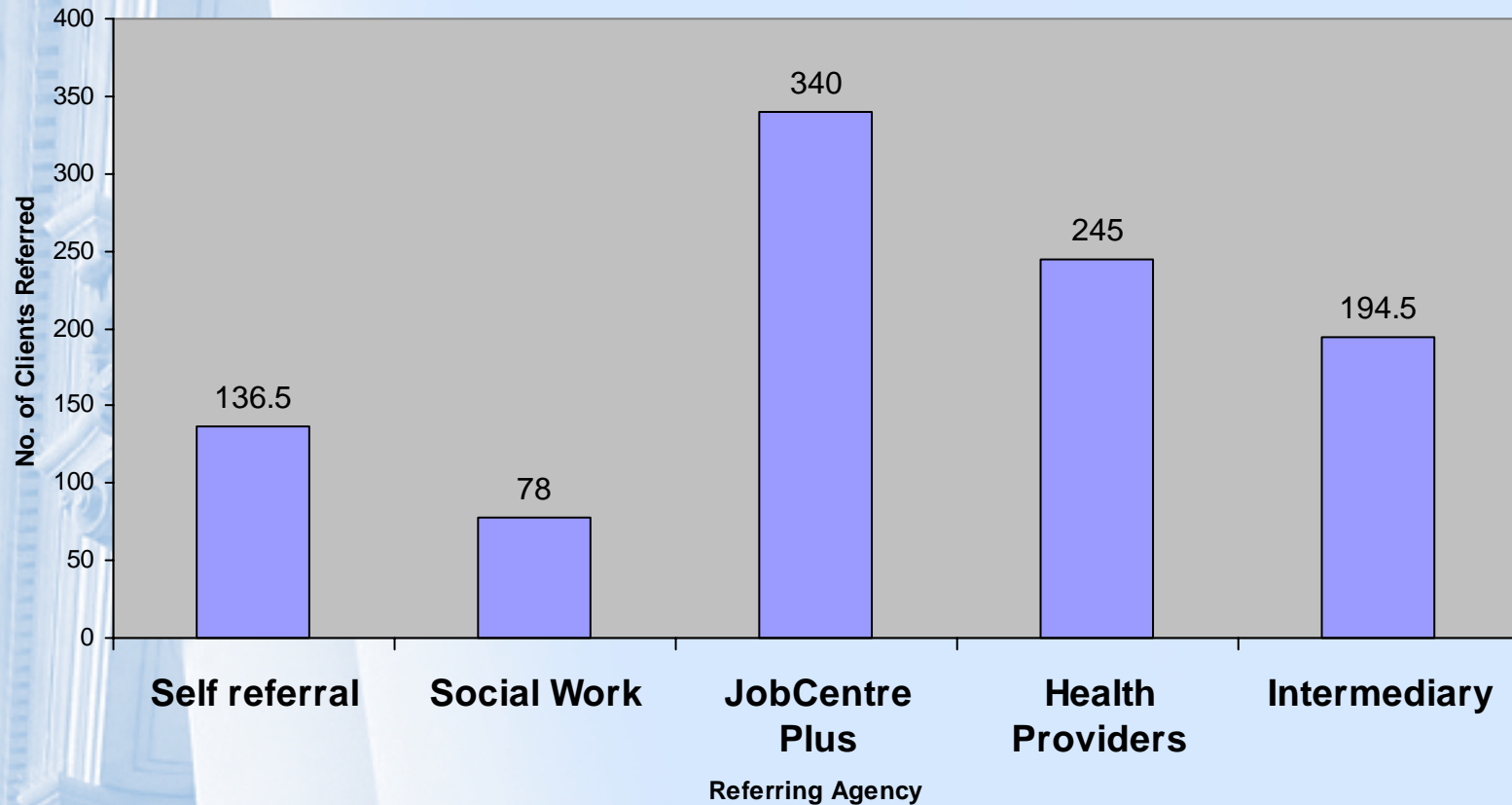
# Funding

- **No Funding for aftercare**
- **Aftercare offered on an 'as required' basis**
- **Have to continue to provide aftercare as no-where else to go.**

Less than 2 years funding	Between 2 and 5 years funding	Open Ended – annual approval or other
33%	39%	28%

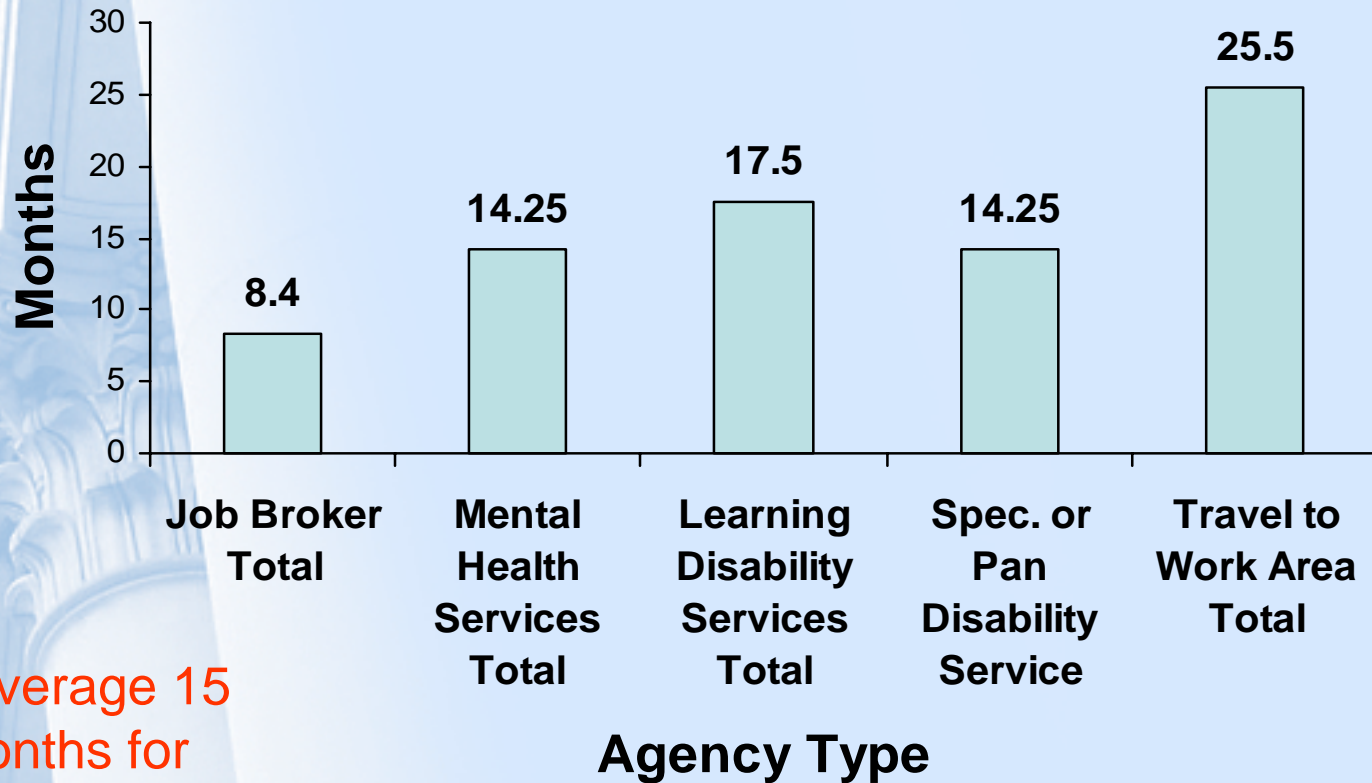
# Findings – Referrals (operational year 04-05)

Referral Sources - All Agencies



# Length of Time

## Length of Time for a Positive Outcome



**\*Average 15 months for positive outcome**

# Academies

**Napier University found distinctive features of the academy approach were:**

- **‘holistic’ or ‘client centred’ approach to trainees and employers**
- **emphasis on real work**
- **importance of partnership working**

*‘The Employment Academies Research’ – August 2005*

# Academy Experience

- **6 month period to 31.03.05**
  - **7% (56) of academy trainees registered as disabled – of this 16% (9) went into employment**
- **Lack of awareness**
- **Acknowledge and utilise intermediaries expertise**
- **More flexibility**
- **Rolling intake**
- **Info. too late**
- **Suitability of clients – unsuitable referrals**
- **SE model an ‘ill fit’**

# Training

- No minimum qualification
  - 72% (15) of respondents don't stipulate minimum qualifications for EDO position.
  - Relevant first degree - ?
- Training budgets – inconsistency
- No development of expertise – 'jack of all trades'
- Employability/Disability
- Diverse range of backgrounds
- Recognised qualification desirable BUT
  - Exclusionary
  - Creativity
  - Specific to one disability
- Diploma

The background of the slide features a light blue gradient with a faint, semi-transparent image of classical architectural columns on the left side. The columns are white with detailed capitals and fluted shafts, set against a darker blue background. The entire slide is framed by a thin brown border.

# Partnerships

- Informal
- History of networking
- Lack of formal protocols
- No ‘agency type’ gateway
- Constraints
  - Funding
  - Time
  - Dynamics

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## **Other Issues**

- **Overlap – everybody doing everything**
- **Consistency for client. Supported by the same person**
- **Sharing of employer contacts is limited**
- **Standard methods still used to identify employer/client fit**
- **Moving clients on.**
- **Retention work limited**



**Executive Summary**

**Introduction**

**Methodology**

**Analysis of Disabled Population**

**Existing Service Framework**

**Gaps and Opportunities –**

**‘preparing to meet the challenges of  
the new funding framework’**

**Future Developments**

**Conclusions – The Way Forward**

**Bibliography**

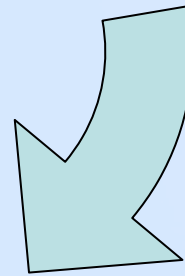
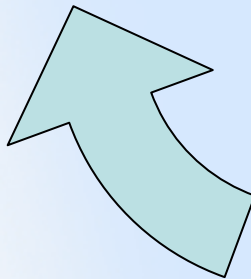
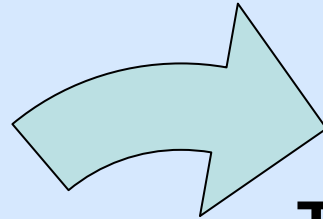
**Annex**

# What happens now?

**ACTION**

**THEMES**  
Report April/May

**PROPOSALS**  
CCP – Dev. Strategy  
Employability Forum



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Employability Forum



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