

Working Together for Employment and Inclusion in Edinburgh

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presented on behalf of the partnership by;
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Context: Edinburgh Labour Market

Labour Supply

- Working Age population	299,907	
- Claimant unemployment	6,717	(2.2%)
- Economically inactive	57,000	(19%)

Labour demand

- Vacancies (Service sector dominated)	4000/mth
- Employment growth est. (2005–2020)	30,000 jobs

High demand, but pockets of exclusion

- Employment rate c.75%, but some areas c.50%.

Clients harder to reach and harder to help



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Context: The Partnership Approach to Employment Policy & Action

Joined up for Jobs (JU4J): Employability Strategy

- **Local Partners:** City of Edinburgh Council; Capital City Partnership; Voluntary sector providers;
- **National Partners:** Jobcentre Plus; Scottish Enterprise Edinburgh & Lothian; Careers Scotland; Chamber of Commerce; Private sector employers.

Demand-led, client-centred & joined-up



Working Together for Employment and Inclusion in Edinburgh

- ESF Article 6 "Local employment strategies and innovation"
- Joined up for Jobs "plus"
- Linking Policy from local to national to European level



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Working together: Project Management

Steering group of key national & local partners

- JUFJ partner plus Scottish Executive, Trade Unions, Employer associations, Voluntary sector providers, Education sector

Thematic focused meetings

- EU Employment Policy, Entrepreneurship, Employability, ICT
- Key role in project oversight
 - Commissioned research & Pilot actions to inform policy/strategy development

Informed by Working groups

- Building on existing structure wherever possible
 - E.g. Partnership forum, Monitoring & Evaluation, ICT, ELP....



Working together: Key Activities

Research to aid strategic development.

- Baseline study to support existing LMI
- Prison Leavers Study
- Equal Ops/Training Needs Analysis

Enhanced communication mechanisms

- Development and testing of ICT systems to improve cross-organisational co-operation and referral.
- Joint funding of initiatives (Infrastructure Development fund).
- Working Capital and Website
- High level Conference.

Organisational capacity building

- Staff exchanges between key organisations.
- Link to TNA



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Baseline Study – Aims & Objectives.

Aims of Research

- To analyse trends in employment & inclusion in Edinburgh
- To review the provision of employability services
- To track progress and positive impacts of JU4J
- To gather stakeholders views on challenges and opportunities for future development of JU4J.

Identifying what works to provide a foundation



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Baseline Study – an effective strategy?

“JU4J has effectively provided a joint strategy for access to work in Edinburgh, in terms of better co-ordinating provision, and engaging a range of partner organisations, including employers. The strategy’s particular strength appears to lie in its capacity to provide an overarching framework for action on employability.....”

(Baseline Study – Executive Summary, ERI, page 6)



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Baseline– Selected Recommendations

- Key stakeholders should continue to aggressively “sell” demand led initiatives.....to employers (Recommendation 1)
- ...development of more longer term “transitional” work placement opportunities... (Recommendation 4)
- ...more strategic approach to engaging SME’s and supporting their involvement in providing training placements... (Recommendation 7)
- ...all providers should work together...ensure timing and organisation of pre–vocational and “academies” training complements each other... (Recommendation 16)



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Baseline– Selected Recommendations

- ...stakeholders need to work together to improve client tracking and assessment tools... (Recommendation 19)
- ...measures to strengthen and formalise lines of communication... between all stakeholders (Recommendation 20)
- ...general strategic–level review of potential funding streams... (Recommendation 21)
- ...how best to work with public agencies and other organisations in education, lifelong learning, health.. So that employability is “mainstreamed”... (Recommendation 22)



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Working Together: Emerging Questions

- What policy changes are necessary to empower local partnerships?
- How can funds be pooled to allow local funding partners to create an effective joined-up pattern of delivery relevant to their labour market?
- Can providers be funded in ways that offers incentives for effective joined-up working?
- What is the right division of labour between JCP and intermediaries and how can they work on joint targets?



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Questions

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