

Meeting of:

Working Together

for Employment and Inclusion in Edinburgh

STEERING GROUP

Held at: Capital City Partnership offices, 1 Canon Street, Canonmills, Edinburgh

Date: **22 September 2004**

Present:	Matthew Crighton (chair)	Capital City Partnership
	Stephen McMurray	Capital City Partnership
	Mike Chapman	Capital City Partnership
	Ken Shaw	City of Edinburgh Council
	Brian Martin	City of Edinburgh Council
	Colin Lindsay	Employment Research Institute
	Malcolm Greig	Employment Research Institute
	Sam Hardie	Women onto Work
	Karen Rennie	Edinburgh TUC
	Julie Bilotti	Scottish Executive ETLLED
	Mark Crawford	Edinburgh Retail Academy
	Christine Fitton	Edinburgh Lifelong Learning Partnership
	Peter Purvis	Into Work
	Sini Rinne	Cambridge Policy Consultants

Apologies:	Bruce Penman	West Edinburgh Action
	Sally McGreevy	Scottish Enterprise Edinburgh & Lothian
	Kenneth Wardrop	City of Edinburgh Council
	Ian Perry	City of Edinburgh Council
	Anne Lovering	Edinburgh Chamber of Commerce

1 **Minutes of the meeting held on 11 August 2004**

Action

Minutes were agreed as a correct record.

2 **Matters Arising**

a) Employability

Matthew Crighton tabled a summary of the policy implications which had arisen from the discussion at the previous meeting on employability. These were agreed, to be forwarded to the appropriate policy-makers. Julie informed the meeting that the Scottish Executive is developing an employability strategy, considering the barriers and cross-cutting issues relating to policy, practice and individual. It would be relevant to some of the work of the Health and Education Departments as well as her own. She had passed on the presentation and Matthew's report. Colin noted that the Employment Research Institute had put forward an employability framework to the Scottish Executive.

MC/KS

3 **Entrepreneurship and Joined up for Enterprise**

Brian and Mike gave presentations on the above subjects. It was agreed to circulate their Powerpoint slides. Sam Hardie commented that many of the people expected to have 'fuelling mindsets' to promote entrepreneurship were not temperamentally fuellers. Julie mentioned the Determine to Succeed project, with backing from the Hunter Foundation, to ensure school children have experience of entrepreneurship and the world of work.

Matthew pointed out the distinctions between entrepreneurship, which had a bearing on stimulating labour demand, and self-employment, which at times was just a re-configuration of labour supply (e.g. in the construction industry). As regards Working Together, self-employment was most important in relation to Social Exclusion, since it offered an additional route into work for jobseekers - for some groups, e.g. those with criminal records, it may be more feasible an option than employment. The relation between the two was that self-employment and the skills needed for it might be the foundation of entrepreneurship and the capacity to create a growing business. Mike talked about the enterprise guides working in disadvantaged areas of Edinburgh, as having a local person on the ground giving assistance, pointing people towards other help etc. He reported that 27% of unemployed people in a survey in Wester Hailes had said that they wanted to set up a business.

Ken talked about the perceived risk that individuals have concerning self employment, particularly the disadvantaged. Additionally, Mark mentioned that the benefits system works against self-employment and acts as a disincentive. Julie pointed out that there are few people on the New Deal for Self Employment.

Areas of further work identified in the discussion included:

- Treating self-employment as one of the options for jobseekers, establishing its own skill set which should be put alongside the different employability requirements of different employment sectors. Do the same factors (e.g. self-confidence) affect the likelihood of self-employment as employment?
- Researching the sectors which offer opportunities for self-employment
- Asking at the partnership forum how many clients are interested in self-employment and what efforts do staff make to support this
- Investigating the significance of debt as a motivation and a barrier to self-employment; and the disincentives in the benefit system – does this encourage people to start their businesses illegally before making them legitimate?

ERI
BM

MC

MC/KS

It was agreed to seek ways of integrating Joined Up For Enterprise activities with the Working Together Action Plan.

4 **Baseline Study**

Matthew welcomed Colin and Malcolm from the Employment Research Institute, which had won the tender for the Baseline Study. Colin ran through the stages of their approach to the baseline study, which consisted of 3 parts;

1. Analysis of labour market trends,
2. Review of funding and needs analysis,
3. Strategy review and analysis of strategic challenges.

Mark Crawford asked how participation in the interviews would be marketed to the interviewees, especially the employers. Colin replied people often were motivated by the chance to influence policy or programmes; and that the academies would be consulted about this and in sectors where they can already pass on employers' views it may not be necessary to speak directly to them.

Sam asked how ERI would avoid only speaking to pleased clients, to which Matthew commented that interviewees could be drawn from current beneficiaries of a wide range of providers, many of whom are a long way from positive outcomes.

Sam also suggested that it was especially important to speak to providers which are not funded by the key partners. Brian suggested that it was important to speak to front-line staff in both JCP and intermediaries, in order to assess how joined-up services are in practice. Colin agreed to try to take these points on board. Karen suggested that a trade union input alongside that from employers would be helpful.

MC/ERI

LTUCRC

5 **Conference**

Matthew Crighton spoke to the paper which he had circulated which made proposals about the objectives, themes and content of the Working Together conference. He explained the idea that it would seek to present conclusions from Edinburgh about the local dimension of implementing the DWP Building on the New Deal paper and the EES. This was endorsed in principle. Christine Fitton suggested including community planning as a topic. Brian Martin commented that other topics might be suggested in an interim report from the Baseline Study in January. He also reported that he and Ken Shaw had met with CESI to discuss the practicalities of organising such a conference. Sam Hardie suggested that imaginative formats for presentations be sought, rather than the standard 'talking head' style. The use of theatrical or other artistic means was thought possible. Karen thought that this should be used to put the experiences of the target groups at the start of the event. It was agreed to develop plans for the conference along the lines discussed and that a venue and budget should be investigated.

CCP &
CEC

6 **Implementation Issues**

The meeting noted:

1. that an evaluation framework had been drafted and would be circulated for comment.
2. that the Scottish Executive had approved in principle funding for a money advice pilot and that this could be integrated into the Working Together process
3. that the CCP was commissioning a trade union input from LTUCRC which also could be integrated into the Working Together process
4. that the employment-related elements of Regeneration Outcome Agreements, being prepared through the Community Planning process, should be considered an integral part of the programme and the Baseline Study would feed into this.

CCP &
CEC

Staff Exchanges

It was agreed that CEC would continue dialogue with Common Purpose about setting up a one day role-playing exercise which might also kick-start specific staff exchanges. In addition they would arrange to meet with Jobcentre Plus about their involvement in staff exchanges.

BM
BM

Interim Report

It was agreed that Ken Shaw would circulate a draft structure and that the draft Interim Report would be a main item on the agenda of the next meeting.

KS

Adaptability

It was agreed that this would be a main item on the agenda of the meeting on 15 December.

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7 **Next meeting**

1.00 pm Wednesday 3 November