



SLAED Employability Sub Group

30 April 2015

Callendar House, Falkirk

Present

P Smith Falkirk, S Lundy Inverclyde, C Summers West Lothian, C Forbes East Lothian, S Inrig Renfrewshire, J Gair Highland, S Carey South Lanarkshire, A Muir North Lanarkshire, J Adamson Clackmannanshire, L Burgess Dumfries and Galloway, E Allardyce Aberdeenshire, L McAllister Fife, V Robinson City of Edinburgh, C Fisher Stirling, J Paterson Argyle and Bute, C English West Dunbartonshire, G Gallacher West Dunbartonshire, D Carter Clackmannanshire and I Gilchrist Falkirk. (H Mackie Falkirk joined the meeting for the CJS discussion)

Apologies

J Farrow, Scottish Government, D Hashagan, South Ayrshire, A Petrie Angus, H Farquhar, Aberdeen City, A Millar, Dundee, A O'Henley, North Ayrshire, B MacKinnon, Highland, S Honeyman, Glasgow, L Neill

At the start of the meeting P Smith noted the group's condolences to Joanne on the recent death of her father.

- **Minutes and actions January 2015**
- Employability Fund – Contract awards now allocated, it was noted most LAs received what they bid for. There have been no major issues noted from providers who had their allocation cut, or removed based on their performance.
- Regional Skills Assessments - An evaluation report is currently being finalised by TERU on behalf of SDS and will be circulated in due course.
- Co-location – It was noted that no templates have been returned to date – V Robinson will follow this up
- DSYW monies for 14/15 – It was noted these monies were allocated in March 2015 to each LA. The allocation for 2015/16 is currently being discussed with other agencies looking to access this fund as well as LAs. Ideally the allocation will be agreed as soon as possible to enable spend to be planned. The Scottish Government will be requesting information on how the previous monies have been spent and what the contribution has been to DSYW outcomes. It was noted that close alignment with Education and Employability would aid this process as there would appear to be tensions over what the money is for and who is entitled to it.

- Change Themes – It was noted that there was no transparency on what the actions and priorities of the change Theme Groups were. P Smith reported that Change Theme 4 had not met for a while but that the access to apprenticeship report commissioned from TERU was due to report soon.
- Invest In Youth Regional Groups – It was noted that two groups have =been established to date in Aberdeen and Glasgow. Others are close to forming, however the value of these groups was questioned as they are not always aligning with the existing strategic structures and processes for employability activity. The general consensus is that the groups are being driven by the needs of Education and Colleges with Scottish Government direction. It was agreed SLAED should highlight there concerns to COSLA and Scottish Government. It was noted that the Chamber of Commerce is looking to lead on this activity in some areas
- Work Experience Standard – There was disappointment indicated in that work experience standard was not being developed as an all age, universal standard and that this was likely to cause confusion with employers and was an opportunity missed to align paperwork and processes etc.
- SOLACE – It was noted that SOLACE where interested in supporting the Employability priorities identified at the conference and that P Smith was planning to meet with E Murray, E Green and K Winters to discuss.
- SLAED Website – It was noted that this was in a final phase of construction by the Improvement Service, P Smith circulated a screen print of the SLAED web page showing the executive and group set up.
- Universal Credit - There was a discussion around the introduction and roll out and it was noted to date there was minimal impact on employability services. However it was recognised that there was a need for more in-work support and it was noted that there was scope to utilise ESF Inclusion ESF to target those who are in work and in poverty.
- Economic Outcomes Programme 2 – It was noted that all Local Authorities had signed up to this and that it would be useful for the Improvement Service to attend the next meeting to bring colleagues up to speed with proposals.

Actions

- ***P Smith to RSA circulate report when available***
- ***V Robinson to review then reissue co-location template returns***
- ***P Smith to circulate TERU access to apprenticeships report when available***
- ***P Smith to take the SLAED view on the Invest in Regional Youth Groups to Scottish Government and COSLA***
- ***P Smith to circulate Letter to Chief Executive re EOP2 and to ask IS to hold a Workshop to raise awareness of on-going Economic Outcomes activities.***
- ***S Carey to circulate paper on activities in South Lanarkshire re in-work poverty.***
- **Employability Conference Report**

2.1 The report was discussed and it was recorded as an accurate representation of the conference. It was also noted that the conference was beneficial the topics were current and relevant and it was agreed the event should be repeated annually.

- 2.2 A date of 10th and 11th March has been proposed for next year again at the Stirling Management Centre. P Smith invited others to participate in the organising of the event and it was noted that a small budget was being held by SLAED to help towards the costs.

Actions

- ***P Smith to ask IS to publish the report on the SLAED web site***
- ***P Smith to check venue for March 2016***

- **Scottish Government Update**

- 3.1 In J Farrow's absence P Smith provided a brief update on the re-structuring of the Employability and Skills Directorate to focus on Youth Employment and Fair Work. It was noted that there will be an increased focus on older long term unemployed and vulnerable job seekers. It was also noted that the transfer of UK employability services to be discussed later in the agenda will have a future impact.

Actions

- ***P Smith to ask J Farrow to provide details of structural changes and areas of responsibility within Scottish Government***

- **Community Jobs Fund Evaluation – Alex McTier, TERU**

- 4.1 S Lundy who is the SLAED representative on the Community Jobs Scotland Management Group provided an update and it was noted that for the next phase there is a change in the targeting of clients, looking at offenders, care leavers and clients with additional support needs. It was noted that this should be aligned through the Local Employability Pipelines. Some events are being planned in the early summer so that jobs can be advertised by 13 July 2015. It was suggested that Local Authorities are given details of previous number, future numbers and the current allocation methodology as this had been previously agreed and had not happened.

- 4.2 It was noted that S Lundy would be developing a protocol with SCVO for general agreement and that this would cover some of the points around communication and information sharing.

- 4.3 P Smith welcomed A McTier and S Lundy set the context for the evaluation, a paper posing three questions was circulated and the group discussed each area:

- 1 – How is CJS effective at supporting young people into sustained positive outcomes?*
- 2 – To what extent is CJS aligned with Local Employability Partnership provision?*
- 3 – How can CJS better support young people into sustained positive outcomes?*

There was extensive discussion and a number of key points were recorded in respect of the consensus of opinion of the on the areas explored. It was noted that additional focus group workshops are being arranged in Glasgow and Edinburgh - invites to be sent out soon.

Actions

- ***S Lundy to circulate report on CJS job outcomes and circulate draft protocol with SCVO for agreement***
 - ***P Smith to circulate details of workshops***
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- **European Structural and Investment Funds 2014-2020 Update**
 - .1 An update on the current position outstanding tasks and issues was discussed and it was noted that 21 LAs has submitted a pipeline bid with only 1 LA submitting for Poverty and Social Inclusion. The Scottish Government have been in communication with the EU Commission and there may be workshops for LAs in mid-May. P Smith took the opportunity at a meeting with Scottish Government to propose that the 11th May deadline could be extended and Scottish Government will consider this. It was noted that the S Rankin letter to LAs was very general and being copied to CEOs which was not helpful. M Leitch has supplied information to SOLACE to ensure CEOs have a full understanding of the process so far. It was noted that there was a workshop of Friday 1st of May which would discuss the matters outstanding and agree a way forward.
 - .2 Third Sector Challenge Fund – S Inrig provided an update and it was noted that there had been no further progress since the networking event in February, the meeting scheduled for last week was cancelled and a new date is still to be set. It was reported that SDS is in a similar position to LAs as they are awaiting feedback on their Strategic intervention application with the same outstanding issues requiring resolution.
 - .3 Poverty and Social Inclusion – D Carter provided an update regarding the meeting on 24th April 2015. It was noted that most LAs had completed a survey detailing the proposed activities. D Carter has a contact list for each area and will also copy information to P Smith and M Leitch who will circulate to their respective groups. D Carter reported that as part of this strategic priority Local Authorities have been asked to develop interventions that enhance the delivery of their local employability pipelines. It was agreed that a critical part of these this work will be the link to the employability pipelines. Whilst activity will be around poverty and social inclusion it will be with the purpose of engaging participants in employability and, when engaged, supporting active participation. Further guidance on what can and can't be included in this fund has been requested. D Carter also provided an update on the Big Lottery who will be working across 5 LA areas.

Actions

- ***D Carter will discuss the application deadline with the SLAED Euro group Friday 1st May 2015 and M Leitch will circulate any relevant updates***
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- 6. **Youth Employment Scotland**
 - 6.1 P Smith circulated some key bullet points regarding a proposed revised Employer Recruitment Incentive which would potentially go live on 1 July after the YESF targets have been achieved.

- 6.2 It was noted that a report was being considered by the COSLA Education and Young People Executive on 18th May and then COSLA Leaders on 29th May. There was a discussion around ERI and YEI and the impacts of the proposal. P Smith will be attending a further meeting next week with SG and SDS.

Actions

- ***P Smith to circulate report post COSLA and provide an update as appropriate***

7. Smith Commission – Devolution of Employability Programmes

- 7.1 There was a discussion around the SLAED/COSLA paper. The group agreed to the key messages within the paper which will form the basis of a Local Government position. It was noted that a report will be presented to the COSLA Economy Executive on 15th May and Leaders group on 29th May.

Actions

- ***All to e-mail comments to P Smith by 1st May. P Smith will forward comments to G Robson and circulate report for information.***

8. AOCB

- 8.1 Scottish Business Pledge - P Smith outlined the proposals and circulated the circulated the COSLA Report. There was a discussion around the implementation of the pledge and some of the potential issues, with a desire to make work pay and tackle in work poverty. It was noted that pledge is due to be launched in May 2015.
- 8.2 Foundation Apprenticeships, Access to Apprenticeships and Higher Level Apprenticeships – SDS to be invited to present on these three strands of activity in relation to DSYW.
- 8.3 TERU Evaluation of Employability Pipelines – It was agreed that a presentation on this research would be useful P Smith to discuss with M Gautier and J Farrow.

Next meeting 25th June 2015 @ Callander House Falkirk 1015 - 1530

Action – All to consider agenda items and speakers for future meetings and e-mail P Smith.