supporting, developing and representing community groups, voluntary organisations, social enterprises and volunteering



#### Fife Employability Forum

Improving employment outcomes for the people of Fife

Wednesday 29 January 2014

Facilitated by Carolyn Stenhouse, Avanté Consulting

supporting, developing and representing community groups, voluntary organisations, social enterprises and volunteering



## Fife Employability Pathway Commissioning Framework

Pegs Bailey, Fife Voluntary Action



#### **FEP Commissioning Framework**

- The story so far
- Key highlights
- Next steps



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#### **Fife Employability Pathway**

#### Fife Employability Pathway

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

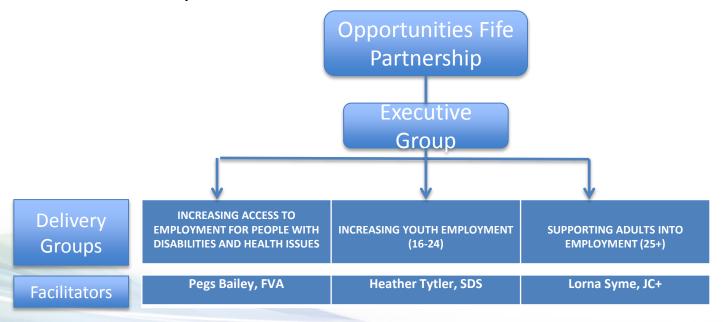
STAGE 1 STAGE 3 STAGE 4 STAGE 5 STAGE 2 Engagement Support to Vocational In work Job brokerage overcome barriers activity and job matching aftercare C · Supporting access Personal Job Search • Employer · Support to help and referral to Development Core skills employee retention engagement & Pathway Services ◆ Basic life Skills Career Guidance including subsidised support ◆ Engagement Specialist support Skills Training Innovative employment Ε through targeted Work Placements Intermediate e.g. Debt/financial, approaches outreach in • Enterprise awareness Labour Market homelessness, including Fife N communities substance misuse etc. Voluntary work 'Employer Offer' Initiatives T · Identification of Adult Basic Occupational Initiatives to Supported needs. Education (ABE) Health Support employment tackle in-work poverty S · Active engagement **English for Speakers**  Up-Skilling the Mentoring with key of Other Language workforce intermediaries (ESOL) · Provision of and agencies business skills for social enterprise and self employment Childcare Support

Effective client assessment, case management and use of FORT (Fife On-line Referral and Tracking) to measure progression



#### **Opportunities Fife Partnership - 2013**

- Aim: to develop and oversee the implementation of labour market driven approaches to skills and employability services for individuals which reflect the needs of employers.
- Chair: Cllr Tony Martin





#### Fife Employability Pathway Review -2013

- 7000 clients registered on FORT, July 2011-June 2013
- 24.4% moved into employment or self employment
- 45% clients on JSA and shorter-term unemployed
- 27% of total registrations from most deprived 20% of datazones
- Rough estimates of costs per job outcome from £4,700-7,200



#### Fife Employability Pathway Review -2013

- Single Commissioning Strategy for all services
- The impacts of Welfare Reform
- Clarity on service gaps to be commissioned
  - Stage 2 support for people with mental health and disability issues
  - IT Skills
  - Stage 5 support for job sustainment and progression
  - Re-focussing on most deprived areas in Fife
- Ideas for service delivery approaches



#### **DRAFT FEP Commissioning Framework 2014**

- Morphed from Fairer Scotland Fund guidelines
- Incorporates ESF 2014-20
- Strategic Outcomes
  - Barriers to employment removed
  - Increased long-term unemployed into employment
  - Increased no. participants from most deprived 20% SIMD areas
  - Maximised use of volunteering to improve employment outcomes
  - Referrals and progression through pathway effectively managed



#### **DRAFT FEP Commissioning Framework 2014**

#### **Target areas for investment**

Long-term unemployed (incl. Work Programme Leavers)	People with disabilities and health problems	Ex-offenders
School leavers at risk of becoming NEET	Looked after young people	People with family/caring responsibilities
Building IT skills	Building literacy and numeracy skills	Building volunteering as a route to employment



#### **DRAFT FEP Commissioning Framework 2014**

- FSF priority spend on 20% SIMD areas
- FSF only guaranteed 2014/15, but assumed beyond
- Fewer, larger projects commissioned
- Timetable for applications being developed
- Assessment criteria being developed
- Payment: core amount + outcome based payments
- Estimated Budget available 2014/15:
  - ESF £.9m
  - FSF £1.2m
  - Employability Fund, Flexible Support Fund, Fife Council



#### **Next Steps**

- Discussion at Forum today
- Feedback to OFP Executive Group
- Further development of Commissioning Framework
- Finalisation of ESIF 2014-20 plans
- Framework approved by OFP
- Commissioning begins!



#### **Questions?**



#### **Bruce Penman**

Manager of WEACT Services Edinburgh College



#### The Consortium

- Edinburgh College (Lead Partner)
- Community Renewal
- Volunteer Centre Edinburgh
- Forth Sector



#### The Contract

- Integrated Employability Service
- May 2012 for 2 years plus 2
- £1.25M per year
- Areas of deprivation across Edinburgh
- 3000 unemployed clients per year
- 45% into positive destinations



#### The Contract

- Case Management at any stage of pipeline
- Pipeline Stages 3, 4 and 5
- Including Volunteering Support
- Including Mental Health Support
- Transitional Childcare Funding
- Integration and Partnerships!



#### Initial Challenges

- Finding the partners
- Legal Technicalities (Procurement Rules, TUPE)
- Assessing the risks (including analysing the funding model)
- Bid competition
- Integrating partners views in the Bid



#### More Challenges

- Cashflow
- Administration of internal payments
- Caselink and Eurosys Administration
- Performance management
- Strategic Integration of Services (Challenge Fund, JSA, SDS, Work Programme etc.)



#### Successes

- One core service in Edinburgh, not four
- Some indications of strategic service integration
- Achieved engagement target
- At 90% of outcome target



#### Contact

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### My Shout: Information, news, share experience, share an issue etc.



## **Buffet Lunch: Upstairs in the gallery**

Thank you.