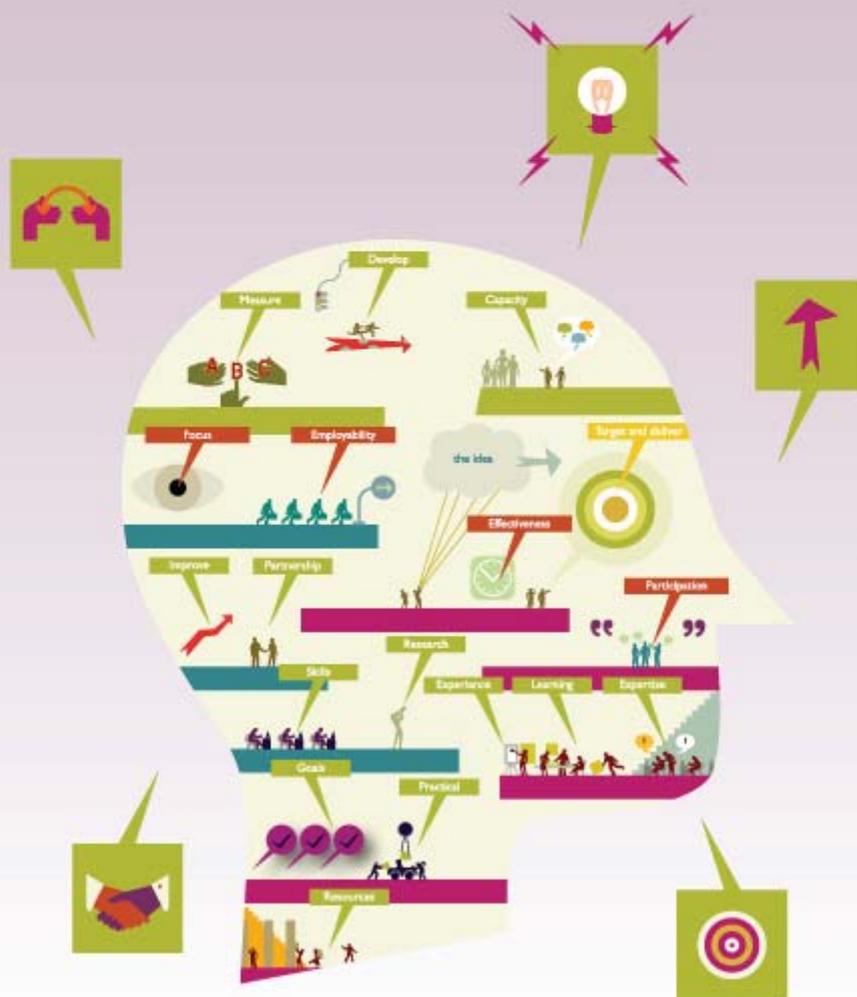


# Employability Learning Network Event Summary

A Common Approach to Assessment:  
Meeting the employability needs of our clients

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## Background

Increasingly there is a growing awareness of the importance of the contributions of a wide range of services to help enhance employability, particularly when working with clients presenting with multiple and complex needs. In order to work most effectively services need to come together to provide a pipeline of services, ensuring seamless pathways for clients. Most organisations charged with delivering services utilise client assessment in one form or another.

## Event Aim

Delivered to showcase the work of the National Delivery Groups' Common Assessment Sub Group, the aim of this event was to increase awareness of the benefits of improved assessment within employability services. The event aimed to achieve this through helping delegates develop a deeper understanding of the assessment process, and working in partnership in order to share information more effectively.

Additionally the event aimed to:

- Clarify what is meant by 'common assessment'
- Provide helpful resources such as training material which can be used within your own area
- Demonstrate the benefits of a common approach to assessment for both organisations and clients



## Summary

Employability and More Choice More Chances leads from each Local Authority area, along with their non-traditional employability partners heard from the following speakers:

*Liz Catterson & Cyril Hellier from The Scottish Government.* This presentation provided an overview of the work of the Common Assessment Sub group, an overview of the Needs Led Model and the principles of effective partnership assessment.

*Professor Alan McGregor from the University of Glasgow.* Alan's presentation outlined the benefits of a common approach to assessment, themed around the benefits for clients, for frontline staff and for organisations.

*Fiona Burns, Scottish Funding Council, Julie Ann Jamieson, SDS, Blythe Robertson, eCare.* This workshop concentrated on a national perspective and provided delegates with an opportunity to hear of the practical uses of common assessment within other sectors.

*Lynne MacDougall, TERU, Grant McDougall, Dundee, Yvonne McBride, North Lanarkshire.* This workshop concentrated on local implementation of a needs led model. Delegates were introduced to the training materials that have been developed and heard about how these were implemented in Dundee and North Lanarkshire.

*All the presentations, and training materials, can be viewed by clicking [here](#)*

*Universal Comedy* performed two sketches at the event. One concentrated on demonstrating a poor customer experience in terms of employability assessment, and the actors then went on to provide a sketch outlining what a better customer experience would look like. Both sketches can be viewed on the employability in Scotland website by clicking [here](#).

## Next Steps

During the summing up session it became clear that different areas are at different stages of developing and implementing a common approach to assessment. Delegates were asked what additional supports they would like to see in order to help progress this model. Responses included:

- Revisit the event in 6 months time, to consider developments and share practice
- Further information on what has worked well and what has not
- Sharing good practice in relation to the implementation of either the training materials or a common assessment framework

It was agreed on the day that a discussion thread would be set up on the Employability Learning Networks online Community of Practice in order to share information. This can be accessed by clicking [here](#).

The Common Assessment Sub Group will meet in November 2009 to discuss how to take the other recommendations forward. Further information will be posted to the online Community of Practice as it becomes available.

## Evaluation

Analysis of completed evaluations from the event confirmed that:

- All delegates felt that the event met its intended aims
- 97% of delegates thought the event was interesting and informative, and that there was the right balance of presentations and workshops
- 93% of delegates agreed that the event helped to identify key issues for action / ongoing development

Additionally some of the additional comment from the day included:

- *"Great event - thanks!"*
- *"Lots of key actions - will focus on bite sized chunks"*
- *"Data sharing is important to us at the moment and I am going to make sure that local partners improve procedures in this."*

