Aberdeenshire Employability Strategy

Definition of Employability
Employability is defined as the combination of factors and processes which enable people to progress towards or get into employment, to stay in employment and move on in the workplace.

Vision
Our vision is to provide a joined up approach to ensure there is a range of employment services and opportunities for vulnerable and disadvantaged groups and individuals living in both urban and rural areas. This will enable individuals to enter, sustain and progress in the labour market.

In Aberdeenshire we aim to achieve the following Outcomes:
1. A reduction in the number of individuals and families reliant on welfare benefits
2. Joined up services and working smarter together to reduce duplication and maximise impact of services
3. More individuals progressing, staying or moving on in employment
4. A reduction in the barriers to sustained employment
5. A reduction in homelessness
6. An alignment of funding to target partners' strategic priorities
7. The linking of employment opportunities and need
8. Raise awareness of the employability agenda with supporting services
9. The provision of a clear, managed progression route for all individuals into employment, volunteering or training.

What Actions shall we carry out to achieve these Outcomes?
1. Support the further development of client focussed services which assist people with additional employability needs to enter, sustain and progress in employment
2. Use clear communication between agencies and organisations about the employability and support services available across Aberdeenshire to create a seamless service of provision
3. Establish an employer engagement process to ensure employers are part of the employability process
4. Involve people on unemployment and health related benefits in the process of developing the services they require to move into learning, training, volunteering or employment
5. Establish an Aberdeenshire employability group under the Tackling Poverty and Inequalities Group of Aberdeenshire Community Planning Partnership to provide strategic support to all employability service providers in Aberdeenshire
6. Reduce unemployment for 16-24 year olds.

The Employability "pipeline"

The following "pipeline" has been developed to illustrate the journey to work. This will assist the partnership in working together to take individuals along the path into work.

An illustration of the Employability Pipeline				
	→	→ →	→	→
Client's position	Personal Development	Not job ready	Job ready	In work
Main aim of the service	Personal development assistance towards work or employment	Alternative, intermediate and/or transitional labour markets	Support into employment	In work support

Why do we need a Strategy?

Many parts of Aberdeenshire experience an excellent quality of life with good employment prospects, high standards of health care and low levels of crime. However, there are pockets of deprivation, both in urban areas where people may experience disadvantage due to problems associated with low income, poor health or low educational attainment, and in small or remote rural communities, where lack of access to employment and services such as learning opportunities can be a problem.

By working together in partnership to improve services we will enable more people in Aberdeenshire to enter and sustain employment thereby increasing income, improving health and wellbeing and reducing dependence on welfare benefits.

This Strategy supports the strategic objectives of a range of national, regional and local plans including the local outcomes in the Single Outcome Agreement.

Who is responsible for this Strategy?

The Aberdeenshire Employability Strategy Group was formed in late 2008 to develop an Employability Strategy for Aberdeenshire and to provide strategic support to all employability service providers in Aberdeenshire. The Group is a sub group of the Tackling Poverty and Inequalities Strategy Group of Aberdeenshire Community Planning Partnership.

Membership of the Employability Strategy Group includes the following partners: