

# Employability Learning Network Case Study



## Joined Up for Jobs (Edinburgh) Employability Partnership June 2009



**Contact:** Joanne Farrow  
Employability Team, 5th Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU

**Telephone:** 0300 244 1337 | 07919 298 125

**Email:** [joanne.farrow@scotland.gsi.gov.uk](mailto:joanne.farrow@scotland.gsi.gov.uk)

## The Partnership

'Joined up for Jobs' (JufJ) partnership in Edinburgh is the job strategy sub-group of the 'Capital City Partnership' (CCP) which focuses on social inclusion. The members range from public agencies to employers.

The current specific aims of the partnership are:

- To increase the employment rates in Edinburgh.
- To close the employment gap between the worst affected areas in Edinburgh and the city average.
- To reduce the number of people claiming workless benefit.

In 2002 Edinburgh City Council created this partnership in an attempt to join up the services which helped move people into work, and the services which helped employers recruit the correct people.

Initially the work focussed on establishing a vision which focused on two things; firstly people with specific barriers to work (e.g. people in prison, people with addictions) and secondly, working with employers to set up 'Sector Academies'.

## The Challenges

### Strategy

With over 70 organisations delivering services in the city, much of the time in the beginning was spent exploring what is meant by 'working in a joined-up way' and what the barriers are to joined-up working.



### Partners

Some individual partners feel that the biggest challenge has been to understand the role of each partner, their relationship to the other partners, and the various initiatives. This may be because the partners are representing their organisation as only part of their job, therefore a consistent allocation of time is an ongoing difficulty.

### Membership

Neither community organisations nor the voluntary sector are currently directly represented within the JufJ partnership. This is because the main focus of the partnership is to determine employment policy and strategy, which to date has involved only those organisations which have a specific budget for this.

## The Solutions

### Strategy

JufJ was invited to bid to be a 'pathfinder' for Edinburgh city's strategy. This formalised the partnership's strategy, while the main elements remained as they were.



Matthew Crighton, Jobs Strategy Manager CCP, reports that “the overall direction has remained the same since 2002, but the sophistication, the detail or the complexity have developed.”

### Partners

The difficulties of understanding each other and the complex roles have been met head on by the partners and they feel they have benefited from the time taken to ensure this understanding. There is a “genuine desire to succeed” within the partnership, as one partner expressed it.

### Membership

The issue that some people and clients groups were not engaging with employability support was tackled by involving NHS Lothian in the partnership. This allowed access to people, assisting them to consider working as an option.

Additionally, to broaden membership ‘Sector Academies’ have been introduced to support employers from specific sectors (e.g. construction, retail) to develop employer skills (e.g. recruitment training).

### The Impact

Matthew Crighton’s view on the impact of the partnership is that “we put in place processes which draw more people into employability, we make employability work better and we engage better with employers and therefore more people get into work than otherwise would do. But can I show that? Only at the level of individual projects.”



Two such projects are ‘CORE’ and ‘Passport’. JufJ have supported the ‘CORE’ group, which assists people leaving prison to gain employment. CCP and JufJ have also been able to contribute significantly to the development of ‘Passport’, a line management information system which supports employability case management.

### Support Required

JufJ did not receive direct support from the Scottish Government at their conception and it is the view of Matthew Crighton that this did not have a negative impact. However, Matthew feels that the Scottish Government can assist the progression of JufJ. This could be done by ensuring local partnerships are involved in configuring national services (e.g. Skills Development Scotland), and, by liaising with the Scottish Funding Council and the NHS to widen the awareness of employability.



## Next Steps

Moving forward, JufJ has the goal to include representatives from the voluntary sector in some of their sub groups where their expertise will be invaluable.

The future aspirations of JufJ is to be transparently joined up, clearly deploying existing resources around a shared plan and shared vision.

More specifically, future aspirations are: the upgrading of skills as an objective alongside that of getting people into work, assisting people who are in insecure temporary work to progress upwards to secure stable employment, and to measure the impact the partnership has on employment levels.

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