

**SCOTTISH FUTURE EMPLOYMENT SUPPORT SERVICES ADVISORY GROUP  
NOTE OF MEETING HELD ON 24 FEBRUARY 2016  
Scottish Government, 150 Broomielaw, Glasgow, G2 8LU**

**Present:**

Professor Alan McGregor, Director of the University of Glasgow's Training and Employment Research Unit (Chair)  
Nick Butler, Labour Market Interventions Strategy Unit, Department for Work and Pensions (DWP)  
Alastair Cameron, Chair of TSEF  
David Coyne, Policy Advisor, Skills Development Scotland  
Joanne Farrow, Employability Implementation Lead, Scottish Government  
Andy Lobban, Employability Implementation, Policy Officer, Scottish Government  
Stephen McConnachie, Group Partnership Manager, Jobcentre Plus (Scotland)  
Mike McElhinney, Head of Employability and Skills, Scottish Government  
Kirsty McHugh, Chief Executive, Employment Related Services Association (ERSA)  
Stuart McKenna, Scottish Training Federation  
Katherine Peskett, Scottish Government  
Neville Prentice, Senior Director of Service Development & Delivery, Skills Development Scotland  
Colin Robertson, Employability Policy Lead, Scottish Government  
Laurie Russell, Co- Chair ERSA Scotland  
Pamela Smith, Chair of Scottish Local Authority Economic Development (People) Group, Scottish Local Government  
Paul Stuart, The Scottish Council for Development and Industry

**Apologies:**

Liz Cameron, Chief Executive, The Scottish Chambers of Commerce  
John Kemp, Director of Strategic Development , Scottish Funding Council  
Ross Martin, Chief Executive, The Scottish Council for Development and Industry  
Dave Moxham, Deputy General Secretary, The Scottish Trades Union Congress  
Sally Witcher, Chief Executive, Inclusion Scotland

## **Welcome and Introductions**

Prof. Alan McGregor welcomed everyone to the fifth meeting of the Future Employment Services Advisory Group.

## **Minute and Actions from Last Meeting**

The Minute of the last meeting was agreed, and it was noted that there were no outstanding actions.

## **Scottish Government Update**

Katherine then updated members on the Fiscal Framework agreement, which was reached yesterday. Draft Heads of Agreement will be published for scrutiny by Parliament by the end of this week. It was noted that this agreement would ensure that there would be no detriment to the Scottish Government's budget as a result of the devolution of powers during the transition period, for the next six years to March 2022. It is anticipated that this agreement will ensure that the required Legislative consent motion will be passed by the Scottish Parliament prior to Purdah (24<sup>th</sup> March 2016).

Scottish Government officials advised that the joint working with DWP was much improved and information provided recently by DWP had been most helpful.

Mike provided an update on the Cabinet Paper, due to be discussed by Ministers on 1<sup>st</sup> March. This paper outlines a range of options available to Ministers within the funding envelope available and the tight timescales which we are working to. It was agreed that Cabinet decisions would be communicated to Advisory Group members as soon as possible after the meeting on 1<sup>st</sup> March.

<b>Action: Joanne to advise Advisory Group members of Ministerial decision post cabinet meeting.</b>
--

Colin then provided a presentation on possible programme modelling for devolved employment support. This included an outline of key policy drivers – informed by the consultation analysis, design parameters, client definitions and draft payment models. The presentation was delivered to invite comment and feedback from members.

Nick Butler commented that many of the items for consideration were similar to UK Government/questions around support. Nick reminded members of the White Paper on the Work and Health Programme currently being drafted by UKG.

There was good discussion amongst members, with a number of helpful comments and considerations. Members agreed to continue to support and feed into the modelling work.

## **Integration and Alignment**

Members had previously agreed that, with a limited financial settlement from DWP, integration and alignment of existing services would be key to future service delivery. The discussion centred around three key questions:

- Identifying current good practice across Scotland e.g. employability links with health, criminal justice, etc.
- Are these widespread? If not, why not?
- Role of Scottish Government in removing barriers?

Comment from the members suggested there are good examples of integrated services both here and abroad. Some of the comments included:

- Lessons could be learned from the Public Social Partnerships (PSP) where the public sector worked in partnership with the third sector.
- An example in England was the Big Lottery funding of Talent Match – targeting young people furthest from the labour market.
- The need to remove barriers from the top of an organisation down.
- Education and Skills: DWP looking at taking customers in education, improving the numbers of pupils remaining in school and looking at transition from education to work.
- The need for Integrating and overlapping was important to avoid having to start again with the customer as they moved out of education.
- Things working well still need to be evaluated.
- What worked well before, might be different now, as changes are taking place which may affect current process. E.g. because funding has changed.
- Health & Social Care offers good example of integration and alignment.
- Co-location can make a difference for example the setting up of GP's in employment centres and vice versa in England.
- Piggy Back (Collaborate) with Occupational Health Service regarding condition assessment and action plans.
- Employability often used to reduce offending, look at small scale interventions and how they can be upscaled.
- The need to have employability recognised as a valid health outcome.
- Complete diagnostics of customer needs – data needs a streamlined, consistent approach.

**Action:**

- **Small group of interested members to work alongside SG to look into Integration and Alignment and formulate ideas (Joanne)**
- **Share work carried out to date on Education and Skills (Neville Prentice)**

**AOB**

It was noted that the date of the next meeting is 20<sup>th</sup> April 2016.