

# THIRD SECTOR EMPLOYABILITY FORUM



- **Influencing employability policy and practice agendas at a local, Scottish and UK level**
- **A collective voice for the Third Sector on employability issues**

*Influencing employability policy and practice*

## TSEF WIDER FORUM 23RD MARCH

We had an excellent turn out for our Wider Forum on 23rd March which covered a wide range of issues.

Delegates were presented with the very latest information on the interim arrangements for Scotland's new Work and Health Programme by Michael McElhinny, Head of Employability Unit and Colin Robertson, Employability Policy Lead, Scottish Government Fair Work Directorate.

Updates on the DWP and Jobcentre Plus context were provided by Allan Clifford, Partnership Manager with DWP.

Members were encouraged to give feedback on recent events and discussions were had around the priorities for the coming year.

A call was made for new recruits to the Executive Group and members were given advance notice of a secondment opportunity that will arise shortly to support the Forum.

After lunch, delegates learned about the Health, Disability and Employment (Early Interventions) Project and research carried out by Scottish Government's Policy Unit, led by Andrew Drought, Policy Adviser.

Members took time to respond to the latest phase of TSEF's consultation on Scotland's future employment services, mapping out their thoughts on the theme of Integration and Alignment.

The day was rounded off with updates from Mike O'Donnell and Tommy Cuthbert from Skills Development Scotland, exploring ways that TSEF can better influence policy and practice within SDS services.

Thanks to everyone who contributed to such a lively and informative event.

Alastair Cameron—Chair

## ABOUT US...

The Third Sector Employability Forum (TSEF) works to develop the capacity of the sector in relation to both employability policy development and delivery of services in Scotland. TSEF provides a forum for third sector organisations with an interest in employability policy and delivery to develop common positions and share experience. There are an estimated 400 third sector organisations active in the employability agenda in Scotland and the Forum's priorities and activities are directed by this community.

SPRING 2016

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## EXECUTIVE GROUP MEMBERSHIP

An Executive Group for the TSEF was established in 2011, supported by a Chair. The Executive Group represents the wider TSEF on employability matters, provides support and advice, and works together with the wider forum to influence the employability agenda in Scotland and the UK. Members of the Executive Group lead on specific issues as required and represent and report back to the Forum on a range of advisory groups and Government led work streams. In order to maintain a flexible and responsive dynamic, the Executive is formed of no more than 12 employability representatives, supported by a Chair.

### **We would like to recruit three new members to the Executive Group**

The Executive Group meets 6 times per year, normally in central Glasgow. Meetings usually last around 3 hours. Typically, Executive Group members will also participate in a similar number of separate planning meetings or sub-committees related to TSEF. In addition, Executive Group members assist at the Wider Forum meetings twice per year.

There is no remuneration available, and members meet their own travel expenses.

Executive Group members recognise their pivotal role in the working of the Forum and commit to attending personally the meetings and sub-groups of the Executive. Substitutions are normally not permitted.

We are particularly interested in nominations from organisations who are currently delivering employability services.

To receive a Nomination Form please contact:

Madeleine Miller, TSEF Administrator, Prince's Trust Wolfson Centre, 15 Carlton Court, Glasgow, G5 9JP

[madeleine.miller@princes-trust.org.uk](mailto:madeleine.miller@princes-trust.org.uk)

## COMING NEXT

### **TSEF Workshop – Learning & Work Institute—Scotland's Future Employment Services**

**Monday 25<sup>th</sup> April 2016 12.00 – 15.30, Glasgow**

Tony Wilson is Director of Policy and Research with the Learning and Institute (formerly CESI), and is one of the foremost consultants in his field. Learning & Work Institute published his report on *Scotland's Future Employment Services* in January.

This unique workshop for TSEF members will help draw out some of the principle messages and key learning points from the report.

The report set out the research evidence on 12 key parameters of employment programme design, with implications for future programmes.

The report sets out clearly the evidence base for what works, where there are knowledge gaps, what are the implications of the findings and provides links to a wide range of useful sources of data and research. The report has been instrumental in shaping the policy direction for Scotland's future Employability Services, announced on 22nd March.

The full report can be found at <http://www.employabilityinscotland.com/policy-and-partnership/scotlands-future-employment-services/cesi-report/>

This is a great opportunity for senior staff and managers to gain an insight into what works where in the field of employability.

To register follow this Eventbrite link: <https://www.eventbrite.co.uk/e/cesi-workshop-tickets-24256232043>



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## HEALTH, DISABILITY AND EMPLOYMENT (EARLY INTERVENTIONS) PROJECT

The Wider Forum on 23rd March was briefed by Andrew Drought on the research behind the Policy Unit's Health, Disability and Employment (Early Interventions) Project and the key recommendations of the project.

Included here some links to further information regarding Working Health Services Scotland, Fit for Work Scotland and some other key services that may be of interest to the Forum.

Working Health Services Scotland: <http://www.salus.co.uk/return-to-work-services/case-management/Working-Health-Services/Pages/default.aspx>

Fit for Work Scotland: <http://www.fitforworkscotland.scot/>

Scottish Centre for Healthy Working Lives: <http://www.healthyworkinglives.com/>

Workplace Mental Health Support Service: [http://www.remploy.co.uk/info/20137/partners\\_and\\_programmes/227/workplace\\_mental\\_health\\_support\\_service](http://www.remploy.co.uk/info/20137/partners_and_programmes/227/workplace_mental_health_support_service). Some more detailed info on the service can be found in this technical document: [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/380900/pg-access-to-work-mental-health.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/380900/pg-access-to-work-mental-health.pdf)

Musculoskeletal Advice and Triage Service (not currently available in all health boards areas): <http://www.nhsinform.co.uk/msk/overview/helpline/>

Anyone who is interested in the project is invited to get in touch directly with Andrew Drought, Policy Adviser Strategic Projects, Scottish Government: [andrew.drought@gov.scot](mailto:andrew.drought@gov.scot)

## REGIONAL EVENTS

As part of our ongoing plan to bring together Third Sector employability organisations across Scotland, TSEF held Regional events in January this year in Dumfries and in Inverness, as well as briefing the recently formed Employability Forum in Dundee. We also piloted a conference call-based workshop on Regional Skills Assessments to try and broaden our reach to members.

If you find you are unable to attend our events because of distance, or think that we should be doing more in your area please let us know.

Email your thoughts to Madeleine Miller: [madeleine.miller@princes-trust.org.uk](mailto:madeleine.miller@princes-trust.org.uk)

We would particularly welcome offers from member organizations who are able to host such events, to keep our costs down.

*Regional Events  
have been held in  
Dumfries,  
Inverness and  
Dundee*

## THIRD SECTOR EMPLOYABILITY FORUM

### SCOTLAND'S FUTURE EMPLOYMENT SERVICES CONSULTATION

Many of you contributed to the TSEF response to Scottish Government's consultation on Scotland's Future Employment Services. Our response sent a clear message from our members about our aspiration for employability services that helped those in greatest need, that improved on current programmes, that supported fair, sustained and progressive work.

The summary analysis of all the responses to the consultation can be found at

[http://www.employabilityinscotland.com/media/521504/creating\\_a\\_fairer\\_scotland\\_-\\_employability\\_support\\_-\\_analysis\\_of\\_responses.pdf](http://www.employabilityinscotland.com/media/521504/creating_a_fairer_scotland_-_employability_support_-_analysis_of_responses.pdf)

Scottish Government published its response to the consultation on 22nd March. The text of the response can be found at

[http://www.employabilityinscotland.com/media/530593/consultation\\_-\\_sgresponse\\_-\\_a\\_new\\_future\\_for\\_employability\\_support\\_in\\_scotland.pdf](http://www.employabilityinscotland.com/media/530593/consultation_-_sgresponse_-_a_new_future_for_employability_support_in_scotland.pdf)



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*TSEF members  
have been invited  
to contribute to the  
TERU workshop  
on Scotland's  
Employability  
Pipelines*

### EVALUATION OF EMPLOYABILITY PIPELINES

The TERU evaluation of Scotland's Employability Pipelines was published late last year.

The evaluation report was commissioned to develop an understanding of the key lessons learnt to date from the pipeline approach, best practice approaches and the scope for improving future models. In addition, it aimed to provide guidance for those LEPs still developing pipelines, as well as areas with mature pipelines, on the best ways forward.

The report reviews the existing evidence on the rationale for adopting the pipeline approach and the contribution the pipeline approach is making to improving Scotland's employability efforts, provides an analysis of the design of and delivery mechanisms used in employability pipelines across Scotland and examines the outcomes and added value that can be learnt from the experiences of LEPs using the employability pipeline approach.

TSEF members will be represented at a workshop to be held in Dundee on 15th April aimed at identifying the key lessons that could be learnt from pipeline delivery to date and to help share practice across pipelines.

The report is available to download from the Employability in Scotland website (<http://www.employabilityinscotland.com/news-events/latest-news/november-2015/evaluation-of-employability-pipelines-across-scotland/>).

### MEMBER'S SURVEY

You will shortly receive a request to complete our annual survey of members.

This survey assists us in our planning, and provides us with an overview of the sector's involvement in delivering employability across Scotland, mapping trends and identifying gaps in delivery.

Please take the time to complete the survey as fully as you are able. Your help and cooperation is greatly appreciated.



Autumn Forum  
21st September  
2016