

**SCOTTISH FUTURE EMPLOYMENT SUPPORT SERVICES ADVISORY GROUP  
NOTE OF MEETING HELD ON 20 APRIL 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

John Kemp, Director of Strategic Development, Scottish Funding Council

Liz Cameron, Chief Executive, The Scottish Chambers of Commerce

David Coyne, Policy Advisor, Skills Development Scotland

Joanne Farrow, Employability Implementation Lead, Scottish Government

Andy Lobban, Employability Implementation, Policy Officer, Scottish Government

Lucinda McAllister, Scottish Local 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)

Jim Murphy, Scottish Training Federation

Katherine Peskett, Programme Director, Scottish Government

Neville Prentice, Senior Director of Service Development & Delivery, Skills Development Scotland

Colin Robertson, Employability Policy Lead, Scottish Government

Kate Still, ERSA Scotland

Paul Stuart, The Scottish Council for Development and Industry

Sally Witcher, Chief Executive, Inclusion Scotland

**Apologies:**

No apologies received.

## **Welcome and Introductions**

Professor Alan McGregor welcomed Lucinda McAllister, Jim Murphy, Paul Stuart and Kate Still who were attending on behalf of members of the Advisory Group to the sixth meeting of the Advisory Group.

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

The Minute of the last meeting was agreed, and it was noted that everybody was satisfied with the content.

## **Scottish Government Update**

Katherine provided an update on the progress made by the Scottish Government since the last Meeting. In particular Katherine highlighted the Cabinet & First Minister discussions which led to the public announcement on the 22<sup>nd</sup> March of £20 million additional investment for employability services in Scotland, and the Scottish Government response to the consultation, Creating a Fairer Scotland – Employability Support, which set out the plan for a transitional service from 2017-18 and new services from April 2018.

It was noted that some major milestones have recently been achieved and there is now clarity on the transitional services required - with the Scottish Government now moving onto the design and delivery stage. The approach to transitional services will help manage some of the risks associated with delivering within such a tight timescale, albeit timescales remain extremely challenging.

Colin then talked through the draft policy outlines for both of the transitional services, which reflected the key themes emerging from the consultation. Discussion followed around what the outcomes and outputs should be for both these services, and the next steps.

It was agreed that customers need to remain at the heart of both policy and programme development, and Sally offered to support work around gathering customer insights to feed into the process.

### **Action:**

**Joanne to follow up with Sally on gathering data from a user voice perspective.**

## **Integration and Alignment**

The group talked about a short paper on Integration and Alignment which included a number of key questions for discussion including:

- What is meant by alignment, co-ordination and integration
- Drivers for change
- Progressing alignment, co-ordination and integration

Members commented on the need for integration & alignment to start at national level to avoid duplication at local level – but to look at examples at local, regional and national level and consider how these examples translate across all levels. There is also a need to consider how services look for the end user. The Group agreed that work around integration and alignment would have to deliver tangible results, and that thought should be given to achieving joint outcomes and enabling prioritisation of budgets, as strategy and co-ordination at a high level would be difficult to see at a delivery level. There was also some appreciation that the DWP Work and Health Programme was still being developed and it would be difficult to align with them nationally until more information from the DWP was forthcoming.

### **Action:**

**Joanne to establish a small group of interested members to work alongside Scottish Government to consider the Integration and Alignment agenda.**

**Advisory Group members were asked to provide examples of effective alignment, co-ordination and integration – but also examples where the lack of these leads to poorer service delivery for the clients**

### **A.O.B**

### **Terms of Reference/ Meeting Dates**

The group was reminded of the commitment to review the Terms of Reference and meeting date frequency in early 2016.

Comments were received from members around possible changes in the wording as the group was now moving on to a policy and delivery phase. Reference to the research project was now obsolete as it had been completed. The use of the word “Future” was not relevant as activity is now underway. There was some discussion around the composition of the group and whether the correct skills and knowledge was present around the table for the next phase, policy and delivery. It was also

suggested that it would be a good idea to schedule future meetings around up and coming milestones.

### **Future Governance Structures**

Joanne advised Members that she had recently met with Dr Colin Lindsay from Strathclyde Uni, and one of his research students – Daniela Latina.

Daniela is currently doing a PhD, on 'Models of Collaborative Working in Employability'. This PhD is based on the "*consensus that users of employability services face complex barriers to work and require access to a range of integrated support if they are to progress in the labour market. The Scottish Government's refresh of its employability framework – Working for Growth – accordingly supports collaboration in service design and delivery, and the 'Strategic Skills Pipeline' has provided a focus for the planning and implementation of joined-up services. However, there remains much debate around how best to identify good practice in collaboration on employability, and how the outcomes produced by effective collaboration can be measured and evidenced.*"

As part of her PhD Daniela is about to undertake a range of stakeholder interviews to feed into her research. It has been agreed that his work can be extended to get a sense of what key stakeholders think future partnership governance structures should look like.

Daniela will be in touch with Advisory Group members in due course to discuss.

### **Date of Next Meeting**

It was noted that the date of the next meeting is 1st June 2016.

**Action:**

**Joanne to update Terms of Reference taking into account Members comments, and to schedule 6 weekly meetings until April 2017.**