

THIRD SECTOR EMPLOYABILITY FORUM

The logo for TSEF (Third Sector Employability Forum) consists of the letters 'TSEF' in a bold, white, sans-serif font, centered within a solid blue square.

- **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

APPRENTICESHIP WORKSHOP—22ND AUGUST

TSEF is holding a learning event themed on Apprenticeships on 22nd August 2016, venue and times to be confirmed

SUMMER 2016

One of our themes for the current TSEF Work Plan TSEF is Apprenticeships and how we can improve the awareness and capacity around MAs across Third Sector organisations.

Key themes to explore will be:

Third Sector is seen as a strategic sector in MA expansion plan. What is required to increase the numbers of MA's hosted by third sector employers? What needs to be done to create MA career paths within the sector?

The Third Sector does not feature strongly in the supply chain for delivering MA's – how can that capacity be developed, particularly in the light of the MA expansion plan?

The Apprenticeship Levy will affect a number of our members – how can we ensure that the Levy remains within the Sector? Could the Levy be used to build the capacity of the sector to deliver MA's? Also, to what extent will the sector's relationship with employers be affected by the Levy?

The sector has a stronger influence on Foundation Apprenticeships than MA's – how can the sector contribute to improving the transition into MA for disadvantaged young people?

Senior representatives from SDS will deliver a programme that will help members focus on these issues as well as bringing learning on Equalities action Plan, Foundation Apprenticeships, the Scottish approach to the Levy, Scottish Apprenticeship frameworks and the MA Expansion Plan.

Facilitated discussions will raise awareness, increase understanding and help members plan and prepare for a more active involvement in Apprenticeships, both as employers and as employability providers.

I hope you can join us. Registration is through Eventbrite at the link below

Alastair Cameron, Chair

<https://www.eventbrite.co.uk/e/tsef-apprenticeships-workshop-tickets-24095893466>

Inside this issue:

Executive Group Membership	2
Secondment Opportunity	2
Change of Date	3
Consultation on Levy	3
Member Survey	4
Contact Details	4

TSEF ARE RECRUITING

TSEF have secured resources to appoint a Support and Development Officer to support the work of the Executive and Chair and develop the workplan of the Forum.

This is initially identified as a secondment opportunity for someone working at present within an employability-focused organisation. The post holder will be based within their own organisation and be assigned to the work of TSEF for a maximum of 350 hours in total until the end of March 2017.

Full details are available at <http://www.goodmoves.org.uk/jobs/28228>

Remuneration for the post will be based on current salary but organisational and related costs will be reimbursed and agreed with the seconding organisation prior to appointment.

Closing date is 1st August with interviews to be held on 9th and 10th of August.

EXECUTIVE GROUP MEMBERSHIP

Following our successful recruitment exercise in the Spring, we welcome three new members to the TSEF Executive Group.

Ian Bruce is Operations Manager within Employment Services for Capability Scotland. Ian has a wealth of experience in strategic and operational delivery of employability services for people with disabilities and among other projects is working on models of building employability into Local Authority Health and Social care services.

Amelia Morgan is CEO of Venture Trust. Amelia strengthens our experience of working with young people and has operated at strategic level in employability both in Scotland and in the North East of England.

Leona McDermid currently leads on the development of new and existing services for Aberdeen Foyer, and helps expand our representation beyond the central belt. Leona also brings an expert knowledge of social firms and social enterprise and of welfare reform.

There will be an opportunity for members to meet Ian, Amelia and Leona and to learn more about their interests and background at the next Forum Meeting on 4th October (see Page 3)



*Influencing employability
policy and practice*

TSEF WIDER FORUM — 4TH OCTOBER 2016

CHANGE OF DATE

Due to conflicting meeting dates, we have had to move the date of our Autumn Forum.

to 4th October 2016.

The Wider Forum will be held in Atlantic Quay, Glasgow 10.30 to 3.30

Full details of the event will follow in the next newsletter.

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.

APPRENTICESHIP LEVY

Following the UK Government's decision to implement an Apprenticeship Levy, the Scottish Government will launch a consultation on 13 July to seek views on the Levy in Scotland.

The consultation will seek views on:

- continued commitment to 30,000 high quality modern apprenticeship starts by 2020 – including an offer to support further opportunities if there is sufficient demand from industry
- developing more graduate level apprenticeships
- creating an employer fund for wider workforce development
- providing support for those outside the labour market to prepare them to enter the skilled workforce employers need for their business

Members are encouraged to respond to this consultation, to ensure that Scottish Government is fully aware of the contribution the Sector can make to workforce development and also to highlight the need for a sector specific approach to the Levy, to ensure that resources which are levied from the sector are reinvested in the sector.

At the time of writing, outline details are available at

<http://news.scotland.gov.uk/News/Apprenticeship-Levy-25dc.aspx>

THIRD SECTOR EMPLOYABILITY FORUM

MEMBERS SURVEY

Thanks to everyone who completed our annual member survey. The numbers of organisations responding rose by 30% on last year, and although the sample size is smaller than we would like, the information that was provided is invaluable in helping us to plan for the future.

A summary of some of the key points that emerged:

- A third of respondents had managed to increase turnover in the period, although 45% reported a reduction. More than 40% reported funding employability services from their own sources, which may indicate that the trend in the sector of funding services from reserves continues.
- More resource was focused on stages 2 and 3 of the Employability Pipeline, although most respondents indicated that they delivered across all stages, with comments supporting the trend towards integrated services.
- Those responding to the survey covered all but the Island Local Authorities, and sought to address the needs of all the client groups we asked about. The TSEF workplan for 16/17 includes actions to try and extend our geographical reach.
- 55% experienced higher volumes of clients using their services, a figure which does not correspond with reported turnover.

Not surprisingly, Employability Fund volumes were seen to decline for the 16/17 contractual year. This underlines the fact that the EF budget reduction had a disproportionate effect on the Third Sector, compared to the FE Sector which had a ring-fenced allocation. Members continued to express concern about the impact of these cuts and about the process of allocation at local level.

Third Sector involvement in Local Authority delivery presented a mixed picture with as many reporting growth as reporting a decline. The predominant message from members was around ensuring fair and open access to employability tenders, with concerns expressed around the size of some tender packages and the complexity of the tendering process. There was a plea for consistency and fairness.

Fewer organisations were engaging with ESF that previously, and many comments were made about the hidden costs of delivering through ESF, of the risks involved, of delays and the difficulty of securing match funding.

It was encouraging that members retained a sense of optimism that the new programmes being developed represented an opportunity to improve services for our clients.

A full report from the members survey is being prepared and will be circulated later in the summer



Autumn Forum
4th October
2016

THIRD SECTOR EMPLOYABILITY FORUM

If you have any news you would like to share, or suggestions for how we can improve the Forum, feel free to share them with the Executive Group.

Individual Executive members' details are found on the Employability in Scotland website—follow the tab for Policy and Partnership. <http://www.employabilityinScotland.com>

Or email us at thirdsectoremployabilityforum@gmail.com



*Influencing employability
policy and practice*

This was the first year that we have attempted an online survey and we hope that the format was easier to use. We'd welcome your feedback on how to improve the survey for next year. Contact details for the Executive Group are below.