

**Community Jobs Scotland Advisory Group Meeting
Thursday 28 July 2016**

Main Points/Actions

Attendees: Victoria Beattie, SG Youth Transitions Team(Chair) Christine Greig, SG Youth Transitions Team Robert Logan, SG Youth Transitions Team Donna MacKinnon, SCVO Margaret Wallace, SCVO Susan Maxwell, SCVO Michael Hollinger, SCVO Anne-Marie Anderson, SCVO Moira Cuthbertson, SCVO April Robertson, SDS Shaun Lundy, SLAED Elaine Boyce, DWP Bryan Wallace, SPS Peter McGregor – WhoCares?Scotland Louise Piaskowski – SG, Looked After Children Unit Linda Kirk – SG Rehabilitation & Reintegration Unit	Apologies: Alison Melville, SG Youth justice & Children’s Hearings Unit Shaun Lundy, SLAED
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Welcome and Apologies

- Apologies confirmed for non-attendees.

Outstanding Actions from January Meeting:

1. SCVO to ensure that for Phase 6 CJS places are started much earlier in the year as is outlined within the conditions of Grant and Commissioning Note. Progress on starts should be given at the quarterly Advisory Group meetings.

UPDATE: See Member Updates.

2. SCVO to work with SLAED to draft and share with the wider SLAED membership a paper around linking CJS with LA’s corporate parenting strategy. Paper to be shared with the Group/SG Youth Transitions Team.

UPDATE: SCVO are engaging with SLAED again after the summer break (start of September) to identify areas of good practice and will provide an update in advance of the next meeting.

3. SCVO to revise the leaflets for the Phase 6 vulnerable groups – one generic leaflet rather than different leaflets for each target group.

UPDATE: SCVO will continue to use separate leaflets and are continuing with the promotion through employability networks and TSEF etc.

4. SCVO to take forward the employer workshop events before the Phase 6 opportunities start and provide feedback on outcomes and any employer feedback. Details to be provided at the next Advisory Group meeting.

UPDATE: SCVO have met with Open Doors to discuss how to improve support for employees and employers. They also discussed how to promote the In Work Support package for those who progressed into permanent employment. SCVO also attended

the SG Justice employer support co-design event in June. SCVO to provide an update on workshops taking place with CJS employers by the end of September.

5. SCVO to provide an update on progress on discussions with SDS and linking CJS to the Participation Measure.

UPDATE: Work is ongoing around on the interface between SCVO's system and SDS Hub. Meetings are ongoing to continue to find a solution for this and will provide an update at next meeting. SG highlighted the importance of including CJS within the measure.

Member Updates

1. SCVO:

- All Phase 3 places are now complete.
- Phase 6 has 76 new CJS employers
- Mostly offering the same job types as are currently available however there has been an increase in the number of "manual" job types.
- 151 starts/anticipated starts as of date of meeting.

P/T Disability Places:

- Slower take up of part time disability places however Momentum and Remploy are currently signed up to help deliver the 18 month contracts. Negotiations are ongoing with Shaw Trust to sign up.
- There is an increase in requests for full time contracts from those with a disability. In some cases this seems to be a knock on effect from the roll out of Universal Credit (UC).

VB: Is there potential for some training for employers to offer better support? Reminders needed for CJS employer around the Open Doors support that is available.

DM: Discussions ongoing with Remploy around accessing resources they could offer. Also SCVO have worked with Inclusion Scotland so there could be options to work with them to access support for employer training.

ACTION: SCVO to make their third sector employers aware that there is support and training available through the Open Doors organisations when taking on a young person with barriers.

CJS for YP with convictions:

- 26 starts to date however 3 have already dropped off the programme.
- Working in more prisons including Perth and Barlinnie.
- Bryan from SPS is working to ensure the right contacts are joined up within SPS.

EB: EBA role is changing to Prison Work Coaches more focussed on employability. Discussions around a standard operating model are ongoing with SPS.

VB: SG are taking forward a Housing Workshop with COSLA and other relevant stakeholders on 8 September, focussed on finding ways for CJS participants (mainly as a result of the YP with convictions issues) to access available financial support for housing or accommodation issues for CJS.

Care Leavers:

- 14 referrals to date – referrals are coming but slowly.

EB: DWP are currently working on identifying Care leavers for referrals. Discussions are ongoing with SDS to join this up. Joint discussions are needed with LA's to join up all of this work.

VB: Highlighted the importance of improving the referral links and that this group of young people remain a priority for the SG. Manifesto commitment around creating better support for care leavers. SG are currently undertaking discussions internally on how to take this forward.

Early Service Leaver's:

- Engagement with and from veteran's organisations has been difficult. Discussions have been ongoing with DWP around identifying ESL's through the work coaches.
- Joint discussions with Armed forces Champions are ongoing.

VB: SG are currently updating the information provided for the Armed Forces Covenant, highlighting the range of opportunities available through CJS. We have included the recent case study details.

Activity Agreement Pilot

- Majority of referrals so far are 16-17 year olds.
- Work ongoing to identify job types more specifically aligned to available CJS job types.
- 30 referrals from 10 of LA's involved in Pilot.
- Q&A paper being developed to help clarify the expectations on those involved and help increase understanding of what it can deliver.

VB: SG are taking forward a AA work experience to MA pilot within the Youth Employment Division.

- Progress on the CJS /AA pilot will be monitored and fed back at the next Group meeting.
- If need be there is flexibility to alter the numbers to be delivered - Minister would be updated on anything that we do in this regard.

CJS mainstream/general programme

- Current figures are 7,143 places created to date
- Consider if there is something to be done to mark the upcoming 7,500 CJS place.

ACTION: Group to consider and contact RL with any ideas or thoughts around marking the 7,500 CJS opportunity. RL will pass onto SCVO.

- CJS Jobs Fair 4 August at Celtic Park. Minister attending as a joint Cashback/CJS visit.

2. DWP

- Prison EBA role changing to a Work Coach role.
- Disability Confident campaign launched on 12 June – 12 events set up.
- Housing is big focus – quarterly meetings ongoing with Housing Organisations to maintain this focus.
- Changes to the roll out of UC sent onto Sarah Davidson (SG) on 20 July.
- See Potential event on 4 July had 105 attendees – 82 employers and other partner organisations. Follow up is ongoing.

ACTION: EB to send RL the dates for the 12 events relating to the DWP's Disability Confident Campaign. RL will forward onto SCVO.

ACTION: RL to engage with Sarah Davidson around the email circular on UC changes.

3. SPS

- SPS CJS alignment – recognition of the programme is starting to take effect.
- Event on 18 August taking place to try and standardise the CJS process across the prison landscape.

4. WhoCares?Scotland

- Funding from Comic relief has allowed us to put an employability team in place.
- Pre-Employment programme commencing beginning October 2016 aligns with our focus on early intervention.
- Qualifications being delivered through colleges at SVQ 2 & 3.
- 26 care leavers are employees with WhoCares.
- Investment of £1m from STV Appeal to work in local authorities. Considering if this could be a CJS opportunity to take forward this work.

5. Barnardo's

- Barnardo's took on 20 CJS opportunities as part of Phase 5.
- Engagement with NHS Tayside/Angus to help provide more support
- 9 care leavers are still with Barnardo's.
- Our PSP's have secured another years funding.

6. SG Rehabilitation & Reintegration Unit

- Currently working on changes to penal policy with a focus on reducing the use of imprisonment, particularly short term imprisonment. This is being done through a preventative and collaborative approach.
- Focussing less on imprisonment and making more use of effective community sentences and alternatives to remand as the default option in cases where there is no evidence of risk to public safety.
- Community Justice / Fair Work are working with a Delivery Group made up of key employers and stakeholders to develop an employer support network aimed at increasing the employment prospects of people with convictions. A Co- design event was held on 8 June 2016 with a wider group of employers.

VB: Can SCVO consider options around taking forward post CJS Jobs Fairs to help improve the transitional support options for YP coming to the end of the CJS opportunity?

DM: This something that could be done as part of the Gathering event.

VB: This is something for the Advisory Group to feed into and help take this forward. We could set up a separate discussion sub Group to consider this.

ACTION: SCVO to consider using post CJS Job events for employers (private, public and Third Sector) to attend as part of enhancing the young person's CJS transition into full employment. SG (RL) to organise a separate discussion group to feed into taking this forward.

EB: DWP have been in discussions with SG Welfare – Olive Hill - around Housing issues.

ACTION: RL to engage with Olive Hill to find out more on the Housing discussions and if necessary feed into the ongoing work.

7. SG Youth Transitions Team:

Enterprise & Skills Review

- VB confirms that Cab Sec for Fair Work and Economy Mr Brown is leading on an end to end review of external agencies enterprise and skills support in Scotland – both at a national and local level.
- The review is expected to be completed by “late summer”.

AOB

ACTION: SCVO to provide an update for the next Advisory Group meeting around the qualifications/recognised certification that are being worked towards as part of the CJS opportunities.

- Proposed next meeting date: Thursday 27 October at SCVO Offices - Group to confirm availability to RL by no later than 31 August.

Collated Meeting Actions:

1. SCVO to work with SLAED to draft and share with the wider SLAED membership a paper around linking CJS with LA's corporate parenting strategy. Paper to be shared with the Group/SG Youth Transitions Team.
2. SCVO to provide an update on progress on discussions with SDS and linking CJS to the Participation Measure
3. SCVO to make their third sector employers aware that there is support and training available through the Open Doors organisations when taking on a young person with barriers
4. Group to contact RL with any ideas or thoughts around marking the 7,500 CJS opportunity. RL will pass onto SCVO.
5. EB to send RL the dates for the 12 events relating to the DWP's Disability Confident Campaign. RL will forward onto SCVO.
6. RL to contact Sarah Davidson, DG Communities for the details on the updated information on Universal Credit sent to her on 20 July.
7. SCVO to consider using post CJS Job events for employers to attend as part of enhancing the transitional support offer for young people completing a CJS opportunity. RL to organise a separate discussion group on how this could be taken forward through existing Advisory Group Members.
8. VB/DM will provide an update on the Youth Justice Strategy Sub Group Meetings at the next Advisory group Meeting.
9. Proposed next meeting date of 28 October 2016 - Group to confirm availability to RL by no later than 31 August