

SCOTLAND'S DEVOLVED EMPLOYMENT SERVICES ADVISORY GROUP– NOTE OF MEETING HELD ON 16th NOVEMBER 2016

Scottish Government, Europa Building, 450 Argyle Street, Glasgow, G2 8LG

Present:

Professor Alan McGregor, Director of the University of Glasgow's Training and Employment Research Unit (Chair)

Adam Reid, Scottish Government

Alastair Cameron, Chair of TSEF

Liz Cameron, Director, SCofC

Clare McIntyre, Scottish Government

Dave Moxham, Deputy General Secretary, STUC

David Coyne, Policy Advisor, Skills Development Scotland

Kate Still, Co-Chair ESS

Kirsty McHugh, Chair, ERSA

Laurie Russell, Co-Chair ESS

Lorna Trainer, Vice Chairman for Employability, STF

Mike McElhinney, Scottish Government

Pamela Smith, Chair of SLAED

Sharon Drysdale, SFC

Stephen McConnachie, Group Partnership Manager, Jobcentre Plus Scotland

Apologies:

Neville Prentice SDS, Michael Cross SFC, Katherine Peskett SG, Joanne Farrow SG and Nick Butler, DWP.

Welcome and Introductions

Professor McGregor welcomed everyone to the tenth meeting of the Advisory Group.

Scottish Government Update – Mike McElhinney

Mike McElhinney informed the group that feedback from the Programme Board indicates that delivery of the programme is on track. Work continues to progress and efforts are being made to build on increasingly effective working relationships between DWP and Scottish Government. Supplier engagement events are being held in Glasgow, Edinburgh and Inverness in late November/early December which will allow suppliers to learn more about the procurement process for the 2018 service. The events have been heavily subscribed, and Mike agreed to consider a further event to accommodate supplier interest. Mike thanked members of the Advisory Group for their assistance in the delivery of the forthcoming Ministerial Summit on Employability. A facilitation brief for the roundtable session at the event will be provided to Advisory Group members. The Group highlighted a number of issues and a range of views about the procurement process for 2017 services. It was agreed to hold a further discussion on this at a future meeting.

<p>Action: SG to consider further supplier events to accommodate supplier interest, and Advisory Group members to hold a lessons learned session in relation to the Procurement of 2017 services.</p>
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Action: Written views on procurement process should be sent to Clare McIntyre or Bernadette Dougall prior to the next meeting and Laurie Russell to share his previous paper on alternative procurement models with Advisory Group Members.

SLAED Presentation: Pamela Smith

Pamela discussed Alignment and Integration which involved a Team Scotland Approach. She discussed the Falkirk Pilot which was a response to the closure of some Remploy supported business due to a change of DWP funding. The Falkirk pilot has gathered a lot of information about what worked well and has identified issues with potentially negative impact. The Group referenced that the nature of funding influences behaviours and that further consideration may need to be given to manage and co-ordinate this, in order to ensure that people are at the centre of future devolved employment programmes

There were no specific actions arising from this item, however Alan McGregor-Advisory Group Chair suggested that the learning from the pilot may offer scope for a checklist on integration and alignment.

Scottish Government Presentation – Enabling Innovation: Adam Reid and John McCrorie

Adam Reid provided an overview of 2018 service. This will be a voluntary programme and the intention is to innovate and improve across key areas. The primary outcome is to achieve successful employment outcomes and the presentation also focused on performance management, evaluation and innovation. Advisory Group members expressed an interest in seeking flexibility in Key Performance Indicators. Providers will have the opportunity to ask further questions and provide feedback at the supplier engagement events scheduled later this month.

John McCrorie spoke about innovation and what this might look like in the development of future Scottish Programmes. This is linked to the broader approach to integration and alignment and further work is required to find solutions to issues that we can identify/respond to now and what may arise as we move forward.

Action: Kirsty McHugh will provide an example of information on providers receiving different payments within package areas.
Action: Adam Reid and John McCrorie will offer further opportunity at a future meeting for Advisory Group members to share their views on an Innovation, Integration and Alignment Action Plan

AOB

Sally Witcher requested that Advisory Group members contact her if wish to participate in Inclusion Scotland's 'Public Life' internship scheme.

Action: Sally has provided Advisory Group members with further details on The Public Life Internship Programme. Details at Annex B.

Public Life Internship Programme

We are particularly keen to place some interns with local public sector organisations, like local authorities or IJBs, but would also very much welcome interest from national level public sector bodies, including NDPBs, etc.

Inclusion Scotland is a national disabled people's organisation, representing member organisations and individuals across Scotland. We work to make sure that decisions affecting disabled people's daily lives are informed by their views and lived experience. We also have a track record in providing quality paid internship experiences for disabled people. The Scottish Government has granted us funding to create internships in the public sector and we are currently looking for expressions of interest from organisations who may be interested in hosting an intern. The Public Life Internship Programme will give disabled people valuable paid work experience that will help them develop careers in their areas of interest. It also gives organisations a chance to have some extra help from an intern and to learn more about supporting disabled people in the workplace.

We are looking for employers who are willing to host an intern. Funding is available for placements of up to 455 hours. This is the equivalent of 13 weeks full time, but flexibility around working patterns may suit you and the intern. Salaries and National Insurance will be paid by Inclusion Scotland. Interns are paid at the living wage of £8.45 per hour. Roles should focus on a specific piece of work that is challenging and will give the intern responsibility while being supervised and mentored by the host. This should include opportunities for the intern to be involved in setting up, overseeing and evaluating the work.

Employers will be able to access support from Inclusion Scotland as needed throughout the placement. We can advise on accessible recruitment, making adjustments and can signpost to further training. We will support interns to identify adjustments they may need and help them prepare for moving forward from their internship. We will also offer peer networking and learning sessions for interns and employers as part of the programme.

If you have a project that would benefit from the help of an intern we would like to hear from you. To discuss in further detail or register an interest, please contact Michelle Fisher, Employability Officer via email on michelle@inclusionScotland.org

I hope this is of interest to Advisory Group members.

Best wishes
Sally

Dr Sally Witcher OBE
Chief Executive Officer