

**Community Jobs Scotland Advisory Group Meeting  
Tuesday 24 January 2017**

**Main Points/Actions**

<b>Attendees:</b> Victoria Beattie, SG Youth Transitions Team (Chair) Gillian Morrison, 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 Bryan Wallace, SPS Alison Melville, SG Youth Justice & Children's Hearings Unit Louise Piaskowski, SG Looked after Children Unit Cheryl-Ann Cruikshank, WhoCares?Scotland John McRorie, SG Employability Policy	<b>Apologies:</b> Tommy McDade, Barnardo's Elaine Boyce, DWP Kevin Fulton, SG Community Justice Policy
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**Welcome and Apologies**

- Apologies confirmed for non-attendees.
- Confirmation of Kevin Fulton taking over from Linda Kirk who has moved onto a new post within SG.
- Chair introduces John McRorie from SG Employability Policy as a guest attendee for this meeting.

**Outstanding Actions from July Meeting:**

- 1. SLAED to provide details of known LA Veterans contacts to SCVO (directly or via RL)**
  - SL has been in contact with Inverclyde Veteran's officer however is aware that they are not present in every LA.
  - SL will arrange for SCVO to have a representative at the next Veteran's Steering Group

**ACTION: VB will set up a meeting between SCVO and SG Veterans Colleagues**

- 2. Participation Measure – SCVO/SDS Data Sharing agreement - SCVO to provide an update at next Advisory Group meeting.**
  - SCVO's system will be allocating a job number rather than having the NI number as an identifier
  - SG will be able to access HMRC records as part of the new Digital Economy Bill. This will allow programmes like Cashback to actively engage with the Participation Measure.
  - SCVO have offered the services of their technical team to help others taking forward work to link up with the participation measure – Celia Tennant (IS) and Audrey Sneddon (SG) for Cashback.
- 3. SCVO to provide EB with some examples of disability participants taking up full time places as a result of Universal Credit impacts.**

- Action still outstanding and MH/SCVO are gathering details. Take up of FT option has increased for the disability places.
4. **VB to inform SG Defence colleagues of continued difficulties in trying to get access to early service leavers before they leave the military.**
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  5. **SCVO to provide updates on the numbers undertaking training/obtaining qualifications or certifications as a standing Agenda item for the Advisory Group.**
    - Ongoing action as SCVO have a list and can circulate this electronically to the Group.
  6. **SCVO to evaluate the Employer Training event and provide feedback initially to SG and then to the Group.**
    - Update provided at Member's Updates
  7. **SCVO to provide AR at SDS with numbers on CJS from the BME group.**
    - Action completed (at the meeting)

### Member Updates

#### 1. **SG Youth Transitions Team:**

- SNP Manifesto/Programme for Government commitment for a specific programme to support care leavers is being taken forward.
- A draft proposal has been received from the Young Person's Consortium (Barnardo's, Action for Children and Princes Trust).
- SCVO and SLAED have been advised

**ACTION: SL will feedback to VB on existing LA support for care leavers**

#### CJS Phase 7:

- Draft Budget has been agreed but is still subject to Parliamentary approval
- CJS funding for 17/18 is the same as 16/17.
- SCVO will be putting forward a draft proposal for Phase 7 however focus is likely to be largely the same as Phase 6.
- Activity Agreement pre CJS work experience pilot has not worked out as expected (target of 100 reduced to 30 and balance of places released to the main CJS programme). Proposal for Phase 7 that we no longer continue with the work experience element and instead places will be ring fenced for AA young people to take up full CJS opportunity.
- Funding and programme detail for Phase 7 will be announced at The Gathering event – 23 February 2017.

**ACTION: Group to feedback any views (to RL or VB) on Phase 7 focus as soon as possible.**

#### 2. **SCVO:**

- Phase 4 is now fully complete
- Phase 5 positive outcomes currently at 50.9%
- Phase 6 has to date filled 570 places

#### YP With Convictions

- 97 starts for YP with convictions on Phase 6
- Same barriers continue to impact on numbers completing and positive outcomes
- Recent SPS & DWP changes are beginning to have an impact – slowing down on referral numbers – likely positive impact as the more staged process will ensure referrals are more job ready
- Continuing trend of high volume of young people with convictions applying for CJS:

- SCVO provide regular feedback to SPS on these job applications
- Unsuccessful candidates are signposted to other supported programmes (Cashback etc)
- More support is offered for the non work ready
- Upcoming Partner meeting for support agencies involved in helping this cohort into employment

**ACTION: MH to circulate outcomes from Key Partners meeting on 25 January.**

#### YP With a disability/Long Term health Condition

- Outcomes for disabilities are improving
- Increase in CJS employer retention
- This cohort do tend to have higher educational qualification level and are able to take up higher level jobs.
- SCVO have been engaging with SG about Work First/Work Able programmes
- Discussions with Momentum are ongoing and then there will be further engagement with SG in 2017/18 around programme model.
- SCVO will have further discussions with Remploy & Shaw Trust to see what can be done to re-engage them on CJS

#### Care Experienced YP

- Promoting CJS opportunities remains difficult
- there is a lack of consistent approaches to engagement with care experienced across local authorities
- STAF discussions coming up to set up employer focus groups

Corporate parenting:

#### **SLAED:**

- SLAED survey completed which detailed varying “offers” across local authorities including delivery
- Strategic management differs across local authorities
- Currently establishing an action plan for all local authorities as a good practice offer

#### **WC?S:**

- 17 local authorities will have a champion set up
- Champions Board should start to ensure the local authority offer is more consistent

#### Military ESL's

- CTP and Poppy Scotland have provided some referrals however CV's are proving to be an issue – not fit for purpose or none being provided at all
- Meeting with Veterans Scotland – agreement reached to get access to DWP ESL's register – a bi-monthly publication.
- A pilot has been agreed to engage with a jobcentre plus office to identify ESL's and job match to CJS.
- Updates will be provided to group.

#### Activity Agreement Pilot

- 17 starts to date
- Confirmation that overall target is now reduced to 30 places – balance of 100 released to mainstream CJS
- referrals to the pilot will be closed off on 27 January.
- Data capture on young people is not as accurate as it needs to be

#### The Gathering Event 2017

- Event is titled Celebrating CJS Success - SECC on 23 February – Mr Hepburn – Minister for Employability & Training, has accepted invitation to attend.
- There will be a jobs fair event after the CJS event inviting employers from all sectors.

#### Employer Training

- Feedback from Mentor Training event is still outstanding.

**ACTION: SCVO to provide feedback to the Group on the Employers Mentor Training event**

- SCVO currently working on a “certificate of achievement” that can be presented to every CJS completer/leaver

#### Accreditation Training

- SCVO are looking at qualification levels for CJS participants – using Start and Leaver forms to capture this information.
- For Phase 7 they can adapt Salesforce system to match training to qualification levels

**ACTION: SCVO to provide an update on the numbers of young people who have undertaken training or gained an accreditation during Phase 6 by the start of March.**

#### CJS Phase 4 Evaluation

- Brief currently being drafted by SCVO

**ACTION: SCVO to submit draft Evaluation Brief to SG by 27 January**

### **3. SDS**

- Graduate level; apprenticeships are recruiting now through SDS’s My World of Work
- EF programme Q2 stats show 18% reporting a disability
- MA for care experienced gives extended duration of funding to employers for up to 29 year olds

#### AOB – Next Meeting date

- Proposed next meeting date on either 26 or 27 April at SCVO Offices – time is likely to be 11.00am

**ACTION: Group to confirm availability for either date to RL as soon as possible**

#### Collated Action Points:

1. VB to set up a meeting between SCVO and SG Veterans Colleagues
2. SCVO to provide EB with examples of disability participants taking up full time places as a result of Universal Credit impacts (*Action carried over from October meeting*)
3. SL will feedback to VB on existing LA support for care leavers
4. Group to feedback any views (to RL or VB) on Phase 7 focus as soon as possible.
5. MH to circulate outcomes from Key Partners meeting on 25 January
6. SCVO to provide feedback to the Group on the Employers Mentor Training event
7. **SCVO to provide an update on the numbers of young people who have undertaken training or gained an accreditation during Phase 6 by the start of March.**
8. SCVO to submit drafting Evaluation Brief to SG by 27 January
9. Group to confirm availability for next meeting date (26 or 27 April) to RL as soon as possible