

Renfrewshire Employability Action Plan

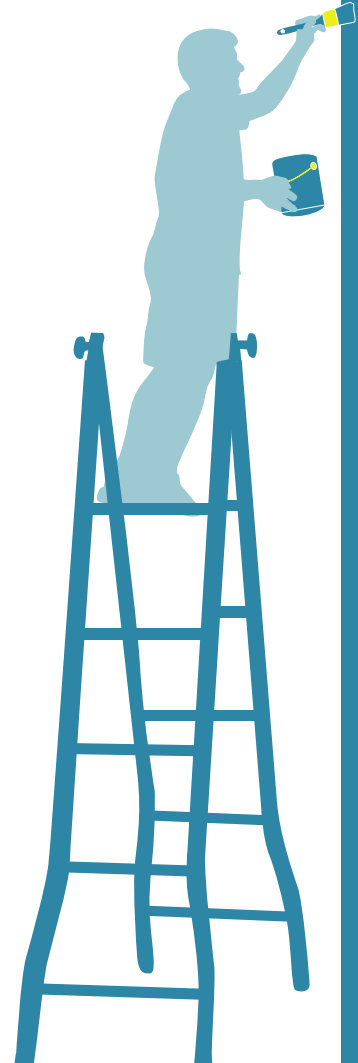



Background

In June 2006 the Scottish Executive introduced its Workforce Plus: An Employability Framework for Scotland document.

The framework recognises that progress has been made in helping people move from benefits into work. However, it highlights that current programmes, set up to help people back into work, need to be integrated more effectively to remove any unintended barriers.

As part of the Closing the Opportunity Gap strategy, Workforce Plus set a national target of helping 66,000 people in seven local government areas move from benefits into work.





Renfrewshire's Community Planning Partnership has identified the following Closing the Opportunity Gap targets:

Reduce the number of workless people in Renfrewshire claiming DWP benefits from the August 2004 figure of **18,900** to **14,400** by **2010**

2007 target

Reduce the number by 2,500 to

16,400

2010 target

Reduce the number by 4,500 to

14,400

Renfrewshire's Workforce Plus Client Group

The Renfrewshire Workforce Plus Employability Action Plan will support Renfrewshire's Closing the Opportunity Gap (CtOG) workless population of 18,900 (Aug 2004), who are in receipt of Department of Works & Pension (DWP) benefits including Incapacity Benefit (IB), Jobseekers Allowance (JSA), Incapacity Benefit (IB) and Income Support.

Key target groups

In identifying the overall CtOG target the Renfrewshire Workforce Plus Partnership has identified

Three key target groups:

Incapacity Benefit (IB) recipients – who make up 58% (11,140), of Renfrewshire's Workless population

Jobseekers Allowance (JSA) recipients – who make up 17% (3,130), of Renfrewshire's Workless population 17% of the workless population

Lone Parents/Income Support (IS) recipients – who make up 13% (2,470), of Renfrewshire's Workless population 17% of the workless population

In response to the identified key target groups identified. The Renfrewshire Workforce Plus Partnership will:

In response to the key features identified above, partners will:

- Identify and evolve partnerships ensuring Renfrewshire provides clients with a wrap around and coordinated employability support service that meets their needs
- Increase the level, quality and breadth of employability support to enable workless people to return to and sustain employment
- Continue to review the number of claimants on all DWP benefits to ensure that any decrease in the number of DWP claimants are due to claimants accessing

and sustaining employment and not the result of claimants simply moving from one benefit to another benefit (e.g. from Incapacity Benefit to JSA).



1,300

young people aged
16-19 years in
Renfrewshire are not in
employment, education
or training (NEET).

(Based on School Leavers Destination
Report and DWP benefits, 2004)

2008 target

Reduce the number to

802

More choices, more chances for 16-19 year olds

A key part of Renfrewshire's Employability Action Plan will look at addressing the problem of young people who are not in employment, education or training (NEET).

The NEET strategy has been developed by Renfrewshire Council to ensure young people are given the support they need to take an active and productive role in society.

The strategy involves a range of partner agencies working together to achieve its aim.



Target Groups



The NEET strategy has identified the following groups as the most likely to become NEET:

- Care leavers
- Young carers
- Young offenders
- Young parents
- Low attainers
- Persistent truants
- Young people with physical/mental disabilities
- Young people misusing drugs or alcohol

These groups can be broken down further into:

- Those with few or no additional support needs
- Those with intermediate needs
- Those with very complex needs

Overarching aims

Renfrewshire's NEET strategy details some overarching aims.

These are to:

- Stem the flow into NEET - prevention rather than cure
- Have a system wide (pre and post 16) focus on the NEET group
- Maximise the help available to young people by connecting all the services available to them
- Ensuring that interventions happen early and are focused on all of the young person's needs

The NEET strategy has identified the problems in Renfrewshire. A range of solutions are in place or in development, however, it is clear that more action is needed to eliminate the problem of NEET in a progressive and sustainable way.

To ensure this can happen Renfrewshire Council is looking for partners to offer help, ideas, cooperation and support.

If you would like more information on how to get involved in supporting Renfrewshire's NEET strategy please contact Tommy McDade at Renfrewshire Council on 0141 840 3808 or e-mail tommy.mcdade@renfrewshire.gov.uk.



The Way Forward

Partners will:

- Recruit a Workforce Plus Manager who will support partners to identify good working practices, develop partnerships, identify gaps in service provision and develop added value services.
 - Conduct an analysis of existing employability provision in Renfrewshire.
 - Develop a single employability service model (outlined on the next page) within the Scottish Executive's Pipeline employability model of Engagement, getting a job, keeping a job.
 - Address the multiple barriers to employment through the development of multi-agency, multiple intervention support models.
 - Address skills shortage vacancies to provide job opportunities to workless people.
- Establish key funding partnerships with national and local external funding agencies.
 - Develop a joint assessment programme across all agencies delivering employability services.
 - Develop a more comprehensive client management approach via a key worker system.



ENGAGEMENT

GETTING A JOB

JOINED UP PLANNING AND DELIVERY OF SERVICES

EARLY INTERVENTIONS

Delivery of an early intervention model that is client led, informal and is used by partners as the initial engagement tool for future employability support.

This model will have the following key elements:

- Client confidentiality
- Impartiality and independent support
- Accessibility (delivery of support at a local level i.e. partners coming to clients, not the other way round)
- Equality of access to services and support

IDENTIFICATION OF NEED

Delivery by partners of a consistent client identification of needs model that will use consistent language and format to:

- Identify the expectations of the client
- Identify any barriers and key support and/or training needs
- Identify clear paths for accessing support (including appropriate delivery models)
- Identify clear milestones and review processes

SUPPORT PACKAGE

Childcare

Employability Support

Care Support

Thematic Support Services

Substance misuse
Ex-offenders
Learning difficulties
Mental health
Physical health
Homelessness
Looked after children

Debt/Benefit Support

In work benefit checks
Budgeting
Rent/council tax arrears

Skills Development

Life skills
Core skills
Vocational skills
Personal skills
Literacy & numeracy skills
Coaching/mentoring

KEEPING A JOB

BETTER OUTCOMES

EMPLOYER CONTACT

Delivery of a Labour market focused support model that will:

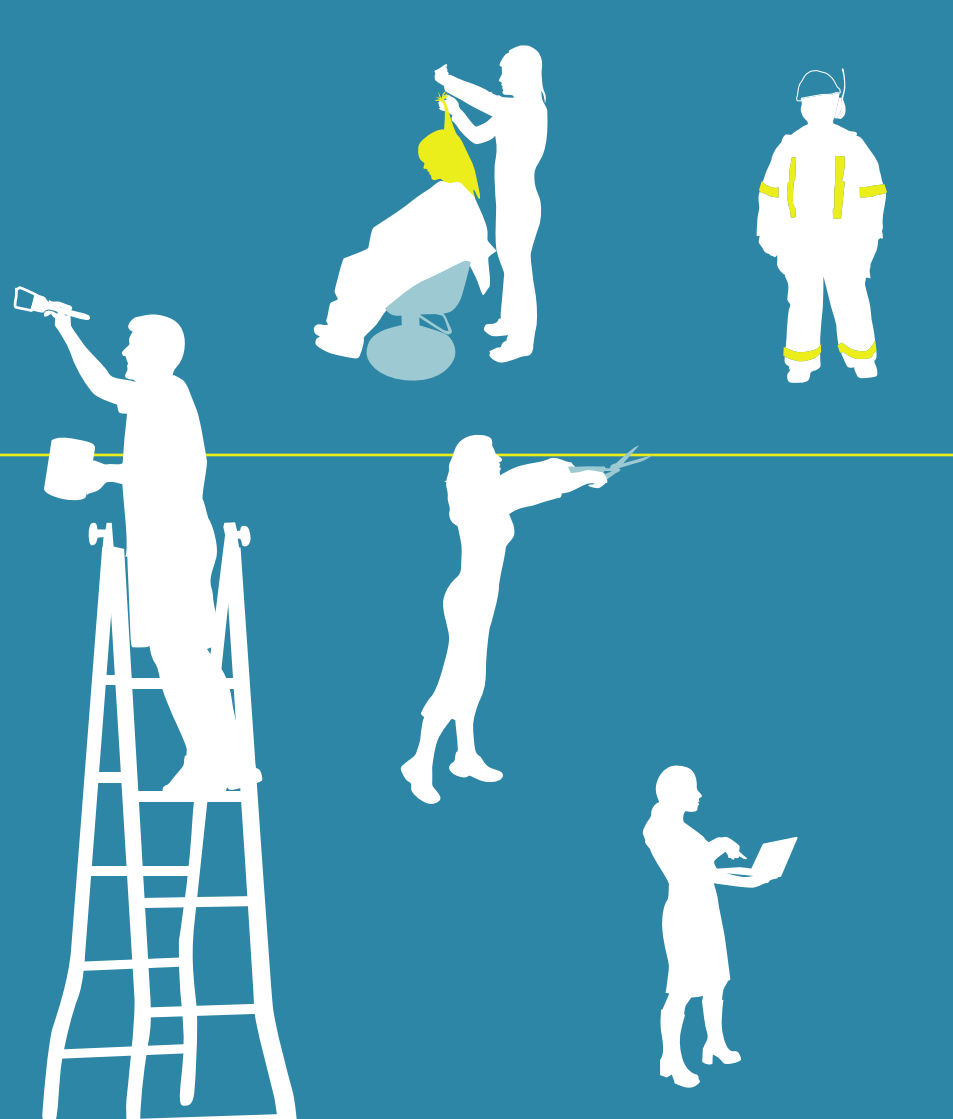
- Establish an employers' group with representatives from key employment sectors
- Minimise employer contact fatigue through the development of a coordinated employer contact model
- Identify and distribute vacancy information
- Support employers in identifying and meeting skill/training gaps
- Collate and analyse labour market information to identify future employment trends
- Provide clear communication between employers (via the Employers' Group) and training providers of current/future skill opportunities

SUSTAIN AND PROGRESS EMPLOYMENT

Job rotation

Job shadowing

Upskilling



Helping people back into work



Renfrewshire's Workforce Plus Partnership operates with support from Renfrewshire's Community Planning Partnership, Communities Scotland and the Scottish Executive's Community Regeneration Fund.

For more information or to receive this document in an alternative format contact:

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