

Notes from Employability Event - 5 March 2008

CONCERNS

Partnership and Communication:

- Need for opening up lines of communicating between voluntary organisations and statutory sector
- Understanding contributions – voluntary sector and statutory
- Opportunities for joint working
- Need to have confidence in making referrals
- Mapping information required
- Overlap – lots of players

Capacity Building:

- General capacity building support – more resources needed
- Funding – ongoing pressures
- Costs of providing tailored support

Targets:

- Need for national and local government to understand how far away from job ready some clients are
- Need to revisit targets – progress made rather than people into jobs

Benefit System:

- Support for transition – clients not always aware of options
- Specific concerns around housing benefit

Information Awareness:

- How to access up-to-date information on employability developments
- Information needed on specific services e.g. childcare

QUESTIONS

Specific Client Groups:

- How can we ensure the needs of specific client groups are addressed e.g. homeless people, those with mental health problems?

Partnership:

- Voluntary Sector representation on planning groups etc. – how can we take this forward?
- What is the referral process?
- How do we spread the word about the employability agenda?
- How would the referral process work?

Capacity Building:

- What Capacity Building support do voluntary sector organisations need and who will provide it?

Funding:

- Funding for Pathways – will voluntary sector be funded to deliver interventions?

Targets:

- Do targets take account of real needs?
- Are there gaps in provision?
- Role of schools/modern apprenticeships – has this been fully explored?

Benefits:

- How do we get people out of the benefit trap?

OPPORTUNITIES

Partnership:

- To develop partnership, especially around 2 way referrals
- Shared workload – to work more imaginatively
- Voluntary Sector can offer different solutions
- Develop an understanding of clients
- Opportunities for staff and volunteers to visit statutory projects and vice versa – develop knowledge, cross fertilisation
- Develop forum for workers from voluntary and statutory sector to come together

Specific Client Groups:

- Voluntary Sector has a strong track record in working with the most disadvantaged
- Opportunity to learn from voluntary sector experience in supporting specific client groups e.g. lone parents, people with learning disabilities

Funding and Resources:

- Opportunity to maximise funding and resources

Summary of Discussion of Workshop 2

- What do we need to make this happen?
- Discussions needed between public and voluntary sector to understand each other's contribution
- Identify which agencies can help at what stage and what the client can expect

Notes

Employability:

Broad range of activities:-

- Getting out of the house/finding an interest
- Building confidence and self-esteem
- Need a wide definition
- Widening social networks for clients – getting people out into the community
- Positive images rather than disability images
- Condition management
- Recognise barriers with specific client groups
- Information on where to refer client on to
- Voluntary sector going to be diverse
- Role for CVS Fife is co-ordinating range of organisations – the public sector needs to be aware of networks and what happens – individualising situations
- The perception of the voluntary sector is that people work for nothing
- Many voluntary organisations have more than one agenda, difficult for sector to engage in the strategies of the public sector
- The voluntary sector can offer soft skills development
- The public sector outcomes are biased towards measures which don't relate to the voluntary sector – we should take a holistic approach
- Measurement tool
- Definition of employability is about people moving on not about getting them back into employment
- The reality of the national agenda is about moving people off benefit and back into employment

