

Clackmannanshire Provider Network: 31st May 2022

Notes of Meeting.

Present: Tamsin Ferrier, Volunteering Matters, Chair
Pam Clinton, Developing Young Workforce
Gail Fraser, Clacks Works
Mary A, Triage Central
Diane Cairns, Tranform FV
Narek Bido, Recovery Scotland
David Stewart, Scottish Union for Supported Employment
Janine Rennie, Wellbeing Scotland
Jean Brodie, Action for Children
Fiona Colbron-Brown, Clacks Council
Sharon Lapsley, Skills Development Scotland
Aileen Schofield, NHS Healthy Working Lives
Charlotte Zealley, University of Edinburgh
Jean Hamilton, CERT, Secretary

Multiple apologies were provided and not noted here.

1 Update from LEP

Colin Melville, CTSI gave his apologies, but provided the following update:

- Anne Dougan gave a presentation on the new Clacks Wellbeing Hub (replacement for the Alloa Leisure Bowl) and how it could link in with employability programmes/opportunities
- NOLB – commissioning of employability programmes live from April 1. Triage and Enable (ASN) delivering programmes for 16 – 19 year olds, stage 2 and 3 of the employability pipeline
- Significant progress made on the draft delivery plan. Big thanks to Jane Adamson for all her input
- Alison Davidson delivered an update on the UK Shared Prosperity Fund

2 Third Sector Support at a local level for Young People considered NEET in Scotland

Charlotte Zealley a PhD student at University of Edinburgh provided an overview of the above PhD project which is focusing on studying Clackmannanshire.

A copy of slides are attached.

The field research will be undertaken in this year and will be in partnership with 2 third sector organisations, with analysis and findings in 2024. Charlotte would be keen to secure input to her analysis and recommendations when available.

3 Healthy Working Lives

Aileen Schofield of HWL provided a presentation on the activities of HWL and its sister organisation Working Health Services FV.

The presentation is attached and covers a wide range of activities and resources suitable for those who are in employment who suffering from ill health or in danger of leaving work due to ill health.

While focused on employees and employers, HWL has worked with third sector groups and their clients and Aileen would be open to further discussions on this.

4 Breakout Discussions

The meeting broke into 2 discussion groups who sought to discuss:

- What are the gaps in provision currently
- How could we collaborate to fill these gaps.

The discussions were rich and wide ranging. Notes of these are set out in an annex.

Following feedback it was agreed that it was important to capture these areas for potential collaboration and help ensure these are converted into collaborative action.

Jean Hamilton will provide some form of contact with members of the network to identify potential collaborative actions to address these gaps and allow organisations to indicate their interest in participating in collaborations.

5 Date of Next Meeting

The next meeting will be 30th August 2022 at 2pm and Nicky Paton of Link Living to chair. JH confirm with Nicky.

Copies of the minutes and presentations would be issued to all members.

Jean Hamilton
1st June 2022

Clacks Provider Network – breakout group notes: Group 1

Question one: Gaps in provision

- **Provision for ‘middle aged people’** who are neither ‘young’ nor ‘old’ as there can be an issue of where to signpost people on once they are older than c.25 years
- Difficulties in securing **work placements for young people with additional support needs** (ASN). Employers can be wary of taking on people with ASN, even though they may already be employing people with ASN.
- Provision for **young people who are still at school** and who can’t yet access training until either just before or once they leave school.
- Support to enter work in the **social care sector** and also **green jobs** (ongoing work on this already)
- **Transport** to access courses (and then employment); sometimes there is also an issue with lack of confidence to use public transport and/or a real or perceived fear of the risks involved with travel outwith your local area.

Question two: collaboration

- Organisations who have successfully hosted work placements with younger people (especially those with ASN) to **champion** this to other employers to encourage them to get involved too. Disability Confident award is also a good way to support this.
- Look to **other projects elsewhere in the UK for inspiration** e.g. a Volunteering Matters’ programme in England involving transport provision and befriending; mapping & group work with young people in Easterhouse, Glasgow to encourage use of transport into the city centre.
- **Early interventions** - work with schools to build confidence from an earlier age in travelling outwith the local area.
- Encourage **providers to support transport** to their training.
- Help employers to have more **targeted engagement with school students**, such as by meeting with a particular group rather than the whole year group.
- Draw on partners who **already have contact with employers**, to avoid multiple people trying to contact employers about the same thing.
- Work with schools to provide **support before leaving school** and explore funding options for support for under-16s eg. via Robertson Trust or Big Lottery.

Clackmannanshire Provider Network

Group discussion 31 May 2022 – Group 2

What are the identifiable gaps in provision in Clacks?

How could we collaborate to fill these gaps?

NB: Completed by Aileen Schofield HWL (to note in context of “how can I help/contribute to this”

No	Discussion point	How I can help / contribute to this to strengthen the discussion point?	Next steps / actions
1.	Headings carried forward from previous meeting:: 1. Anxiety 2. Transitions 3. Progression		
2.	Trauma Informed workforce needed everywhere, including employers.	SDF - https://www.sdf.org.uk/training/NES Trauma Informed - National Trauma Training Programme Online Resources Summary (transformingpsychologicaltrauma.scot) nationaltraumatrainingframework.pdf (transformingpsychologicaltrauma.scot) PEC training.	
3.	Issue around accessibility of services, availability of services and linking into free childcare provision.	FedCap review and develop jobs and also what is needed to improve health. FedCap support people and employers and have OH/ Physios/ Counsellors. Aileen.schofield@nhs.scot & David.Stewart@fedcapemployment.org will meet to discuss pilot health projects.	

4.	Accessibility path is complicated and too centralised resulting in people who are more rural missing out on support.		Services need to be accessible rather than people being hard to reach.
5.	<p>The statutory system is too rigid in the service it provides.</p> <p>People who know the system can struggle to navigate it, what chance do young people / others have?</p>		Statutory systems needs to be really tailored to support each person ie some people need peer support, some people need something else type of idea.
6.	<p>No up to date, clear knowledge of what local services are available due to the continuous changing landscape.</p> <p>There can be a reluctance from workers to refer to local services for their own reasons.</p>		<p>Landing page or a link on CTSI website as the first place for people to access for support.</p> <p>Information or link in the Alloa Advertiser as the first place for people to go to for support.</p> <p>Be part of Live Local Directory issued to all homes locally.</p> <p>Be user friendly information wise – use of spaces, colour boxes, diagrams – in a format that works for people.</p>
7.	More needs to be done to keep people in their jobs especially in the first 3 months of starting, it's more than finding jobs for people.		More support to help people prepare for work.

<p>8.</p>	<p>Recent example of a work trial being extremely overwhelming for a young person (this is a common experience). There will be nervousness, anxiety in the lead up and on day 1 especially. This is not taking account of a young person living with a disability or a language barrier or with poor mental health.</p> <p>This negative experience can have years of impact on the person and result in non engagement with employment going forward. Life Changing impact for the person and their family.</p>	<p>It's ok to say this is not the right time for the pre work trial to take place for the person.</p>	<p>Build relationships at a local level with employers and local groups to help break down barriers and routes to employment.</p> <p>Is there a local Employment Advisory Board? Get out of jail and go straight to work: now employers are battling to hire ex-prisoners Business The Sunday Times (thetimes.co.uk)</p> <p>Work at a local level Identify any barriers way before the pre work trial takes place, be aware of them and put support in place, work with the employer so that the employer is informed and ready to support the person and to make the workplace more accessible.</p> <p>Engage more fully with local schools, teachers, support staff as early as possible to put support in place collectively, don't wait for the young people to leave</p>
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			<p>school or just about to leave school.</p> <p>Have a supportive point of contact for each person to turn to especially in the lead up to the 1st day at the new job and period thereafter.</p> <p>Break down Employer barriers. Educate and work with local employers to help them make their workplace more welcoming and accessible to young people. And those with poor mental health and / or living with disabilities.</p> <p>Work with local employers to make them more comfortable to support people into and through employment.</p>
9.	<p>Real concern that the most disadvantaged will be left behind and / or fall even further behind.</p> <p>Changing life expectancy in the UK and why it matters - YouTube</p> <p>Changing Life Expectancy in the UK and Why it Matters (gcph.co.uk)</p>		<p>Work with Community Learning & Development to reach people.</p> <p>Work with local groups to reach people.</p>

10	<p>A lot of people have slipped through the net, are not known to support services and are sitting in silence.</p>		<p>Reachout workers are missing to get to know the people in this position.</p> <p>Social inclusion worker role?</p> <p>Make use of peer to peer supports such as neighbours and friends.</p>
11	<p>SME's do employ but they don't have the necessary vacancies to have the desired impact.</p> <p>Local Public Sector employers may say they are open to recruiting people with health conditions, disabilities, ASN but this is not reflected in number of people being offered employment, changes internally and policy wise to enable this to happen.</p>		<p>Partners to still support SMEs to employ people but also there needs to be real meaningful engagement and buy in with local public sector employers to employ and retain people with health conditions / disabilities / ASN.</p>

12	<p>Impact of COVID 19</p> <ol style="list-style-type: none"> 1. People have lost their job and then their self confidence as a knock on effect of losing their job. 2. Young people have missed out on socialisation. 3. People's mental health has declined further due to COVID 19 but waiting for NHS mental health support / diagnosis has become longer. Resulting in people not knowing what the issue is to then access the support they need and are eligible to have from different agencies. This then becomes a spiral impacting further on the person's mental health. 4. Parents and their children have been together for 2-2.5 years making it much harder for parents to then feel comfortable leaving their children with nurseries or care provider. 5. Babies and toddlers not used to being around other babies / toddlers. <p>COVID-19 microbriefing 4: Consolidating evidence of the impacts of COVID-19 on children and young people - Policy Scotland (gla.ac.uk)</p>		
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