

Employability Providers Forum Notes

7th October 2021

Group 1

Purpose and Objectives

- First step is to get a clearer understanding of what is already in place, and what other organization does
- Useful to help build a pipeline/natural pathway for clients
- Help identify key points for clients, especially those who are far away from employment
- Help improve referrals, facilitate this process
- Promote partnership, collaboration and not competition
- Identify gaps in provision and improvements (but only once there is a clearer understanding of current provision)
- Needs to be genuinely bottom up and important to ensure that any network/forum does not become too formal and therefore becomes part of the problem

Scope/Membership

- Important that it doesn't become too formalized early on, when it is finding its feet and purpose
- Should include anyone with any interest
- Initially exclude funders and programme designers until network has firmed up their views
- Not possible to separate employability from wider health and wellbeing issues (and others) so all should be included
- Should include all age including school age and those who are unemployed, inactive and in work

Group 2

Main Client Needs and Issues

- Support for young people

- Power of volunteering to enhance employability
- Anxiety
- Mental Health Challenges
- Trauma – leads to panic – can lead to failure – can lead to mental health anxiety's
- Clients not sure what they want to do for employability – but during this time they should be able to work on themselves
- Poverty – Cost of travel, lunch, pressure of what to wear
- We need more co-ordination – better working together than in Silo – co-ordinated approach to meet all client needs
- There are more charitable organisations in Clacks now with specialist knowledge – so how do we package it all together

Gaps

- Literacy – Adequate support/time for literacy needs
- Disabilities
- Additional Support Needs
- Provider Forum for all ages – No-one Left behind = for all ages)
- Ensure access to other support is available for a full package of support
- More tailored needs for individuals
- Collectively working together

Co-ordination for Provision

- Clacks wide at the moment as there is so much to unpick
- Education brought in at the beginning
- Lots of data out there - we need the time and resource to analyse the data
- Better communication – front line staff getting to know what other organisations do!
- We need time with each client

Who should be in the group?

- Education providers
- Open to all (skills training, work experience, public, private and third sector)
- Housing support
- Key Workers
- LEP
- Business support partnership
- *Nothing is off the table*

Group 3

Purpose of the network

- Sharing information is vital
- Helping people to find what is right for them
- Good to have knowledge of support in the area
- No time to sift through lots of directories so it makes it easier
- Something visual makes it easier when talking to partners
- Managing to connect with people better
- To help with mental health and general wellbeing

Who should it be for, who should the clients be?

- 16-67 should be the main age range
 - Although 50-50+ age range need extra support as 16 -24-year-olds already have a lot of support
 - Looking at pre working aged people as they are more at risk of NEAT due to possible chaotic households
 - Can look at helping the parents to help the child too
 - Residents of Clackmannanshire involved in groups of support already
 - Need to focus on support for the whole family
-
- Help people ease the path with DWP
 - Sometimes DWP can take over
 - DWP and other larger organisations can have a different agenda
 - A lot of people don't feel they can be open or honest when these organisations are involved
 - Everything affects wellbeing, which then can relate to family. Everything is interlinked
 - 60-70% of their work is health and wellbeing, if they can't fix these issues then there is not much chance of employability
 - Could be broken down with subgroups

How should it operate?

- Networking meetings
- Having a more informal approach to stop people putting up a barrier, e.g no taking notes or asking people to sign up to things
- Having a different sector be responsible each time to give them a platform to help

8th October 2021