

## Scottish Government - Employability Innovation and Innovation Fund

The Scottish Government launched an Employability Innovation and Integration Fund on 15th June 2017.

A budget of £2.5M for Scotland was made available to support the integration and/or alignment of employability and skills training services, health and social care and justice / housing services.



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*The opportunity to create a better community*

### Focus on Employability



### Just Learning—Skills For Employment

On 27 February 2018 an event was held at Paisley town hall to celebrate the launch of Just Learning—Skills for Employment. This project is funded by the Scottish Government's Innovation and Integration Fund. It proposes to deliver a program of training, skills development and employability activities at each level of the employability pipeline for people with convictions living in or returning to Renfrewshire.

This program of activities aims to improve the life opportunities of those with historical or present criminal convictions; this will include people subject to diversionary initiatives, serving a short sentence, Community Payback Order or licence and those in the community disadvantaged from the employment market due to previous offending behaviour. Skills development and training initiatives will be developed at early stages of the employability pipeline and will include linkages with training programmes delivered by the Scottish Prison Service, Stage 1 and 2 capacity building programmes such as Keys to Learn and community based training and employability initiatives.

In collaboration with Employability, Criminal Justice, Homeless Services and other Community Justice Partners, a Training and Skills Development Coordinator will develop sustainable pathways, establish and monitor delivery of the initiatives, ensuring the training and employment needs of the core group are met. The project will provide opportunities for those engaged with statutory Criminal Justice Services to gain accredited or vocational training during completion of their sentence or order to improve outcomes following completion. Project initiatives will link in with Homeless Services to prevent repeat homelessness amongst people with convictions and encourage positive long term housing outcomes through sustained employment, training and/or engagement in the local community. The event provided the opportunity to raise awareness of community justice and the complex issues facing people with convictions. Practitioners learned about plans for the project and how they could contribute and it was a much welcomed networking opportunity to make links with other services in Renfrewshire.

For more information on the project please contact; [fraser.mckinlay@renfrewshire.gov.uk](mailto:fraser.mckinlay@renfrewshire.gov.uk) – 0141 618 5216.

## Just Learning—Skills For Employment

### Referral Process

- Agency identifies client and completes Skills for Employment Referral Form.
- Skills for Employment Referral form sent directly to [fraser.mckinlay@renfrewshire.gov.uk](mailto:fraser.mckinlay@renfrewshire.gov.uk)
- Agency notified of referral received
- Client contacted by Fraser McKinlay to confirm date and location of initial meeting
- Agency notified of date and location of meeting
- Initial meeting between client and Fraser McKinlay. Location: Russell Institute/desired premises.
- Assessment undertaken (Fraser McKinlay)
- Action Plan created by Fraser McKinlay or other Invest Advisor and client
- Action Plan shared with referral agency
- Client progresses through action plan with continued communication between Agency and Fraser McKinlay or other Invest Advisor

## Keys to Learn: Project model and delivery

Keys to Learn is a tenancy sustainment project coordinated by Glasgow Homelessness Network and delivered in partnership with local authorities, colleges, housing associations and support providers. The project is funded by Big Lottery Scotland.

At the heart of the project is a locally delivered tenancy sustainment course that is specifically targeted at people who have lived experience of homelessness or are identified as being at risk of homelessness.

Each course is 8 weeks long, delivered three days per week for a total of 15 hours. While delivered in partnership with local colleges providing accredited learning; the course is normally delivered in a local community venue for ease of access and familiarity.

While regularly reviewed based on participant feedback, the course delivers modules on:

IT/Digital Skills	Personal & Social Capacity Building	Advice & Information
Computing & digital media Digital photography Getting the most out of technology	Self-confidence building Learning to work with others Teambuilding Thinking and learning skills Presentation skills Getting to know your community	Money management Energy advice Housing advice Welfare rights and benefits advice



### HMP Low Moss

In 2014 Low Moss developed and incorporated into our establishment plan what we called provocative propositions, these propositions were to be far reaching with a view of delivering real employment opportunities for prisoners on release.

The propositions developed stated;

- Low Moss's community enterprise models, employability partnerships and collective commercial agreements provide real sustainable work focused environments that create the experience for prisoners to build on their assets and develop strong employability characteristics.
- Prisoners released from Low Moss present to the jobs market with employer co-designed employability portfolios that describe their proven work ethic, certificated qualifications, reliability and their willingness to learn, preparing them for the pathway to desistance and citizenship.

From these propositions Low Moss initiated contact with some key organisations such as; WAMITAB (waste management industry training and advisory board) BASE (British association for supported employment) Haven Recycle, (Hillington) Shaw Trust, Momentum North Lanarkshire Council Roots to Work. These discussions centred on working in partnership to deliver real sustainable opportunities for prisoners on release.

From a series of meetings we agreed an undertaking to explore how we would develop in partnership our employability programme, while at the same time Low Moss would review and restructure our qualification strategy to reflect the external employment markets.

One of the outcomes from these meetings were the delivery of the New You, New Future programme. Low Moss had been working with Mark Hyde (commercial director of WAMITAB) for about 24 month prior to the employability event we ran on 28<sup>th</sup> June 2016. The New You New Future; is designed to offer a simple route for employers and support organisations to link up and provide a coherent support network for suitably qualified offenders to progress into work on release.

As well as the WAMITAB initiatives we deliver BICs accredited training (British Institute of Cleaning Science) Response that delivers Bio Hazard clean up training. Continuing to move forward we are awaiting approval from City & Guild to deliver the first MA (Modern Apprenticeship) to prisoners in a Scottish Prison, while continuing to deliver construction skills vocational training in painting & decorating and plumbing? We have a market garden environment delivering qualification to prisoners while introducing them to the skills of bee keeping. We have at the moment four hives, this will increase to 6 by September 2018. All products grown harvested are then used in our training kitchen where we deliver qualification in professional cookery and food production.

The results of these partnerships are very evident as we are securing appropriately trained prisoner sustainable employment on release. We have created an environment where partner organisations and employers can work collectively for the greater good of the prisoner population who wish to engage in a change of direction and desistance.

For more information please contact; [LowMossEmployability@sps.pnn.gov.uk](mailto:LowMossEmployability@sps.pnn.gov.uk)



**INVEST**  
in Renfrewshire

Invest in Renfrewshire is an Employability Service based in the Russell Institute in Paisley. Registering with Invest means you will be provided with 1-2-1 support and guidance via an employability Advisor, who will then work with you to create and develop an action plan, work on CV Development, Interview Skills and Job Searching.

Many other opportunities are available when registering with ourselves including training programmes such as CSCS, REHIS and Food Hygiene. There are also opportunities in entering Employability Funds, Sector Based Work Academies and getting work experience. All of these opportunities not only bulk up the clients CV's to make it more attractive to employers but they develop skill set and boost confidence.

The Just learning –Skills for employment. project, led by Invest in Renfrewshire is a holistic approach that will ensure people with convictions are able to gain the same service as a client without a criminal background.

When a client joins Invest not only do they get assistance finding a job and making sure they are job ready but they get support while in employment. Invest feel nobody should be kept in a job they are not going to sustain meaning that we provide an aftercare service where their advisor remains close contact with client to support their journey through stages of employment.

Contact details:

For Employability support

Invest in Renfrewshire -  
[Invest@renfrewshire.gov.uk](mailto:Invest@renfrewshire.gov.uk) -  
0300 300 1180



**ENGAGE**  
RENFREWSHIRE

### **Volunteering hits a grand target**

Engage Renfrewshire has smashed its own annual targets by registering 1,000 volunteers since April 2017. The local third sector interface, or TSI, celebrated as the team registered its 1,000<sup>th</sup> volunteer in less than 10 months.

Volunteer Development Officer, Karen Miller, said “it’s fantastic that we live in communities where volunteering is valued and seen to be of great worth.”

“People use volunteering for all sorts of reasons but obviously a really key objective is to increase employability; people gain experience, new networks and it can really boost their confidence and self esteem.”

Karen said “Volunteering is for everyone. We register volunteers of all ages and backgrounds including people with disabilities or convictions. It doesn’t matter who you are or where you come from, if you want to get involved, we will find the right opportunity for you.”

Part of the remit at Engage Renfrewshire is to register and place volunteers with local charities and community groups – helping the groups to increase their resources and deliver even more services.

Engage Renfrewshire’s Chief Executive, Alan McNiven, said “Volunteering is great because it is a win-win. There are huge benefits to volunteering, especially around employability and becoming work ready. Equally developing volunteer programmes can help organisations become more effective and more efficient. That’s what makes communities strong and inclusive.”

If you would like to find out more about how volunteering can enhance employability, or how we support people with convictions through the volunteer registration process, please contact Karen at [KMiller@engagerenfrewshire.com](mailto:KMiller@engagerenfrewshire.com) or 0141 887 7707.



Skills  
Development  
Scotland

Skills Development Scotland (SDS) is Scotland's national skills body. We contribute to sustainable and inclusive economic growth by supporting people and businesses, in each of Scotland's local authority areas, to develop and apply their skills. We work with partners at national, regional and local levels to create a Scotland where:

- employers are able to recruit the right people, with the right skills, at the right time;
- employers have high performing, highly productive, fair and equal workplaces;
- people have the right skills and confidence to secure good work and progress in their careers;
- there is greater equality of opportunity for all.

Our Careers Information Advice and Guidance (CIAG) services focus on equipping people with the Career Management Skills (CMS) they require to achieve their potential, and providing the information required to make informed learning and career choices.

### **Community Justice**

SDS is named, with Local Authorities and other organisations, within the Community Justice (Scotland) Act 2016 as a statutory Community Justice partner across each of the 32 Community Planning Partnerships (CPP) areas. Through the CPPs, our local colleagues help to develop, monitor and report against the Community Justice Outcomes Improvement Plan (CJOIP) for your area. Our contribution to Community Justice is largely based on increasing awareness of, and access to, our existing services. To find out more about how we are acting as a Community Justice Partner in Renfrewshire please contact **Maurice Gilligan, Area Manager**.

Email: [maurice.gilligan@sds.co.uk](mailto:maurice.gilligan@sds.co.uk)

### **Further information and links on SDS:**

#### **Renfrewshire SDS Local Partnership Guide:**

<http://www.skillsdevelopmentscotland.co.uk/media/43352/local-authority-booklet-renfrewshire.pdf>

Providing you with a snapshot of key data, labour market information, the support we provide to individuals and businesses and useful local contact information for your area: <http://www.skillsdevelopmentscotland.co.uk/in-your-area/renfrewshire/>

**The help you need** for the career you want: [www.myworldofwork.co.uk](http://www.myworldofwork.co.uk)



The Wise Group are the Fair Start Scotland (FSS) Prime deliverers for the Renfrewshire area. FSS is the Scottish Governments new employability service aimed at supporting individuals on their journey to securing sustained employment, including individuals with convictions. Our aim is to help customers gain new skills to increase their employment opportunities, to achieve this we have a partnership model with various specialist interventions to ensure participants' needs are met by using a person centred approach.

Some areas of support are:

- Coaching and mentoring
- Barrier removal and personal development
- Confidence and motivation
- Digital inclusion
- Social inclusion activities
- Behavioural change
- Handhold signpost support
- Employability skills
- Local labour market sessions
- Access to Vocational/accredited training
- Sector-based work academy (SBWA)
- Volunteer placements, work tasters and placements
- Job search
- Financial support
- Self-employment
- In-work support



Some specific support:

- Specialist health-related interventions
- Specialist support for people with convictions
- Support for those in recovery
- Specialist support for long-term unemployed (24 months+)
- Tailored interventions for lone parents with complex needs

We will draw on the experience of our Community Justice department within Wise Group who have a wealth of experience and knowledge in supporting people with convictions, as well as on transitional programmes.

Our main delivery hub is at 41 Gauze Street, Paisley. Our coaches, employer engagement officers and engagement officers are based there, as well as our Programme Manager and Partnership Manager – Caroline McGhee and Tracey Cawley.

Contact Us: Phone number: 0300 303 3381

Email address: [fairstart@thewisegroup.co.uk](mailto:fairstart@thewisegroup.co.uk)

Website: [www.thewisegroup.co.uk/fairstart](http://www.thewisegroup.co.uk/fairstart)

## **Community Payback Order- Unpaid Work Team and Employability**

### **What is employability?**

Employability has been defined as **“the capability of getting and keeping satisfactory work”**

At Unpaid work it is important that we enhance this capability through the development of employability skills.

Employability skills are defined as :

**“A set of achievements, understandings and personal attributes that make individuals more likely to gain employment and to be successful in their chosen occupations”** Peter Knight & Mantz Yorke

How do we support people, subject to a Community Payback Order with Unpaid Work to gain and maintain employment?

- We are open seven days per week – in order to accommodate people who work during the week.
- We work with people to make appropriate disclosure to their employers with regard to the commitments required of an Unpaid Work Order.
- 30% or 30 hours of each Order can be used for “other activity”, this includes college courses; voluntary work and therapeutic interventions; such as drug or alcohol counselling which can enhance a person’s employability.



**Renfrewshire  
Council**

Here are some examples of how the Unpaid work team have supported the development of employability skills:

Case Studies:

- *Mr M was placed in a work squad carrying out landscaping and gardening work, this included removing overgrown bushes; preparing the ground, planting trees and creating paths. He learned which tool to use for each job and through developing his skills was able to take up agency work as a gardener, this led to Mr M starting his own landscaping business.*
- *Mr B attended the Employability – Just Learning skills for employment project. He has undertaken an IT course and has been praised for his determination and effort in applying his new knowledge. He is now applying for a place on the Keys to Learn programme and is looking forward to widening his opportunities.*
- *Ms D was placed in a charity shop, upon completing her hours she continued to volunteer at the charity shop, she later stated that her participation had given her confidence and helped establish a routine which then helped her gain employment.*

For further details contact carol-  
anne.soones@renfrewshire.gov.uk

Mental Health and Addictions Employability Update

Health and Employability Improving Lives Resource Leaflet and Presentation

Locally the Renfrewshire Health Improvement Team were tasked with developing an employability resource to support frontline staff in signposting patients/clients to the most appropriate support service. The resource aims to ensure individuals are encouraged and supported through their employability journey, by increasing staff confidence in raising the issue of employability. The resource supports the stages of the employability pipeline and is split into sections reflecting this. To ensure wide circulation of the resource the Health Improvement Team liaised with Renfrewshire HSCP Team Leads to secure short sessions within staff team meetings to deliver a short employability awareness presentation along with the promotion of the Employability and Health Resource.

An initial meeting with Mental Health and Addictions Leads took place in December 2017, with future plans agreed to deliver the presentation to all mental health and addictions team along with the promotion of the resource.

The table below illustrates all sessions secured:

Mental Health MDT	13 <sup>th</sup> March 2018
Doing Well Team	11 <sup>th</sup> April 2018
Social Work Team	19 <sup>th</sup> April 2018
Renfrewshire Drugs Service	27 <sup>th</sup> June 2018

Table 1: Employability and Health Awareness Sessions

Evaluations (pre and post) were completed by staff in attendance during each session to help measure the impact of the presentation and the resource. The evidence within the evaluations illustrates an increase in knowledge and awareness of the employability pipeline and of employability support services within Renfrewshire. The evaluation also highlights the increase in staff confidence in raising the issue of employability with patients/clients and identifying individual stages of progress along the employability pipeline.

Employability E Learning Learn Pro Module

Promotion of the Employability Learn Pro Module is linked in with the presentation and promotion of the Employability and Health resource. This is reflected within the data received which illustrates the staff uptake, across Renfrewshire HSCP, has increased by over 100% since January 2017. The module can be found in the Speciality Subject section: [https://nhs.learnprouk.com/lms/login.aspx?ReturnUrl=%2flms%2fuser\\_level%2fwelcome.aspx](https://nhs.learnprouk.com/lms/login.aspx?ReturnUrl=%2flms%2fuser_level%2fwelcome.aspx)





Over the past year Apex has worked with 110 clients in Renfrewshire, we have completed a variety of work depending on the needs of each individual. Almost all clients have had a letter of disclosure done, we have helped clients apply for training, college and additional funding so that they can carry out specialist training such as Forklift or HGV licences. We have completed CVs with clients and helped them apply for and in some instances secure employment.

Over the last few weeks we have delivered our first ITA funded CSCS course to 7 of our clients, all of whom passed the first part of the test, we are now looking to deliver this on a monthly basis, giving our clients a meaningful qualification that can really help them secure employment in the Building industry. As we move forward we are looking to deliver a wider range of courses that may be of interest to our clients.

**For more information or to subscribe to our newsletter please contact:**

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