

February 2009	Fairer Scotland Fund Employability Action Plan	
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The objective of this action plan is to support the development of employability provision in Dumfries and Galloway through partnership working. This will include work with individuals that enables them to reach their full potential and supports them in achieving and sustaining their self identified aims.

This is in line with the following national and local outcomes:

FSF National Outcomes:

- 2. We realise our full economic potential with more and better employment opportunities for our people.
- 3. We are better educated, more skilled and more successful, renowned for our research and innovation.
- 4. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- 5. Our children have the best start in life and are ready to succeed.
- 7. We have tackled the significant inequalities in Scottish society

FSF Local Outcomes:

- 1. An innovative and sustainable rural economy
- 2. A region where people live more active and healthy lives
- 3. A place where people feel better connected, secure and at home
- 4. A place where people are better equipped for a changing world

Name of individual & designation	Organisation represented
Robert Gemmell (Action Plan Joint Lead) Careers Scotland manager Dumfries & Galloway	Skills Development Scotland (Careers Scotland)
Rhona Welch (Action Plan Joint Lead) DWP JobCentre Plus Operations Manager JobCentre Plus managers, Annan, Stranraer, Dumfries	DWP JobCentre Plus

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<p>Stephen Shellard More Choices, More Chances Implementation Officer</p> <p>Dawn Redpath Fairer Scotland Fund Manager</p> <p>Penny Nowell Joint Commissioning Manager – Adult Services</p> <p>Irene Mungall Chief Executive</p> <p>Claire McIldowie</p> <p>Kerry Willacy (Activity 4)</p> <p>Margaret McIlhinney (Activity 5)</p>	<p>Dumfries & Galloway Council</p> <p>Dumfries & Galloway Council</p> <p>Dumfries and Galloway Council</p> <p>DAGCAS</p> <p>Hope Service</p> <p>NHS – Health and Wellbeing</p> <p>DGC – Integrated Children’s Services Team</p>
<p>FSF National Outcomes:</p> <p>2. We realise our full economic potential with more and better employment opportunities for our people.</p> <p>3. We are better educated, more skilled and more successful, renowned for our research and innovation.</p> <p>4. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p> <p>5. Our children have the best start in life and are ready to</p>	<p>FSF Local Outcomes:</p> <p>5. An innovative and sustainable rural economy</p> <p>6. A region where people live more active and healthy lives</p> <p>7. A place where people feel better connected, secure and at home</p> <p>8. A place where people are better equipped for a changing world</p>

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succeed.
7. We have tackled the significant inequalities in Scottish society.

Local outcome to be met (insert no. from above)	Actions to be taken	Performance indicators	Timescale including milestones	Estimated cost	Lead person/org
1,2	Activity 1 Mapping exercise of employability related services across Dumfries and Galloway within the Workforce Plus agenda. This will examine all activities across the region that could be considered to relate to the employability of individuals and specifically highlight areas of employability work that may be 'hidden' within other services. It is further proposed that this exercise looks at activity relating to Health and Wellbeing in the context of employability as supporting information.	Preparation of document to inform and evidence further developments related to employability	Immediate with document to be completed by early summer 2009	In kind contribution from partners including FSF team £15k from Scottish Government Grant	Workforce Plus partners FS manager
1,2,3,4	Activity 2 Within 2008/11 SOA Indicator 1.20 – Development Link Worker activity in year 1 to reduce number of economically inactive people. Development Link Worker Activity in years 2/3 to review year 1 and project targets further	3% reduction in numbers of economically active people that want to work (105	By 2010	From FS staffing budget current staffing	FS Manager

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1,2,3,4	<ul style="list-style-type: none"> Development Link Worker activity to also support those furthest from employment to make progress towards their goals. 	<p>people)</p> <p>To continue to support 300 people towards employability goals. To enable 30 people into FE/HE or training of 6mths+. To support 50 people in completion of intermediate activities.</p>	By 2010	<p>complement of 7 FTEs</p> <p>From FS staffing budget current staffing complement 7 FTEs</p>	FS Manager
1	<p>Activity 3 Community Planning Partners and the Workforce Plus Sub Group have identified a need for a better strategic overview of employability at a central point. Within FS activity a strategic post has been agreed to support better joining up of work across community planning partners and to oversee the appointment of the Employer Link Worker Post below. This strategic post should also take on a responsibility to look at issues relating to transport in a creative planned manner.</p>	<p>Collation of data relating to employability and actions coming from commissioned piece of work.</p>	2 years to 2011	£60k p a	Employability sub group / FS Manager / Workforce Plus Sub Group

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	<p>Employer Link Worker Post To provide a linking role at the employer end of the spectrum of progression. The post will support the development of work and volunteering placements primarily working with employers to develop work and volunteering opportunities including the third sector. The primary consideration of the post is to provide a service to employers through the linking up of their real needs to the strengths and abilities of our client groups actually matching the opportunities to the people looking for work. This post should specifically look at migrant working population needs and can utilise a £10k discretionary budget to address any issues as they arise.</p>	<p>Numbers of employers being actively supported</p> <p>Numbers of people entering employment, volunteering or work placement opportunities as a result of the scheme</p>	2 years to 2011	<p>£35k pa</p> <p>£10k discretionary budget to address migrant workers issues. To be administered through employer link worker post</p>	
1,2,3,4	<p>Activity 4 Employability and its impact on Health and Wellbeing Develop a support service that links directly to health and wellbeing related issues. The service that will be developed will be additional to JCP Pathways work and will complement the work being carried out by the NHS HWB team. Relevant colleagues to be invited to explore further.</p>	Outputs will look at numbers of practitioners being trained and also in the longer term at individuals sustaining / entering employment and	2 years from April 2008	Proposed Indicative budget of £45k from FS resources with in kind resources being provided by the NHS in	Employability sub group / FS Manager / NHS

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		also focus on 'non benefit claiming' customers who are both hidden client groups		relation to providing 'packs' as well as the management infrastructure specialist psychology support and office base.	
1,2,3,4	Activity 5 Following some recent discussions around the development of work placements it has been agreed that the main priority is to address attitudinal barriers to taking on work placements for vulnerable groups. It has been agreed to link with developing actions around employment opportunities for looked after children and care leavers, in partnership with Margaret McIlhinney on behalf of the Looked After Care group. More information to be gathered to support the activity.		Immediate	£50,000 pa TBC	Employability Sub Group, FS Manager and MMCI

Further information: use this section to:

- Individual measurement of progress will be ascertained using the FS database utilised by the link workers.
- All activities above will be developed in consideration of the mapping exercise and will also be expected to demonstrate links to existing provision and how additionality is provided within any activity development
- Activity 1 will be advertised as a tender opportunity, Activity 2 is in place, job descriptions for Activity 3 are to be developed with placement of the posts to be decided, Activity 4 to be developed in conjunction with NHS colleagues and Activity 5 in conjunction with Integrated Children's Team colleagues.

<p>February 2009</p>	<p>Fairer Scotland Fund Employability Action Plan</p>	 <p>community planning</p> <p>implementing a shared vision with communities in Dumfries and Galloway</p>
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