

Note of the Forum - Wednesday 26 August 2015, Rothes Halls

The August Forum focused on two key topics:

- vocational skills needs in Fife and
- Scottish Government's 'Creating a Fairer Scotland' discussion paper.

All slides from presentations are available on our website and within this report.

41 people attended the Forum on Wednesday 26 August. Once again feedback has been very positive with over 96% of you rating vocational training discussions as productive or very productive. One participant even saying this was the 'best yet!' so we will have to do something to keep improving on that!

Vocational Skills Needs in Fife

Eric Byiers, Chief Executive, Chambers of Commerce

Eric took us through the employer's perspective on engaging in the employability arena and an important update on the new Employer-led initiative 'Developing the Young Workforce in Fife'. This will be rolling out across Fife in the coming months so watch out for more information in our e-bulletin. A copy of Eric Byier's slides can be found by clicking [here](#).

Adam Dunkerley, Opportunities Fife Partnership Manager

Adam gave an overview of the key findings of the Fife Workforce Modelling Report 2015. This report was commissioned by the Opportunities Fife Partnership and produced by the Training and Employment Research Unit (TERU) at Glasgow University. The report

- Identifies Fife's business base and analyses the local labour market supply
- Creates a model for identifying Fife's future workforce needs and current gaps in the pipeline.

This is essential reading for anyone interested in developing the vocational skills of their clients so that they are best placed to take on the jobs available on their doorstep.

A copy of Adam's slides and the full report can be accessed by clicking [here](#).

Flipchart notes from discussion groups:

The Forum focussed on looking at the current issues and gaps for each of the key growth sectors in Fife. Notes for each sector are below:

Construction & Civil Engineering

What exists?	What are the gaps?	What could we do more of/differently?
College - entry level qualifications	Support post-college for students & graduates	More engagement & networking, create a forum/platform
Modern Apprenticeships	People leaving college with qualifications but not gaining employment	Working more closely with opportunities fife operations - chance to share practice - not competing but working together
Funding for training e.g. CSCS/recruitment service e.g. HR Function	Segregation amongst construction employees/sectors - no networks/forums	Universal credit might open door for funding apprenticeships (not 16-17 year olds) particularly mature apprentices
Opportunities Fife links with construction/engineering	Gaps/skill shortages in civil engineering and trades	Re-training older benefit claimants e.g. older apprenticeships
Help in funding e.g. supplier development programme	Links between existing organisations/networks e.g. SDP & employability service provision	Fife-wide information event for construction industry for potential new recruits
There are job opportunities, but not enough training and support to fill these	No shared database of employers - reduce duplication	PH jobs & training for unemployed people - offered by employers

Energy & Engineering Manufacturing

What exists?	What are the gaps?	What could we do more of/differently?
40 members	Co-ordination - point of contact	need to work more with ex-offenders
Apprenticeship Scheme Recruitment	Lack of recruitment	retraining of long term, unemployed of all ages
Looking at development of youth	Lack of employability skills	how we combine training skills development to all age groups
Lochgelly pilot	Funding gaps	support network - government funding - recognition - up skills existing workforce - mentor - support - better networking

Education - health & safety	Best use of funding	
Development of Fife Young Workforce	Manufacturing	
Introduction of working with 25 plus unemployed	Lack of availability Lack of experience Lack of marketing	
CV interview skills, training gaps	Lack of engagement	
Employer placement	Education needs not being met	
13 week academy	Demotivated individuals	

Food & Drink

Majority of workforce are likely to be lower paid ad semi/partially skilled.

What exists?	What are the gaps?	What could we do more off/differently?
Opportunities within organisation for semi-skilled to profession vacancies.	Over engagement and inconsistent approach with lack of co-ordination when approaching employers we know have significant jobs to offer	Provide information of “career progression” - process worker to shift supervisor or team leader to shift manager etc.
Outsourced contracts.	Public transport difficulties especially around early shifts (difficulties already highlighted a finishing processing plant in SWF	Explore transport to work projects (wheels to work). Engage with local transport agencies.
Roles in research, science, laboratory.	Public transport issues around late finishes	Improved knowledge of highly skilled roles
Staff restaurants within organisation	Difficulty in identifying/conveying transferable skills in job applications	Engage with employers around work patterns (ambitions!)
Retail premises	Responsibility of all employability project to “tease” out relevant skills.	Employer engagement with academics around needs analysis - help with young people accessing employment
High turnover of staff		

ICT & Technology

What exists?	What are the gaps?	What could we do more of/differently?
Apprenticeships Schemes	Skills: Technical qualifications	Longer term support: at least 12 month training
Training (9 - 12 months)	Time: Capacity to up-skill to 100% productivity	opportunity to get "some" experience - school of academic would help -> not as important as practical experience
Fife Jobs Contract	Experience: even with history - in industry, specific systems, takes 3 months to train sufficiently	First steps - understanding hardware - breakdown of software, security package, infrastructure
Those with IT, Software design qualifications (degree) But out of date due to advances in IT	Under-Employed -> IT Degree -> Working in Retail/tourism etc	Software -> more than technicians - tech moves to cloud - it support - management
Access to University - Degree level	Soft Skills: Communication skills, within It skilled applicants	Qualification components don't reflect requirements of job - client of industry input - currently background
Digital connectivity: very basic	Design and support to make things useable → "idiot - proof"	Attitude: hunger to succeed, learn, develop - apparent in other cultures
Initial digital skills	Desire -> self selves - promote skills, self-learning	
College IT courses		

Tourism & Hospitality

What exists?	What are the gaps?	What could we do more of/differently?
Fife College and schools providing training	Unclear what the materials is that brings people into Fife	Change perception from of the sector work more with schools
Training cafés/scheme within social enterprises	Selling tourism & hospitality as a good career option for the emerging workforce	More encouragement of modern apprenticeships
Community food training	Vocational management qualification	Funding for over 25's to enter training/employment scheme
Informal	Employer understanding of	Harness the benefits of engage with

courses/community based learning	how to make the industry attractive	older work base 25+
“Visit Scotland”	More involvement with schools	
Scottish rural college screen keeping	Identifying career pathways	

Health & Care

What exists?	What are gaps?	What could we do more of/differently?
Modern Apprenticeships	Care assistants are <u>not</u> unskilled	Sustainability of pilots
Push for HNC's	Lack of understanding around variety of roles	Following through with “built” expectations
SVQ's	East fife	More joined up working
Homeshare Scotland	Barriers with age	Placements/tasters for young people – experience in the work force
Project example - Spare room in care homes rented to younger people	Care going into schools while still supporting young people who don't attend main stream schools	Selling opportunities and positives – job satisfaction
Employability stage 3+4	With DWP	Creative arts – building confidence and self esteem
Kingdom 12 week tasks	Core skills training at school – attitude, time keeping	IPS model
Link with Fife College		Retention depression and sick leave
Community jobs Scotland for third sector organisations		Update work place database
		Setting expectations

PART 2: Creating a Fairer Scotland – Helping you find a job

The Scottish Government have launched a public discussion paper ‘Creating a Fairer Scotland’ on how to shape devolved employability services in Scotland. Pegs Bailey gave an overview of the key elements of the paper and asked the Forum. A copy of her slides can be found [here](#) and the full report can be accessed [here](#).

Discussion groups focussed on three key areas of

1. payment by results;
2. national versus local commissioning; and
3. engaging service users in the consultation.

A summary of key points raised during discussions are below:

Payment by results

Pros	Cons	Alternatives
Would encourage progression and focus on getting people into work.	Could encourage organisational behaviour such as: process driven and not person centred, ‘cherry picking’ clients who will be quick to get into employment. Small organisations may struggle to be involved.	Specific progression methods – for payment (evidence based) 70% up front for overheads/progression and 30% outcomes Simplified cost model A holistic approach Take into account ‘bigger picture’ – early years/schools/culture Research and learn about what works elsewhere Should go to not-for-profit/social enterprises

National vs Local Approach to Contracting

National (if yes, what needs to be in place)	Local (if yes, what needs to be in place)
<ul style="list-style-type: none"> • National may be clearer – easier to design • Guidelines up front • Joined up working • Funding • Sustainability • Yes – must be delivered locally working with a range of local agencies • Yes – Umbrella organisations managing – regional and local provision • Obligation to have local partners • Freedom to adapt on a local level • No – Payments by results – providing services for those more likely to gain employment – marginalising!! • No – increased private sector involvement potential for ‘cherry picking’ 	<ul style="list-style-type: none"> • Local can be personalised and reflect labour market more • Joined up working • Local flavour! With flexibilities – travel to work – funding across areas • Do geographic areas become problematic with extra tiers of management? • Adaptability for local implementation • Local input on how its spent and implemented • Bespoke services able to be developed • Dialogue with the small projects that are already being run effectively • Success shouldn’t just be about getting people into employment but it could be about breaking the cycle for the children • Local – yes – meeting the needs at local level. Responsibility and accountability at local level • Giving stakeholders control/input over local services, area-specific allowing for the right provisions for local people.

Service User Engagement – ideas board

- Facebook
- Client forum to inform and encourage responses
- Post consultation on our Facebook page
- Questionnaire – for face to face. Customers who can't/won't access online survey
- Plan a consultation event but would need support to do this
- Make leaflets available at OSS?? Resource room – speak to attendees of SUSS group supported employment partnership

Third sector partners have asked Fife Voluntary Action to pull together a 'Fife' response and a meeting is now planned to help shape the content:

Date - Tuesday 22 September

Time - 2.00 to 4.30pm

Venue – Fife Voluntary Action, Craig Mitchell House, Flemington Road, Glenrothes, KY7 5QF

If you want to be part of the conversation - e-mail: christine@fifevoluntaryaction.org.uk

My Shout

Karen Taylor – Fife Cultural Trust

Crowdfunding for Arts & Heritage Organisations workshop.

When: 9.30am - 4.30pm, Tuesday 01 September 2015

Where: Rothes Halls, Glenrothes

Claire Neill – Fife Gingerbread 'Making it Work'

Fife Gingerbread are holding an event on 06 October to discuss a fresh approach following on from the Creating a fairer Scotland discussion paper with a focus on early years.

Duncan Mitchell – FEAT

Duncan shared the recent success of three members of the FEAT team who successfully gained a very coveted, internationally-recognised qualification overseen by the National Institute of Disability Management and Job Retention (NIDMAR). FEAT are now offering 15

spaces at a NIDMAR course they are delivering locally at a reduced cost. Those interested should let Duncan know by 30 September.

Adam Dunkerley – Opportunities Fife Partnership

Adam spoke about a 'Health Check' OFP had developed in partnership with FVA to check the governance and organisational resilience of third sector organisations to build the strength of the sector.

Christine Davison – Fife Voluntary Action

- FVA are refreshing the 'Working for Fife' report written in 2013. Contributions and input will be required from third sector organisations for this refresh.
- The national Third Sector Employability Forum will meet on Wednesday 16 September in Glasgow
- Just Enterprise Demystifying the Web Workshop

When: 9.30am - 4.30pm, Thursday 08 October 2015

Where: CVS Falkirk & District, Unit 6 The Courtyard, Callendar Business Park, Callendar Road, Falkirk, FK1 1XR

This event is being organised by Just Enterprise and is free to attend for the third sector.

- The Scottish Human Rights Commission have released a [call for participants](#) who have lived experience of poverty.