

supporting, developing and representing community groups,
voluntary organisations, social enterprises and volunteering



Fife Employability Forum

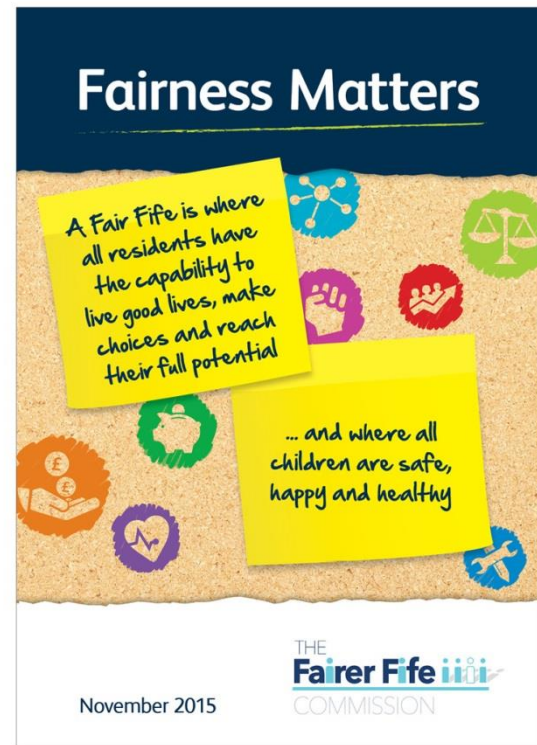
Improving employment outcomes for the people of Fife

Wednesday 24 February 2016

Fairness Matters:

Report of the Fairer Fife Commission

Fife Employability Forum



Martyn Evans, (Chair) Chief Executive Carnegie UK Trust

Brendan Dick Director, BT Scotland and Managing Director,
BT Regions

John Dickie Scotland Director, Child Poverty Action Group

George Dodds Director of Health Equity, NHS Health
Scotland

Professor Duncan MacLennan CBE Professor of Strategic
Urban Management and Finance, St Andrew's University

Satwat Rehman Director, One Parent Families Scotland

Professor Carol Tannahill Director, Glasgow Centre for
Population Health

Dr Katherine Trebeck Policy and Research Advisor, Oxfam
GB Global Research Team

Pam Whittle CBE Chair, Scottish Health Council Committee

Nicholas Young Stakeholder Manager (Scotland), Working
Links

Jim McCormick Scotland Advisor, Joseph Rowntree
Foundation (advisor to the Commission)



Commission process

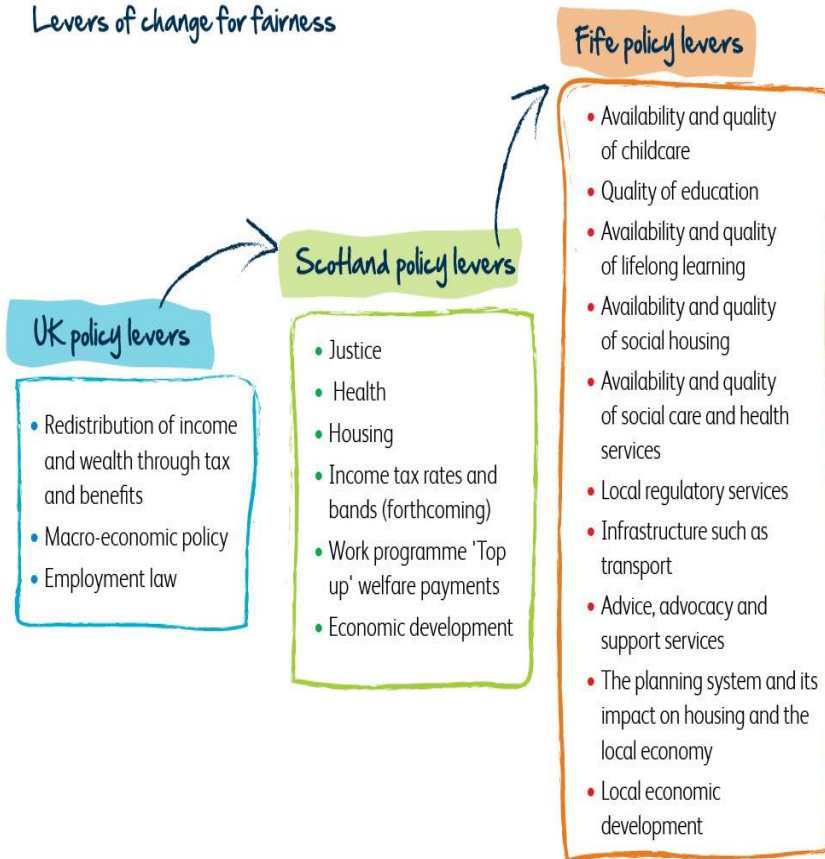
- Define Fairness
- Six formal meetings structured around themes
- Formal evidence giving from Fife Council and partners
- A Call for Evidence
- 7 Community visits to collect personal testimony, augmented by videos etc
- Session with looked-after-children
- Stakeholder meetings to discuss emerging findings



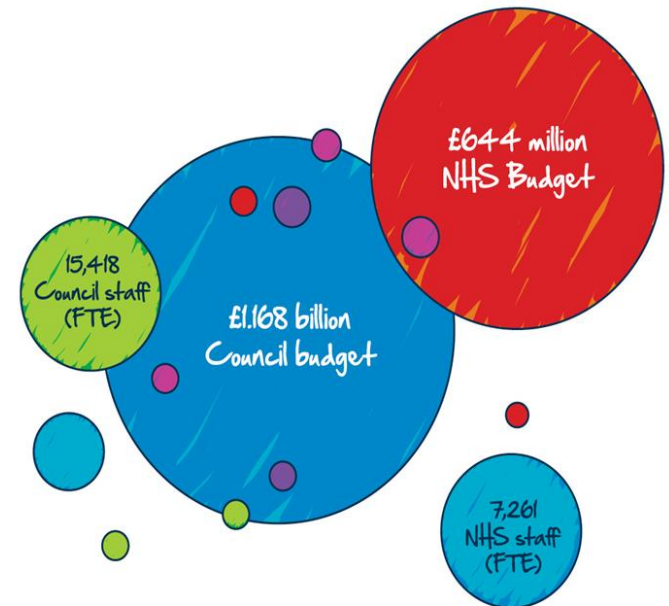
THE Fairer Fife

COMMISSION

Levers of change for fairness



Public sector resources in Fife



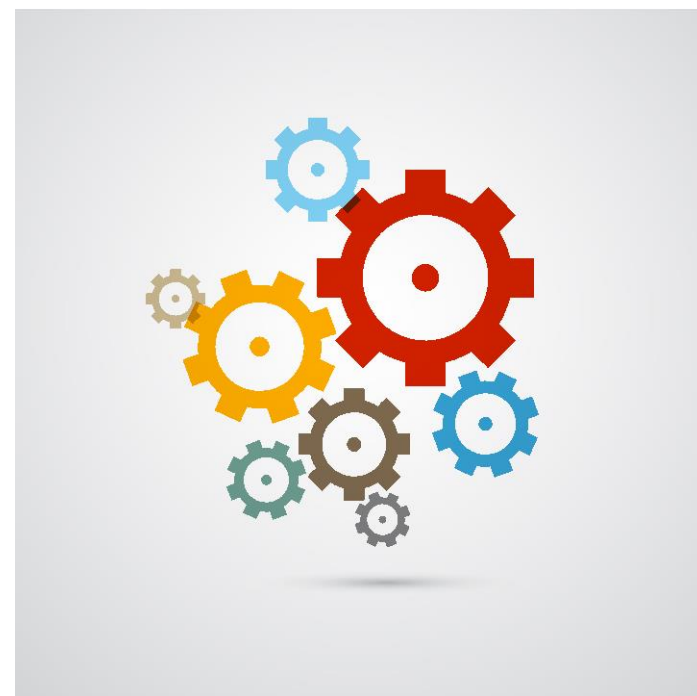
Ways of Working required

Open and transparent

Data driven and knowledge rich

Citizen focused

Mega-community response





Ambitious

Inspiring and effective leaders on improving fairness over the next 15 years



Fife is in the top five
Scottish local authorities
for fairness measures



Poverty-free

Eradicating deep and persistent poverty for individuals and families



6,488
people taken out of fuel poverty



Fair work

Championing work as a route out of poverty and to progression and advancement



1,402
fewer long-term unemployed



Affordable

Tackling the cost of living crisis to ensure everyone has sufficient resources for a decent and fulfilling life



£55.30
a week increase in median pay



Connected

Driving the universal availability and access to the opportunities and benefits offered by digital technology



3,008
more internet users



Empowered

Engaging and offering local control as the key to improving local public services and delivering better outcomes for citizens



35,494
more volunteers



Skilled

Protecting and promoting the life chances of young people to escape a generational poverty cycle



15,340
more people with qualifications



Healthier

Strengthening the understanding of what works in reducing health inequalities and scaling up and sustaining proven activities



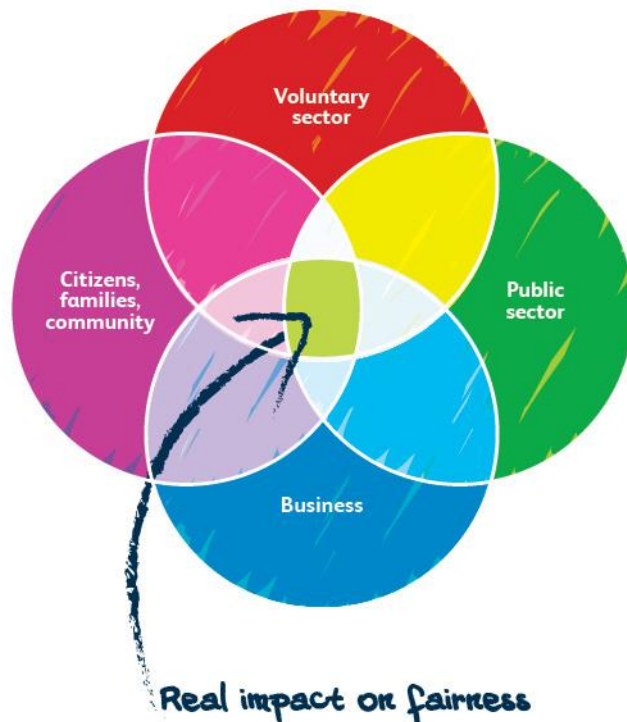
9,530
people with a better mental health



A FAIRER FIFE IS AN AMBITIOUS FIFE

A Fairer Fife will be where the public, private and voluntary sectors are inspiring and effective leaders on improving fairness over the next 15 years.

A Mega-communities approach to Fairer Fife



THE Fairer Fife

COMMISSION



Recommendations for an ambitious Fife

1. Fife Partnership should make a clear commitment to the fairness ambitions set out by the Commission.
2. The Third Sector Strategy Group in Fife should develop an agreed strategic approach to the community and voluntary sector's role in tackling inequality and promoting fairness.
3. Fife's business community and the Department of Work and Pensions (DWP) are invited onto the Fife Partnership. Fife's business community (individually and collectively) should develop and invest in their role in tackling inequality and promoting fairness.
4. Fife Partnership should commit to reporting in a regular, accessible, and timely fashion on progress towards a Fairer Fife.
5. Fife Partnership should establish a Knowledge Hub to become a centre of excellence in translating data on fairness in Fife into practical action.

'Employability' Recommendations

- The whole report should be of interest to the Fife Employability Forum

- Specific recommendations –

Alternative child care approaches
In most deprived areas

Devolution of the Work Programme to Fife

A focus on health & employment to increase employability capacity and sustain people with health Problems in jobs

Become a living wage region

Support employers on skills development for vulnerable groups in work

Run a 'Basic Income' pilot

Establish digital Business hubs across Fife for non-Fife based employees

Investment in a Self-employment hub

Expansion of apprentice opportunities

What has happened since the launch of 'Fairness Matters'?

- Fife Partnership Board and FC Executive Committee –
 - Support for the thrust of the report
 - Fife Council committed to the report being a key part of its budget setting process
- Assigned leads have scoped each of the 40 recommendations – alignment, feasibility, likely impact, taking action, costs etc
- Discussion with agencies, partnerships, forums about the Commission's report and about a Fife response



Towards a Fairer Fife Action Plan

Views on 'Fairness Matters'

- **Broad & strong endorsement of the report**
- **Concerns centre on perceived gaps and where the Commission did not take particular perspectives**
- **Endorsement of good work being done and viewed as encouragement to be more ambitious**
- **Challenges around 'ways of working' are fair - need to focus on those as much as the 40 recommendations**
- **There appears to be support for the fundamental shifts that the Commission recommends**
- **Strong interest from officers and members at a local level on some of the most innovative recommendations**

Views on the challenges?

Ways of working

- Investing in front line staff
- Knowledge hub – using evidence for action planning

Employability-specific

- Rebalancing towards those with health challenges
- Doing more to tackle in-work poverty and promote 'good' jobs

Fairness Matters

A Fair Fife is where all residents have the capability to live good lives, make choices and reach their full potential

... and where all children are safe, happy and healthy

November 2015

THE
Fairer Fife 
COMMISSION

Fairness Matters: Fairer Fife Commission

THE
Fairer Fife 
COMMISSION

Robert McGregor

Secretariat to the
Fairer Fife
Commission

Robert.mcgregor@fife.gov.uk



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voluntary organisations, social enterprises and volunteering

Working for Fife

A Survey of Third Sector Employability Pathway Services in Fife 2015

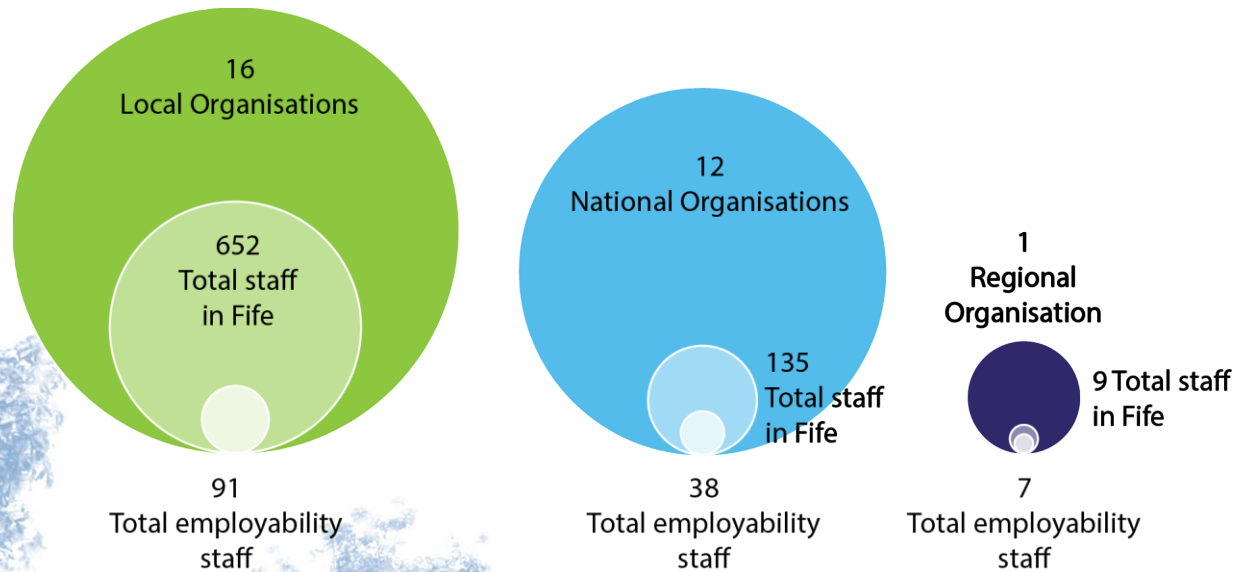
Pegs Bailey and Christine Davison

Third Sector Employability Support Team at FVA

February 2016

About the report

32 organisations were identified and were contacted directly of which 28 replied to our survey.

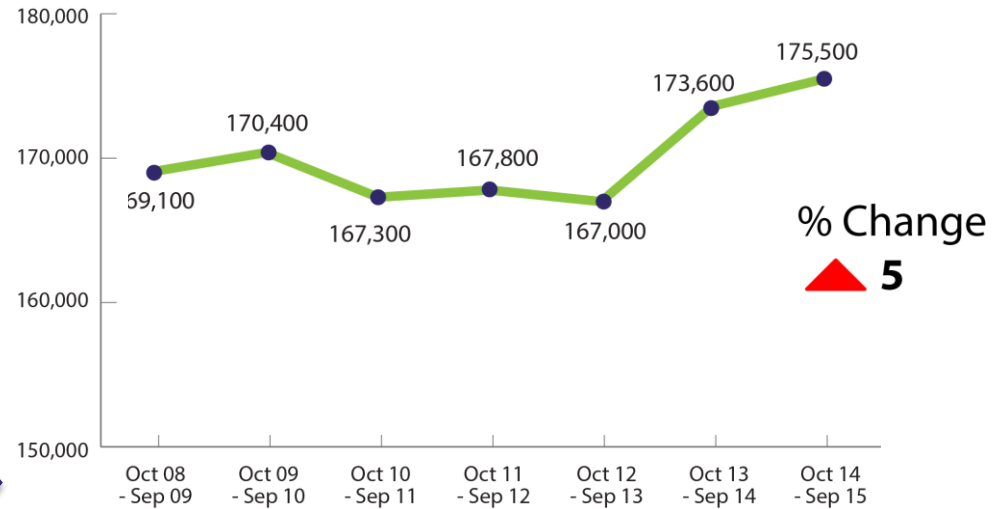


This is an 87% response rate.

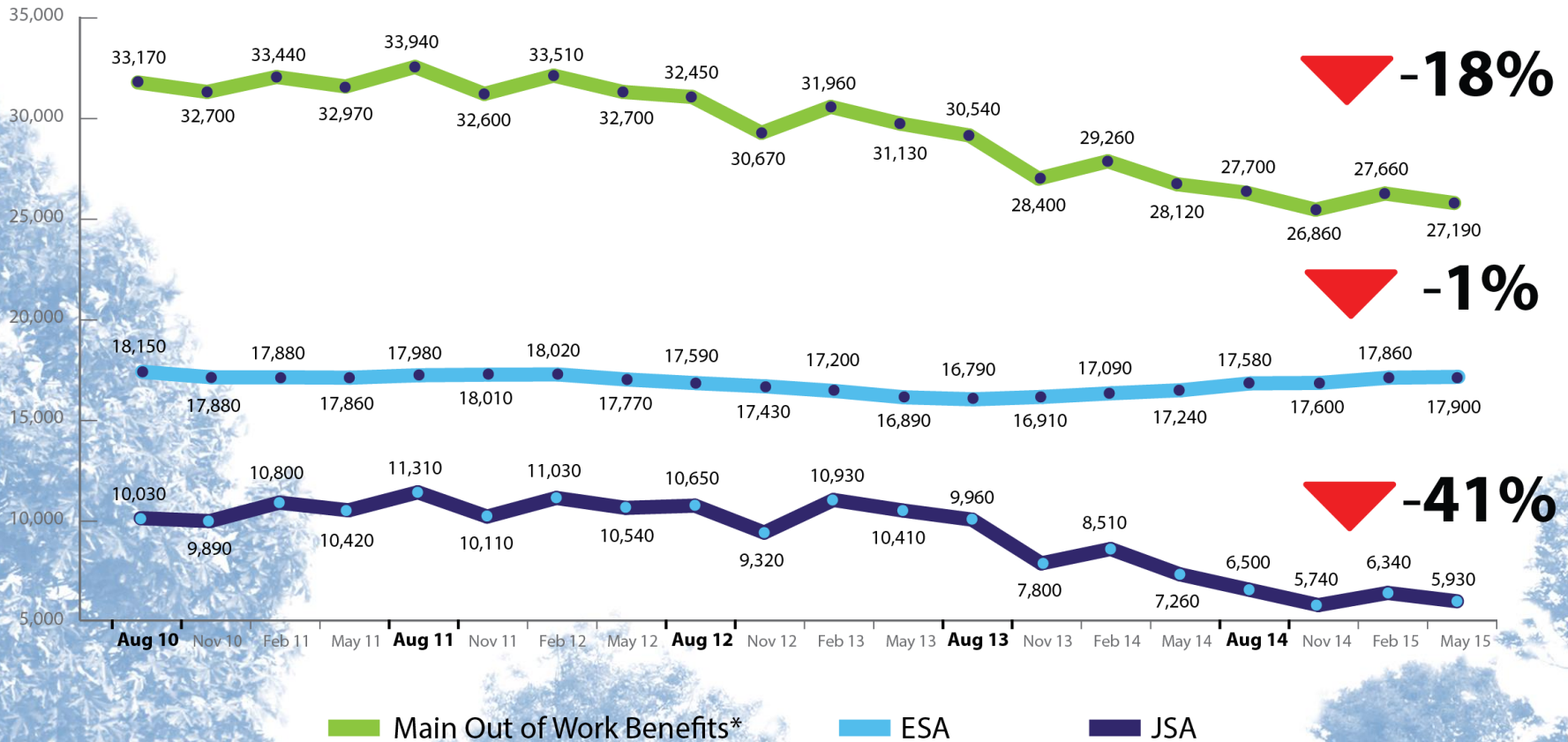
Plus Deaf Action

2. Regional Context

- Business numbers 
- Employment rate 
- Job Seeker's 
- Employment Support 
- Earnings 

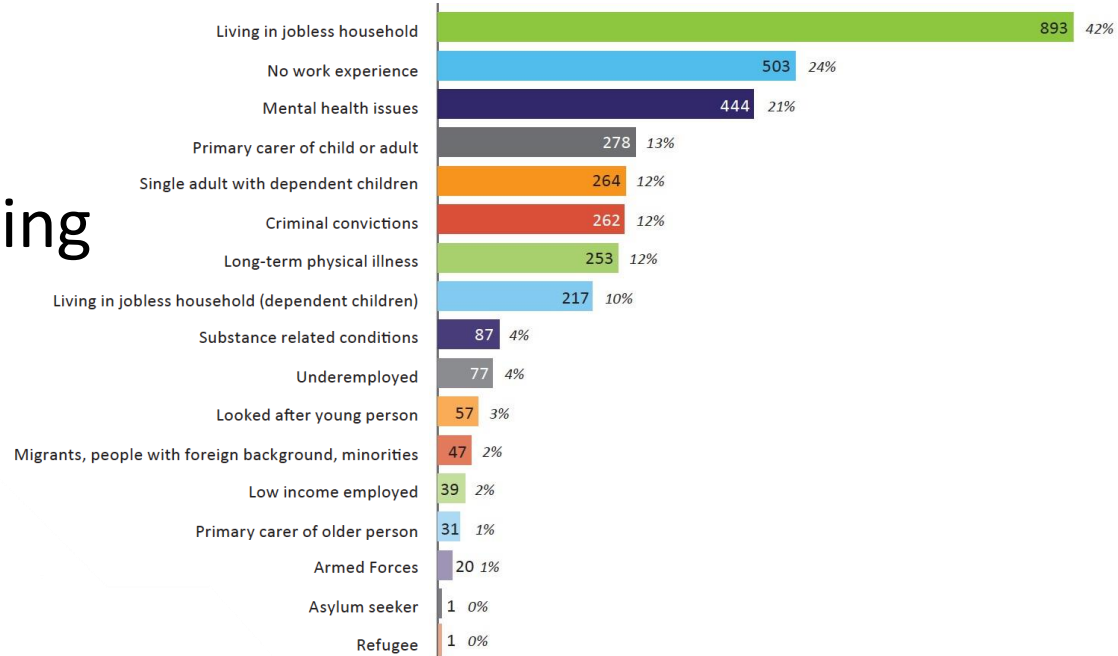


Key Benefits Statistics



Client barriers

- Top 5 'barriers'
- SIMD balance changing
- Who is missing?



3. Employability Strategy in Fife

OPPORTUNITIES FIFE PARTNERSHIP

OFP Executive Group

Opportunities Fife Delivery Groups

Increasing access to Employment for People with **Disabilities and Health Issues**

Facilitator:
Pegs Bailey (FVA)

Increasing **Youth Employment** (16 - 24)

Facilitator:
Heather Tytler (SDS)

Supporting Adults (25+) into Employment

Facilitator:
Janet McQueen (DWP)

working with Employers to Increase Opportunities






4. Changes on the horizon

- Universal Credit – arriving April 2016
- Developing Fife's Young Workforce
- Devolution of Work Choice/Work Programme
- Fairer Fife Commission

5. Organisational Information

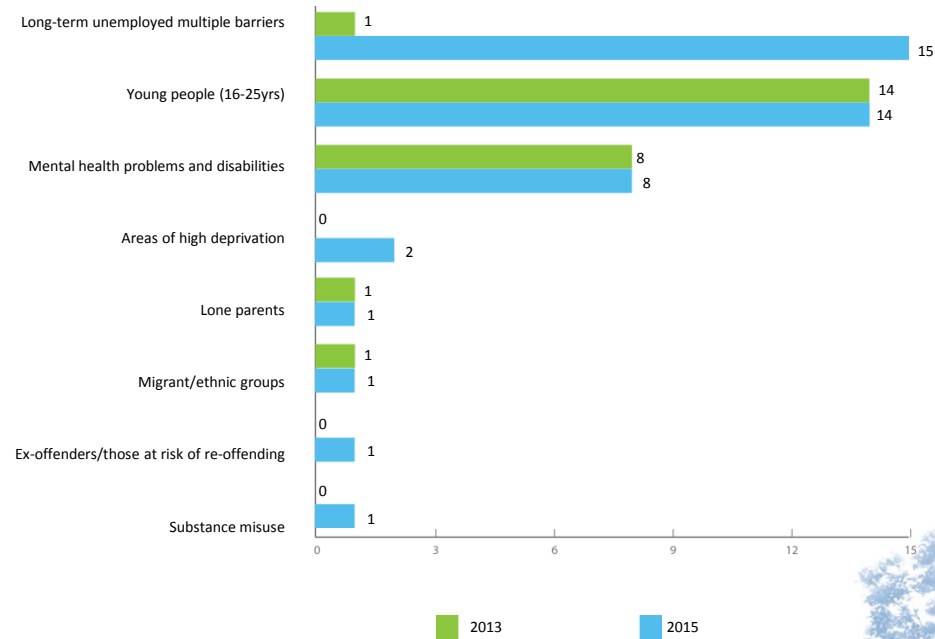
STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5
APEX Scotland Labyrinth (150)		West Fife Enterprise Employability Fund (35)		
YMCA Glenrothes		Living Solutions Rural Skills (40)		
LinkLiving Step On (5)				
Enable Scotland Transitions to Employment (80)				
FEAT Employ Young Minds (25)				
Fife Migrants Forum Big Lottery Links to Support (276)				
FEAT Employ your Mind (70)				
		CARF Bank of Scotland Financial Inclusion Project (14)		
		Falkland Stewardship Trust Ranging and Volunteering (20)		
		Furniture Plus (85)		
		The Ecology Centre (6)		
		Fife Voluntary Action Opportunities for All – Supported Volunteering (50)		LinkLiving Step-Up (60)
		Rathbone Employability Fund (226)		
		BRAG Enterprises Ltd Introduction to Care (30)		
		One Stop Shop for Autism Support and Understanding of Social Skills (15)		
		BRAG Enterprises Ltd New Enterprise Allowance (600)		
		CLEAR Buckhaven (100)		
		Springboard UK Diageo Learning for Life, SDS Employability Fund Work (58)		
		Fife Young Carers Youth Adult Carers Project (35)		
		The Princes Trust Get Into Retail (30)		
		Rural Skills Scotland DWP Rural Skills Academy (30)		
		Falkland Stewardship Trust Rural Skills (8)		
Deaf Action, Deaf Action’s Employability Service				
Capability Scotland Work Choice/Progress Fife (160)				
Momentum Skills Work Choice (48)				
Momentum Skills Specialist Employability Support (SES) (15)				
DEAP Ltd Fife Recruitment and Outreach Project (200)				
DEAP Ltd Employability Fund (57)				
Fife Gingerbread Making it Work (150)				
FEAT IPS Service (80)				
Fife-ETC - Fife Employability and Training Consortium (1010)				
<i>This includes the following projects:</i>				
Scottish Christian Alliance Fife-ETC		Fife Voluntary Action – Fife ETC		FEAT Journey to Work
West Fife Enterprise Employability Academy		Clued-Up CUExcel		Kingdom Housing Association Ltd
BRAG Enterprises Ltd Fife-ETC Key Worker		BRAG Enterprises Ltd Sportworks		Fife Works

Key

 Individuals from areas of high deprivation	 Migrant/ethnic groups	 Young People/NEET	 Lone parents
 Ex-offenders/those at risk of re-offending	 Mental Health	 Disabilities	 Substance misuse
 Long term unemployed/multiple barriers			

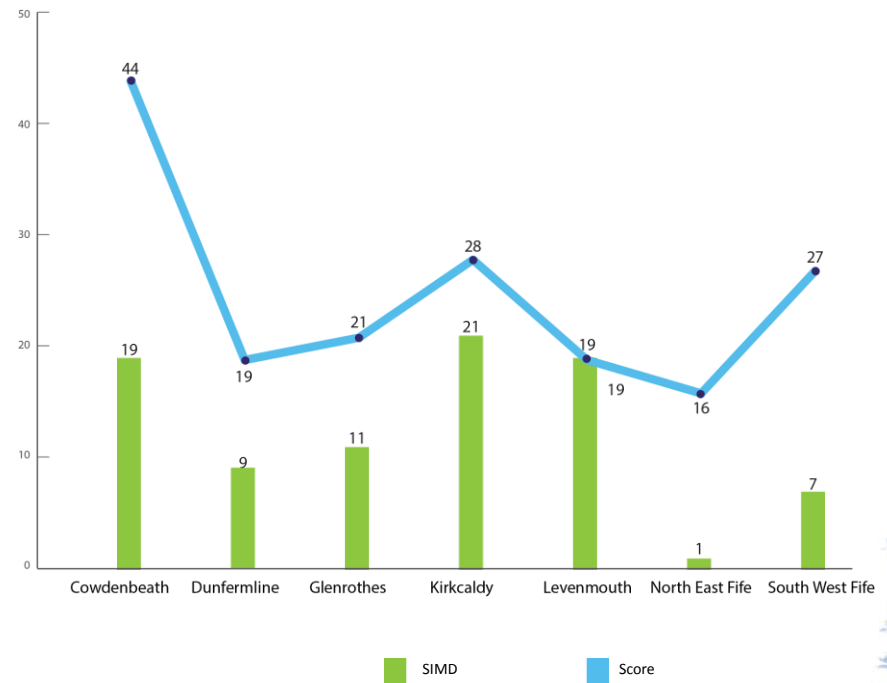
6. Project information

- Most significant shift in long-term unemployed/multiple barriers
- Strong focus on Stages 1 - 3
- Key gaps:
 - Carers
 - Ethnic minorities
 - Stage 5

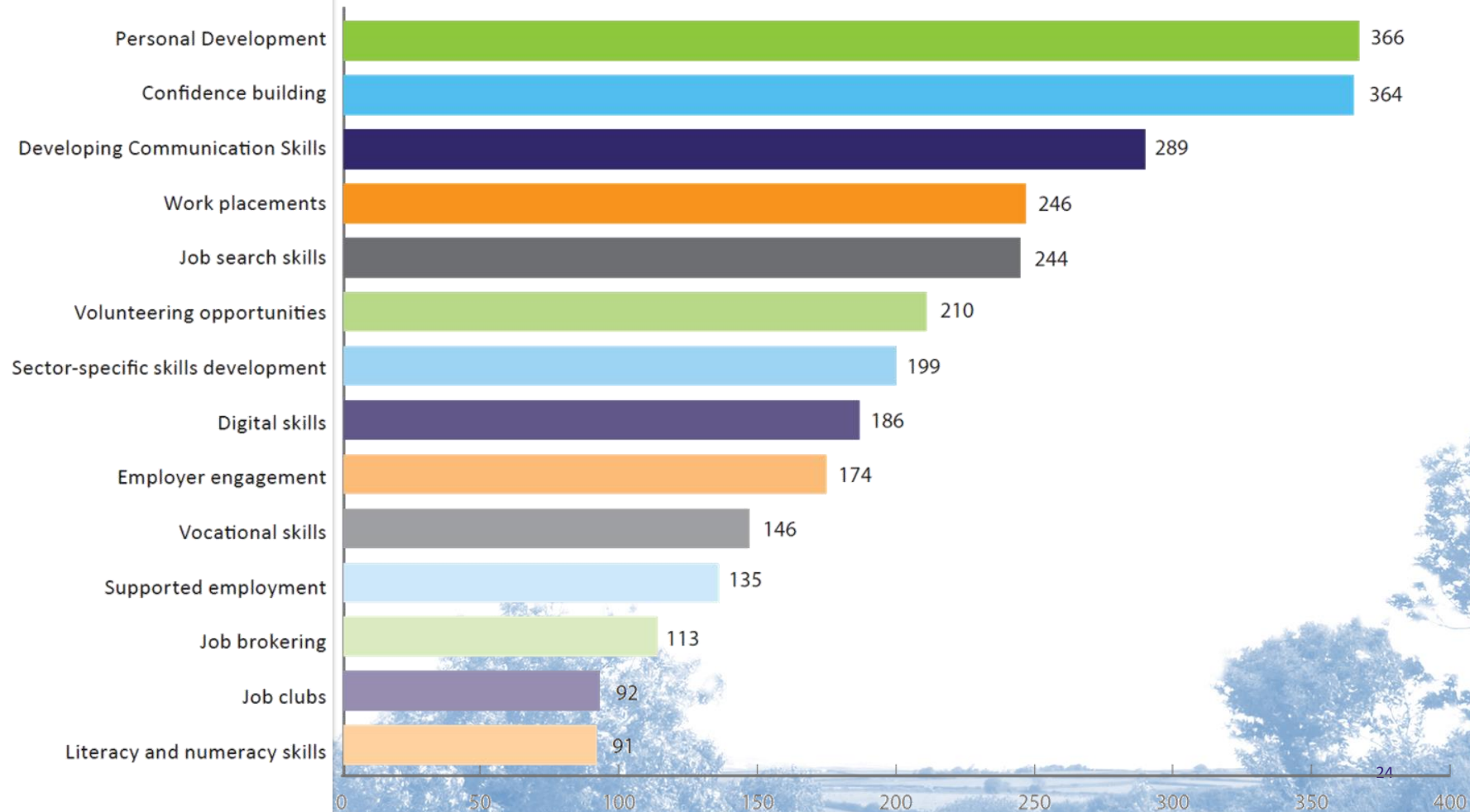


7. Geographical Coverage

- 67% of projects are Fife-wide
- Cowdenbeath doing well
- Levenmouth and Kirkcaldy under-served

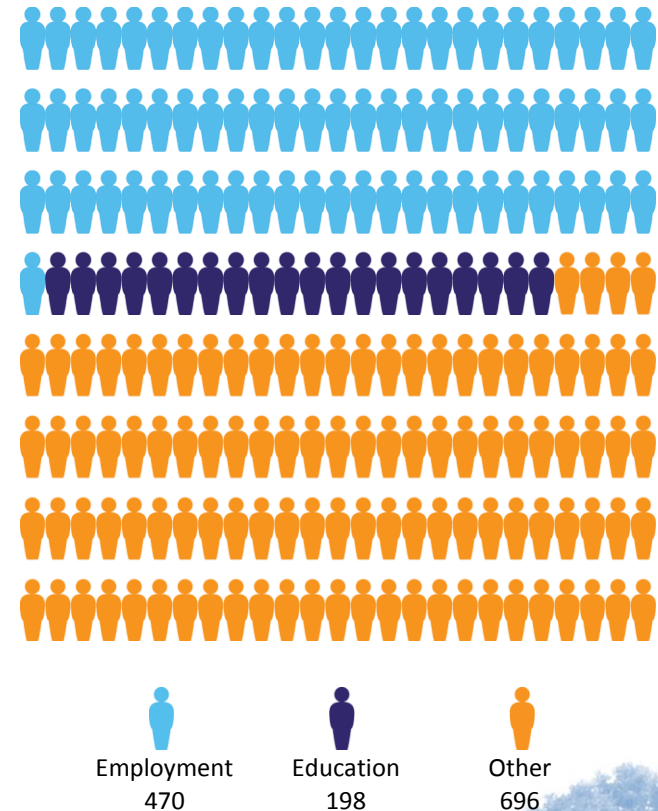


8. Employability Services Provision



9. Outcomes Data

- 40% of projects are not using any shared data capture system
- 3,852 client places in 2015/16
- 1,950 –clients worked with (Apr-Sept 2015)
- 48% positive outcomes



10. Financial Information

- Over £3.2m reported funding for 2015/16
- 58% of projects rely on funding that will run out in March of this year
- Key sources of funding are:
 - Big Lottery
 - OFP
 - Skills Development Scotland
 - Fife College
 - Scottish Government People and Communities Fund
 - Department for Work and Pensions

11. Barriers . . . and solutions

- Funding
- Structural
 - Transport
 - Employer Engagement
 - Jobs
- Client-related
 - Motivation
 - Financial skills

Making things better?

1. Improve employer engagement
2. Build on networks between providers
3. Longer-term funding

Key Recommendations Part 1

Funding

- Fife Council should support the OFP three year 'in principle' approach to funding by confirming decisions on Fairer Fife funding for 2016-18.
- 'In principle' funding agreements should be formalised and systems created to support these.
- Scottish Government, DWP and others should adopt a similar approach to all employability funding with the shortest timeframe for contracts being 24 months

Commissioning

- Employability services which specialise in the needs of people with caring responsibilities should be commissioned in Fife.
- Further research is needed into whether there is a gap in employment support for people from migrant communities in Fife.
- Local area managers and partnerships would benefit from working more closely with the OFP.

Key Recommendations Part 2

Supporting

- The newly evolving Fife-wide service to work with employers would benefit from engaging with third sector employability providers in Fife to better create a pipeline of delivery.
- The Transport Connectivity Working Group and employer facing service need to work together to address the issues of transport to job opportunities.
- The OFP should continue to invest in building networks and relationships across the sector through events such as Know Your Network.
- An online and printable directory of employability services in Fife needs to be created and maintained annually.

Delivering

- Third sector partners need to take the time to measure and evidence 'distance travelled'.
- Consideration should be given to embedding both financial inclusion support and 'emotional resilience' skills.
- All employability providers should be able to provide information on sustainment of client outcomes as a matter of course.
- A greater level of resource needs to be invested at Stage 5 of the Pathway to help clients sustain employment or move beyond temporary employment.

Working for Fife A Survey of Third Sector Employability Pathway Services in Fife 2015

Available here:

http://www.fifevoluntaryaction.org.uk/downloads/Working%20for%20Fife%202015_Final%20Version.pdf