

3. Scott indicated that this was now an appropriate time to examine the role and function of each of the above groups and with this in mind a sequence of seminars had been established of which this was the first. There were 3 primary areas for discussion at this seminar:-

- 3.1.1 The Role and Function of the Education, Training and Employment Group especially in relation to the development of the Neighbourhood Priorities and the national priority of improving employment opportunities.
- 3.2.1 The Role and Function of group members – as individuals and as agencies
- 3.3.1 The Role and Function of the Community Learning and Development Plan.

SESSION 1 ROLE AND FUNCTION OF THE EDUCATION, TRAINING AND EMPLOYMENT GROUP IN RELATION TO THE DEVELOPMENT OF THE NEIGHBOURHOOD PARTNERSHIP PRIORITIES

1. EMPLOYABILITY AND IMPROVED OPPORTUNITIES WITHIN EMPLOYMENT

- 1.1 Alex Galloway opened the discussion by reminding the group that the principal issue for this area is about employability and about progress within employment.
- 1.2 The Support Team had prepared some statistics on employment and benefit issues which provided some context data for the discussion. Scott reminded the seminar that although there was relatively low unemployment in the area compared to some of the other priority areas within the city, there were a number of “hidden” issues such as the numbers and proportions of people on other benefits. (Please refer to Appendix 1 for relevant statistics.) Another important issue was the quality of work available and the lack of advancement within work.
- 1.3 In the past there had been 2 major projects ie Worktrack and EASE, the latter of which had focussed on the hard-to-reach clients. Huge amounts of work had been undertaken to engage with these potential clients, in terms of outreach work and innovations such as the Social Prescribing Project etc. Brian Robertson concurred with Scott's assessment that such work was highly resource intensive and seldom produced good results.
- 1.4 Jenny Ewing suggested that the ETE group could play an active role in a number of city wide interventions. She also added her support for work around the development and provision of “good jobs” and upskilling within employment etc. Brian gave his support to this suggestion by reminding the group that the statistics showed that there is a high number of unemployed people in the area but not in the concentrations such as in Craigmillar or Muirhouse and, therefore, the problem was of a different nature from these areas. He suggested that the ETE group should explore the city wide projects, both existing and forthcoming, in order to gain mutual benefit to the projects and respond to local need.

- 1.5 Scott informed the seminar that it would be for the ETE group to examine the city projects and to participate in or adapt them to meet the needs of the community. Other factors needed to be taken into account for example the developments at Fort Kinnaird and Little France. However, it had to be remembered that it is sometimes hard to influence outcomes due to external factors eg the present financial situation.

2. TRAINING AND AVAILABILITY OF RELATED STATISTICS

- 2.1 It was noted that although there were a range of statistics available on unemployed people and benefits claimants, at present the Support Team had no access to statistics which would allow the group to gain an insight into the numbers of people from the area who are in training or who have benefited from training and have gone on to an employment outcome.
- 2.2 The group was informed that Skills Development Scotland (formerly Scottish Enterprise, Edinburgh and Lothian) would be able to provide data re training based on post code sectors. Similarly Women onto Work, the city wide colleges and especially Jewel and Esk Valley College, Napier University and other training agencies should be able to provide some data. Members of the group were asked to seek appropriate information from their own agencies and provide it to Madelaine.

3. INTERVENTIONS

- 3.1 Jenny informed the seminar that there were a number of citywide interventions, which do not focus only or primarily of the geographical priority areas; rather their focus is on priority groups such as people on incapacity benefit claimants. One such intervention is working through NHS Lothian and health professionals.
- 3.2 The City Strategy will focus on a number of client groups
- (a) Ex prisoners and offenders
 - (b) Substance Misusers
 - (c) Care Leavers
 - (d) Homeless People
 - (e) People with mental health problems.
- 3.3 Brian added to this by indicating that part of the work is about encouraging service providers to look at their clients more holistically, and referring them on to other relevant services, including employment and training services where appropriate.
- 3.4 Issues identified for successful interventions included
- 3.1.4 Raising awareness to potential clients and service providers
 - 3.2.4 Learning from experience and gaining client's trust

4. ACCESS TO QUALITY GUIDANCE.

- 4.1 Alex echoed that trust is fundamental to good relationships with clients and thus to effective guidance. He suggested that the problem is that for example a service provider may tell a client only of those services of which s/he has direct knowledge, although there maybe many more out there which could be appropriate for the client. Alex strongly advocated that a client-centred independent guidance service be provided with a co-ordinator whose job it would be to pull together everything relevant to the needs of the client.
- 4.2 It was noted that the now exists a **Guidance Access Point Network** throughout the city. However, only 2 points exist in Liberton/Gilmerton at present. It was noted that the next Directory of Learning will include information about Employability services.
- 4.3 **Information Hub** Madelaine informed the seminar that an application for the a feasibility/viability study had been submitted to the Investing In Ideas strand of the Big Lottery and the outcome of this was expected in early Autumn. It was explained that the concept of the Information hub was very flexible and could include the provision of adult guidance. She reminded the group that the concept of the information hub was multi-faceted having arisen in the first instance in the Health Inequalities Group. The sub-group taking the work forward is led by Wilma Nelson of Libertus Services (formerly LAHA)

5. DEVELOPMENT OF PRIORITIES FOR THE NEIGHBOURHOOD PLAN

- 5.1 It was noted that the titles and formats of the suggested priorities are still in development. Indeed a consultation process is underway at the moment and it is hoped to complete this by the next meeting of the Liberton/Gilmerton Neighbourhood Partnership in September.
- 5.2 Jenny asked that Income maximisation be included in the priorities. However, Scott indicated that Income Maximisation was already embedded in much of the work being undertaken and was also a priority for other partner agencies such as NHS Lothian. It was noted that Income Maximisation includes not only the concept of increased financial resources, but better use of existing resources and reduction of expenditure.
- 5.3 Margaret McIver was concerned that there remained a number of barriers to employment, such as an unrealistically high cost of childcare. She also was concerned that, in her view, women were being forced back into work for financial and political reasons often to the detriment of the children. This led to a discussion around reasons for employment. There was some consensus that employment for many people was not simply about financial benefit. Indeed for some people they were not significantly better off but their sense of well-being was enhanced and their longer term employment prospects were undoubtedly improved.

- 5.4 Steve Vance of Working for Families informed the seminar that he works to support people – mainly women – into employment by providing a thorough process to ensure that people will be better off. Up to 80% of childcare costs can be available to families. Chris Hampton, however, was of the opinion that there remain a number of disincentives to work. Brian reported that there would be changes to the rules for lone parents in the relatively near future. He understood this would include requirements for parents to look for work once their youngest child is 12, to be implemented by November 2009, and eventually this would fall to 5 years of age.

6. AGREED COURSE OF ACTION

- 6.1 The Education Training and Employment Group will explore all the opportunities arising from the City Strategy and its components such as Joined Up For Jobs in order to identify aspects which are appropriate to local need and thus deliver mutual benefit.
- 6.2 The Education, Training and Employment Group will continue to develop the concept of the Information Hub through the short life working group under the leadership of Wilma Nelson.

SESSION 2 ROLE AND FUNCTION OF GROUP MEMBERS – AS INDIVIDUALS AND AGENCIES and ROLE AND FUNCTION OF THE COMMUNITY LEARNING AND DEVELOPMENT PLAN.

1. MEMBERSHIP OF GROUP

- 1.1 The discussion began with the acknowledgement that a key player appears to be missing from those represented, ie Jobcentre Plus.
- 1.2 Alex Galloway informed the seminar that the ETE group had been and remains a very useful tool for Jewel and Esk Valley College. It had allowed him to create a large network of contacts and access to potential students.
- 1.3 Tommy McLean reminded the seminar that the Education, Training and Employment Group had a dual function as it was de facto the **Community Learning and Development Partnership** for the area. While this was an asset it also presented problems since he considered that the ETE group was trying to do too much. He was concerned that there was too much focus on the employment aspects of the remit of the group and that there was often insufficient time at the meetings to properly focus the discussion on education and training.
- 1.4 Tommy's major concern was that the Community Learning and Development Partnership was not making sufficient inroads into getting local people and service users involved in the shaping of programmes and services.
- 1.5 Other members of the group acknowledged that community engagement is very difficult, and some expressed the opinion that most people are not in fact interested in shaping services. Rather all they wanted was access to good and appropriate services. However, Tommy felt that there was a role for the community voice. He asked, for example, how much thought will be given to the impact on the community of the possible withdrawal of the evening bus services.

2. COMMUNITY LEARNING AND DEVELOPMENT PLAN

- 2.1 It was noted that some of the attendees at the seminar were not fully aware of the relationship between the Community Learning and Development Partnership and its Plan and the ETE Group. Tommy provided the meeting with some background information.
- 2.2 The current plan was developed from the first Community Learning Plan whose development and implementation had been a requirement placed upon the then Community Education Department. However, in South Edinburgh it had been agreed that the ETE group should become the Community Learning and Development Partnership in order to share the workload and responsibility. The current Community Learning and Development Plan had been developed over 2006/7 and had been implemented since its launch in August 2007. A structure of Action Teams was in place supported by An Action Team Leaders group and a Monitoring and Evaluation Group.
- 2.3 The Community Learning and Development Plan is embedded in the Neighbourhood Plan and the whole process is integral to the Community Planning Process at both city wide and local level. The aim of the plan is to work with the providers and the community to provide high quality learning, recreational and training opportunities which reflect the needs and aspirations of the community.
- 2.4 The seminar agreed that there does not appear to be sufficient recognition of the Community Learning and Development Partnership and its role within the ETE group processes, and that this was reflected in the lack of reference to the Community Learning and Development Partnership or Plan in its papers. Tommy informed the group that the partnership was very useful and cited the increased volume and variety of work currently undertaken by Napier University. Tommy suggested that this would not have happened without the existence of the partnership structure.
- 2.5 In a return to the discussion on Community Involvement, and in reference to the structure and mechanisms of the Community Learning and Development Partnership, Alex suggested that community involvement could best be achieved at Action Team level, eg as participant members of the Lifelong Learning Group.
- 2.6 Scott responded to a suggestion by Tommy's by recommending that the Community Learning and Development Partnership becomes a sub-group of the ETE group and that it becomes a standing item on the agenda. This was agreed.
- 2.7 Ian Brooke suggested that a change in the format of the agenda could make a significant difference and, therefore, proposed that the Community Learning and Development Partnership and the progress relating to the plan should be the first item of the agenda of each ETE meetings after routine minutes and agenda etc. . This was agreed.
- 2.8 These decisions were welcomed by the group and Tommy reminded the seminar that there is a need to look actively at increasing and sustaining the membership and remit of the action groups and, therefore, the Action Team Leaders' Group.

3. AGREED COURSE OF ACTION

- 3.1 The Education Training and Employment Group will attempt to strengthen the membership of the group by inviting key Partners such as Jobcentre Plus to participate.
- 3.2 The Community Learning and Development Partnership will become a sub-group of the Education, Training and Employment Group. Relevant minutes and reports will be brought to the ETE for discussion and information and where necessary endorsement and action.
- 3.3 The ETE agenda will be tailored to give a more appropriate focus on the work of the Community Learning and Development Partnership and its plan. Updates and reports on progress will be included as standing items on future agendas.
- 3.4 The ETE group will also examine its agenda and shape it to make it more relevant to key stakeholders, thus encouraging attendance, while at the same time ensuring that it is working to address the needs of the community.
- 3.5 The overall work of the ETE group will be focussed on the development and delivery of the identified neighbourhood priorities once they have been agreed.

A.O.C.B.

1. CITY STRATEGY

- 1.1 There was a return to discussion about the City Strategy. Jenny gave some brief information about 2 initiatives in respect of offenders. It was noted that this included placing project workers in prison prior to release of the client. It was noted that this concept had been piloted by the South Edinburgh Partnership several years ago as the essence of the Kent Face Project. There was also the CORE Project which was a "Case Management Project" for prison leavers.
- 1.2 Hildegard Wylezaleck informed the seminar that APEX is involved in the CORE project. She thanked the Support Team for the invitation to attend the seminar and informed the meeting that she was keen to get involved in the area. She echoed the earlier statements about difficulties of getting people involved and engaged in their communities and this is especially difficult for ex-offenders. She indicated that she gets referrals from South Edinburgh from the criminal justice team but would also welcome referrals from agencies with the ETE group.

2. CLOSE AND THANKS

- 2.1 Scott thanked everyone for coming to the seminar and participating in a useful and eye-opening discussion. He agreed that the priorities issues for the next agenda will be the Community Learning and Development Plan and the continued development of the Neighbourhood Priorities for the Liberton/Gilmerton Neighbourhood Plan.

APPENDIX 1

Employment, Training and Education related data

1 BASIC EMPLOYMENT RELATED DATA as at April 2008 (as abstracted from CEC. Labour Market Quarterly Bulletin 2nd quarter 2008)

Category	Alnwickhill	Kaimes	Moredun	Gilmerton	Lib/Gil	Edinburgh
% In Employment	74.6%	65.8%	64.8%	74.4%	70.1%	77%
Economic Inactivity	22.1%	29.1%	29.6%	22.0%	25.6%	19.4%
Total JSA Claimants	82	169	156	64	425	n/a
% Claimants	1.5%	2.6%	3.4%	1.3%	2.2%	1.7%
Long Term Unemployed	2.9%	6.4%	8.2%	9.7%	7.1%	10.2%
Change	Upward by 17.1% annual	Upward by 35.2% annual	Downward by 1.3% annual	Downward by 11.1% annual	Downward by 9.8% annual	

NB As at July 2008 there were 80 young people aged 18 - 24 claiming Job Seekers Allowance of whom 10 had been unemployed for over 6 months and 5 had been unemployed for more than a year.

DEFINITIONS

UNEMPLOYMENT Unemployment rates are based on Job Seekers Allowance (JSA) Claimant Count data which records the number of people claiming JSA and National Insurance Credits at Job Centre Plus Local Offices.

ECONOMIC ACTIVITY Economic Activity is a measure of the proportion of the working aged population considered to be playing an active role in the labour market. This therefore includes those who are unemployed but available for and actively seeking work as well as those currently in employment.

ECONOMIC INACTIVITY Economic Inactivity is a measure of the proportion of the working aged population who are not actively seeking employment. *This would include those on long term disability benefits, students and home makers.*

COMMENTARY **Kaimes and Moredun** are recognised as "priority areas" of which there are 12 throughout Edinburgh in the ROA. While Moredun appears to have a lower level of registered unemployment for the Quarter to April 2008 there appears to be a significant increase in unemployment for Kaimes of 35.2%

OTHER BENEFIT CLAIMANTS Information drawn from **NOMIS** for **November 2007** (the latest date for which other benefit information is available) provides the following significant information overleaf.

Total Claimants throughout the area	3,780
Of which	
Job Seekers Allowance	365
Incapacity Benefit	2,160
Disability related benefits	235
Lone parents (Income Support)	605

JSA claimants at Nov 2007 were recorded as 365. As at April 2008 the number was 425 which is comparable (and indeed slightly down on the same period for 2007 at 440 approximately).

Claimants of all benefits aged 16 – 24 numbered 515 or 13.6% of all claimants.

2 TRAINING RELATED DATA

At present there is no available data which would allow us to gain an understanding of how many adults are in training which would lead them into employment or which would improve their prospects within employment.

3 EDUCATION RELATED DATA

Information abstracted from Careers Scotland data for 2006/7 on School Leavers Destinations for the area is as follows:--

School	Positive Destinations		Negative Destinations	
Gracemount High	Higher Education	13	Unemployed Seeking	13
	Further Education	21	Unemployed Not seeking	3
	Training	8		
	Employment	35		
Total Leavers 93	Percentage	82.8%	Percentage	17.2%
Liberton High	Higher Education	14	Unemployed Seeking	33
	Further Education	23	Unemployed not seeking	2
	Training	7		
	Employment	58		
Total Leavers 137	Percentage	74.45%	Percentage	25.5%
Area total	Higher Education	27	Unemployed Seeking	46
	Further Education	44	Unemployed not seeking	5
	Training	15		
	Employment	93		
Total Leavers 230	Percentage	77.82%	Percentage	22.17%
Edinburgh Comparisons	Percentage	82.50%	Percentage	17.5%