

Welcome

discover

opportunities

Definition of Employability

“Employability is ... the combination of factors and processes which enable people to progress towards or get into employment, to stay in employment and to move on in the workplace”

*Workforce Plus – an Employability Framework for Scotland –
Scottish Executive*

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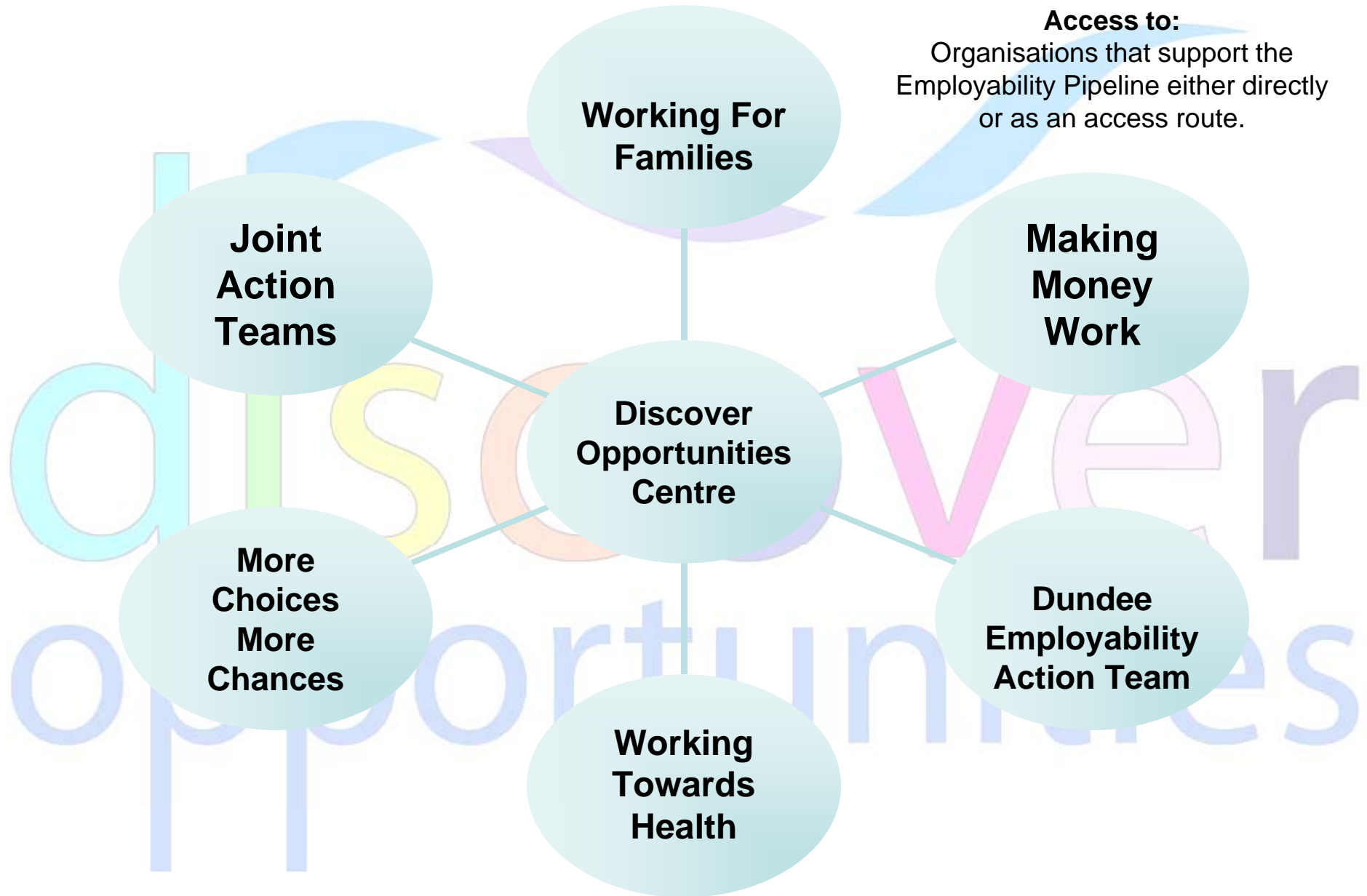
- Why has Dundee been chosen ?
- Pipeline approach, WHY – WHERE – HOW
- Partnership Working – Co-Location
- www.discoveropportunities.org.uk

EMPLOYABILITY PIPELINE FOR PEOPLE WITH HEALTH PROBLEMS (as at 26/2/09)

STAGE 1 Referral/ Engagement	STAGE 2 Initial Needs Assessment	STAGE 3 Specialist Intervention	STAGE 4 Employability Training	STAGE 5 Accredited Training	STAGE 6 Work Placement	STAGE 7 Job brokerage & job matching	STAGE 8 In-Work Aftercare
<i>Partners introducing new clients into employability, completing Registration Form and starting Activity Plan. This stage is ESSENTIAL</i>	<i>Partners assessing the initial needs of a client and agreeing the key activities to be undertaken with them. This stage is ESSENTIAL</i>	<i>Partners delivering specialist services as listed in the Activity Plan (e.g. financial advice, condition management etc.)</i>	<i>Partners delivering unaccredited core employability skills as listed in the Activity Plan</i>	<i>Partners delivering a range of accredited training including ECDL, food hygiene, etc.</i>	<i>Partners who can arrange a Work Placement with an employer to gain the client work experience</i>	<i>Partners who focus on engaging with employers, securing job vacancies and matching job-ready clients to jobs</i>	<i>Partners supporting clients who start work to maintain their jobs, through site visits, practical and specialist support</i>
Breakthru	Breakthru	Adult Learning	CraigOwl Communities	Adult Learning	CraigOwl Communities	DEAP	DEAP
Compass	Cyrenians	Breakthru	DEAP	CraigOwl Communities	Dundee College	Employment Unit	Employment Unit
Cyrenians	Dundee College	CraigOwl (literacies & dyslexia)	Dundee College	Dundee College	Employment Unit	Lennox Partnership	Lennox Partnership
DEAP (outreach Jobshops)	Employment Unit	Cyrenians	Employment Unit	Springboard Scotland	Public Sector Recruitment Approach	Triage (Pathways)	Making Money Work
Dundee College (outreach)	Triage (Pathways)	Dundee College	Lennox Partnership	Working for Families (ICT)	Springboard Scotland	Working Links	Triage (Pathways)
Employment Unit	Working for Families	Employment Unit	Springboard Scotland			Public Sector Recruitment Approach	Working Links
Jobcentre Plus Disability Advisors	Working Towards Health	Making Money Work	Triage (Pathways)				
Triage (Pathways)		Working for Families	Working for Families (incl ICT)				
Working for Families		Working Towards Health					
Working Towards Health							

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Access to:
Organisations that support the
Employability Pipeline either directly
or as an access route.



Labour Market Profile - Dundee

- Total Population - 142,000
- Working age population - 88,900
- Economically active (people in employment) - approx 66,000
- Economically Inactive - approx 20,300

Dundee's Current Situation

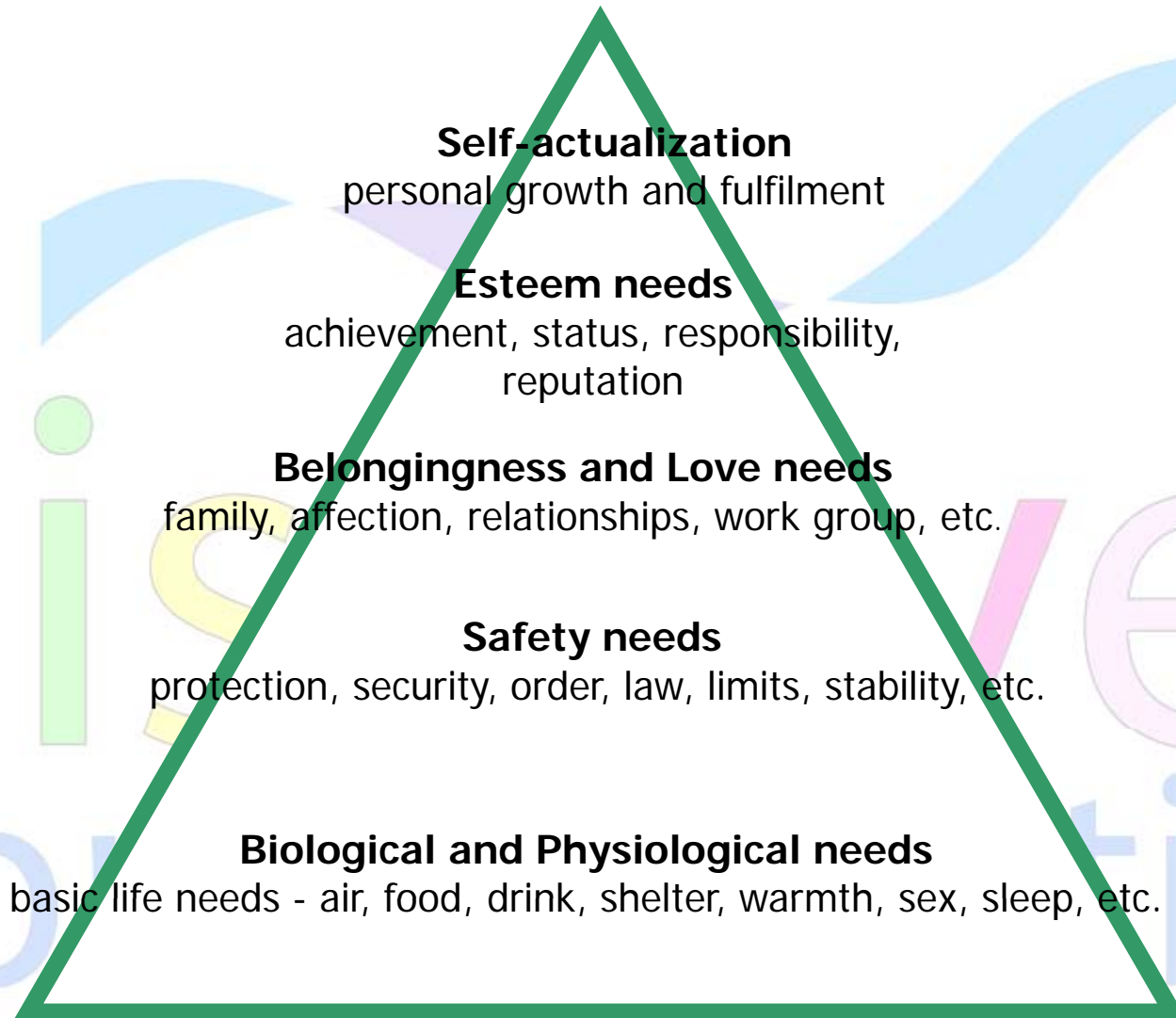
- Total claimants – 19,680
- Job seekers – 4,257 (Jan 2009)
- Incapacity benefit / ESA – 10,280
- Lone parents – 2,310
- Others on income related benefit – 650
- 8:1 ratio of clients to job vacancies
- Currently working with employers ie LEP – matched training to vacancies

Aim of Training Day

To support health, voluntary, housing and other social care professionals to develop a better understanding of the pathway into employment and the services available to support individuals.

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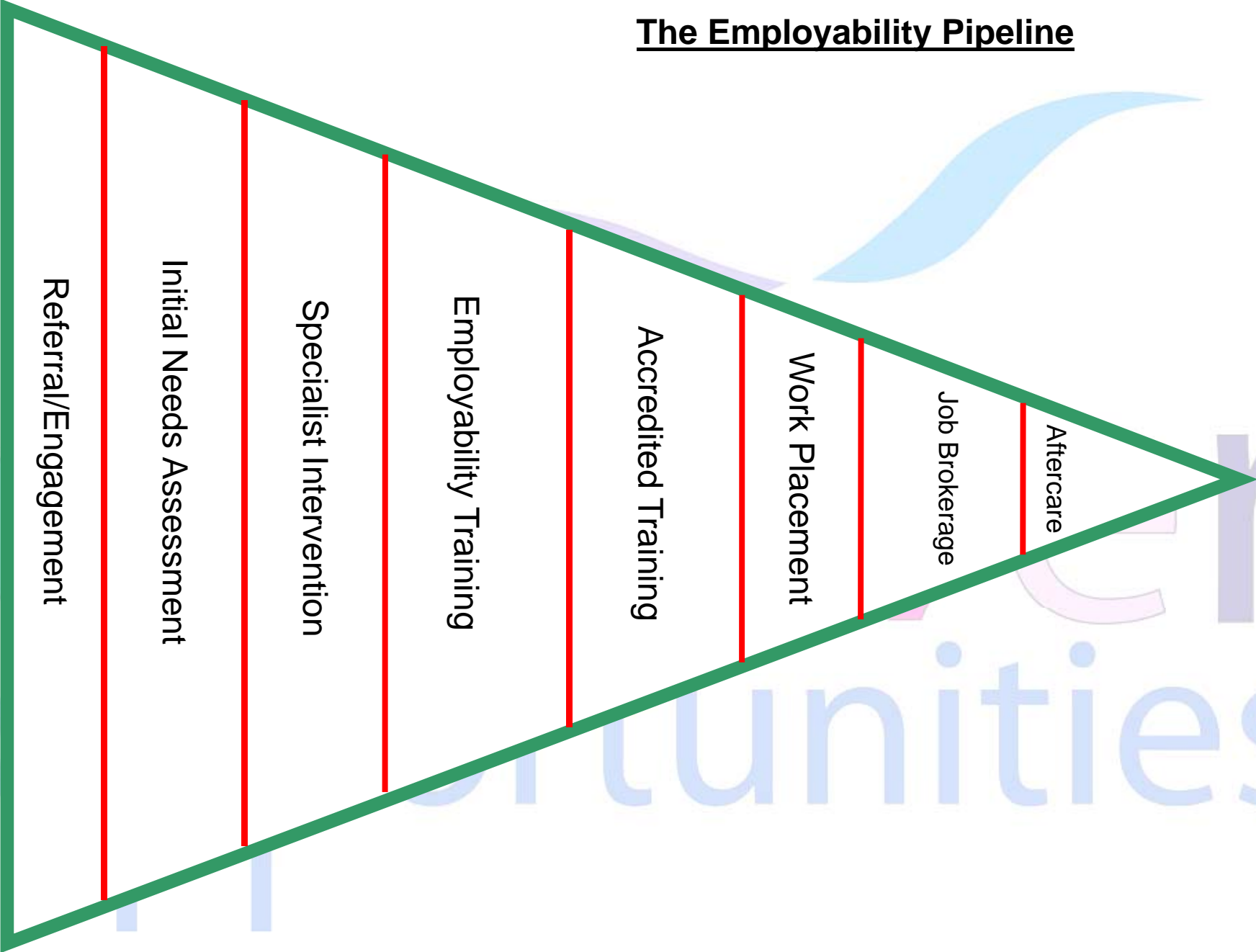
Maslow's Hierarchy of Needs



© design Alan Chapman 2001-7, based on [Maslow's Hierarchy of Needs](#)

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The Employability Pipeline



Colin's Theory

By turning Maslow's Hierarchy of Human Needs upside down, it may be possible to start to have conversations with Clients/Service Users and Patients about what "Their Dreams Are", this might give the basis for workers to start the assessment process, and what motivation is needed and service will have to assist to get that individual to start to see the future and realise their dream...



Self-actualization
personal growth
and fulfilment

Evaluation of Training

- 100% of participants said the training either totally or partially met expectations
- Over 90% said the course would benefit themselves and the individuals they work closely with
- Comments:
 - “I was more informed about options for employability for clients and I can also advise my close work colleagues and be more knowledgeable on the subject.”
 - “Gave a better idea about pipeline and employability also changes to Benefits.”
 - “I think this kind of training session should be continued on a regular basis as legislation changes all the time.”

The Future

- Frontline staff training – multidisciplinary
- No-one is unemployable
- Is work good for your health and well-being? (Waddell and Burton, 2006)
- Training Pack

Conclusion Working Together

