

Development and Delivery of Equal Access Employability Training

NEHIN Network Meeting 6th March 2008



Equal Access to
Employment in Glasgow



GLASGO **WORKS**

Delivering the Glasgow Welfare to Work City Strategy

Structure of the Presentation

- Equal Access and Glasgow Works
- Employability Structures
- What the training set out to do
- Work of New Connections Team
- How the training was delivered

Equal Access

- Partnership and a Strategy
- Help people move towards and into work.
- Joining Up Services, Building Capacity
- Local Equal Access Manager in each CHCP area.
- New Connections Team
- **Rationale**
- Large numbers of people not in work who would like to work
- Strong economy
- Strong links between health and work; work and health

Employability Structures

- Health and Social Work Employability Group.
- Membership includes Care Group leads and CHCP lead officers
- Glasgow Works

New Connections Team

- 1) Embed employability elements within health and social care services.
 - Assessment
 - careFirst information system
 - Employability Targets
- 2) Employability Training
- 3) Resources

Why was the training developed?

- Significant numbers of Health and Social workers not seeing employability as part of their role
- No adequate procedures in place
- Workers required an increased awareness of employability services
- Feeling that there were no jobs
- Feeling that people were better off on benefits
- Not enough time! Case loads too big.

Aims of the training

- Clarify role
- Change attitudes
- Increase awareness of services
- On the basis that health and social work services have a key role to play in reaching people.

To support the aims of the training

- Building employability elements into procedures will help
- Otherwise awareness levels and attitudes will change in the short term but practice may not change in the long term.

Clarifying Role

- Workers not expected to become employment experts or get large numbers of people into work.
- They would be expected however to discuss patients / clients interest in work, training etc as part of the assessment process and access support of employability services if appropriate.

Assessment Questions

- What is your current situation with regard to work, training, education or volunteering?
- Would you be interested in finding out more about your options for work, training, education or volunteering?
- What kind of things are stopping you from getting where you would like to get to?

careFirst Client Information System

Workers asked to record:

- Employment Status
- Changes in Employment Status
- 'Discussion of employment options'
- Referral to employability services
- Clients barriers to work

Inclusion of Employability Targets in Performance Framework

- 1000 Referrals to employability services
- 200 people into work
- 200 people into education and training
- 200 people into volunteering

How the Training was Delivered

- Buy in and support from Heads of Service/ Leads identified from Senior Management
- Train the Trainers Approach
- 1 Day to Train the Trainers
- Steering Group to oversee delivery
- Trainers at a reasonably senior level
- Input from Employability Services
- It's all in the pack!

Questions/Comments



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