

# Employability in Angus

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# Geography & Economy

- 76% live in 7 small towns
- Business Sector by Employment
  - 6% Agriculture & Fisheries
  - 20% Manufacturing & Construction
  - 74% Services
  - 54% employed in small enterprises



*(Scotland 1%)*

*(Scotland 15%)*

*(Scotland 82%)*

*(Scotland 37%)*

# Labour Market

- 83% economically active (Scotland 79%)
- Male Earnings 15.5% below Scottish Average
  - Even lower for those without mobility to access Dundee labour opportunities
- Labour Market Competition
  - Challenge from EU nationals in agriculture, food processing, and manufacture (est. over 4,000)

# A Long Time Coming

- Homelessness Employment & Training Steering Group established in 2002
- Little progress
  - Lack of leadership
  - Not seen as policy priority by partner departments and agencies
  - Seen as a “Housing” issue because focused on homelessness
  - Difficult to get “buy in” from partners

# Scoping the Problem

- Scoping Research commissioned(2005)
- Employment Profile
  - 32% in Work
  - 11% in FE / HE or Training Scheme
  - 27% Actively seeking Work
  - 20% permanently disabled or looking after family
  - 63% Worked in previous 5 yrs
- Service Gaps
  - No provision between low level skills and formal employment training
  - No in-work budding / mentoring

- Main Barriers
  - Mental and Physical Health Issues
  - Poor Employment History
  - Lack of Confidence
  - Childcare Issues
  - Lack of Permanent Address / Homelessness Stigma
- Key Recommendations
  - Create single referral route
  - Integrate employability assessment into Single Shared Assessment
  - Develop “bridging” services

# Challenges

- Dispersed rural area / small towns
  - Prevents economies of scale
  - Small and under developed Voluntary Sector
  - Few large employers capable of supporting
- Homelessness not the key issue
- Overlap with other agendas
  - Substance misuse
  - Mental health
  - Young people (NEET group)

# Raising the Profile

- Employability Forum established (Nov 2005)
  - Cross-sectoral / multi-agency
  - Front line practitioners
  - Commissioners – DAAT, Mental Health, Housing, Training Services
- Challenges
  - Getting strategic “buy-in” (Jobcentre Plus, Economic Development, Community Planning)
  - Shifting focus from homelessness to vulnerability
  - Securing partner commitment
  - Lack of clarity about existing provision

# Making Progress

- Pilot service mapping commissioned (March 2006)
  - In depth study
  - Many agencies providing relevant services, but not under the banner of employability
  - No consistent assessment, monitoring, or follow-up
- Single Shared Assessment for all Vulnerable Households (including Homeless)
  - Incorporates initial employability assessment
- Referral agreement with Careers Scotland

# Next Stages

- Workforce Plus used as driver to achieve “buy-in” at Community Planning Level
- Economic Development Partnership established Strategic Employability Steering Group (Dec 2006)
- Further research and development work commissioned (March 2007)
  - Complete comprehensive mapping exercise
  - Develop Employability Assessment Tool
  - Produce Employability Strategy
- Employability Forum Action Plan
  - Formal sign-up by partners to specific tasks and objectives

# Key Lessons

- Secure strategic endorsement and support
- Maintain a broad inclusion agenda
  - don't just focus on homelessness
- Map the needs of service users
- Services may already exist under other labels
  - build existing capacity
- Have a clear action plan with formal sign-up by partners
- Concentrate on the pathway
  - Assessment of individual need
  - Monitoring of individual outcomes
  - Follow through support once in employment



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