

# Creating A Fairer Scotland

## Employability Support:

### A Discussion Paper

<http://www.gov.scot/Publications/2015/07/9128>

# What is being devolved?



- Work Choice – support for unemployed disabled people
- Work Programme – support for those ‘at risk of long term unemployment.’



- Any other DWP contracted services
- Job Centre Plus provision
- Decisions about eligibility
- Decisions about sanctions
- Benefits

# Consultation – runs to 9<sup>th</sup> October

They want to consult with:

- individuals and their families who have an opinion to share;
- those who currently use employability services;
- the communities and neighbourhoods where people work and live;
- groups and communities of specific interest, such as disabled people or those who face particular challenges in securing employment;
- employers and businesses to hear what they need;
- those who deliver services now or want to deliver them in the future;
- those who fund services;
- agencies, organisations and representative bodies who have an interest

# A new Scottish Approach

- builds on existing services;
- meets the needs of unemployed Scots and employers in Scotland and the needs of those with specific barriers to employment;
- works to deliver early intervention and personalised support, and
- provides services capable of helping every Scot who is able to work to find and sustain employment.

# What works best?

1. What types of employment services work best in Scotland, reflecting the very different needs of individuals who are unemployed?
2. How can we ensure the needs of different businesses and sectors are aligned with employment programme outcomes?
3. What are the strengths and weaknesses of existing employment support programmes and delivery mechanisms in Scotland?
4. Where are the current examples of good practice in alignment of services to most effectively support a seamless transition into work?
5. What are the key improvements you would make to existing employment support services in Scotland to ensure more people secure better work?

## Identifying what people need and when:

6. How best can we assess the employment support needs of an individual and then ensure the support they receive is aligned with their requirements?
7. How best can the employability pipeline approach help providers assess and deliver services?
8. How can early intervention best be integrated into employment support and the design of future programmes?
9. What is the optimal duration of employment support, in terms of both moving individuals into work, and then sustaining their employment?

## How to deliver? (how to commission?)

10. What are the benefits and challenges of a national contracting strategy for Scotland's future employment support service(s)?
11. How best can we secure effective regional and local delivery of employment support in the future?
12. Do national or more localised employment support programmes work better for different client groups? If so, which ones and why?
13. Who should be the contracting authority for devolved employment support provision?

# Prioritisation of public services

14. Which groups would benefit most from future employment support in Scotland and why?
15. What should be our ambitions for these groups?
16. How can we maximise the effectiveness of devolved employment support in Scotland, in relation to the broader range of resources and initiatives available in Scotland?

## How to measure success and pay for services

17. What are the advantages, or disadvantages, of a payment by results model within employment support contracts?
  - What would form an effective suite of outcomes and over what period for Scotland?
  - What does an effective payment structure look like?
18. What are the advantages, or disadvantages, of payment for progression within employment support?
  - What measures of progression and over what period?
  - What does an effective payment structure, which incentivises progression, look like?

# Performance Management

19. What are the key aspects of an effective performance management system, to support the delivery of employment support outcomes in Scotland?

[http://www.employabilityinscotland.com/media/473005/sef\\_-\\_employability\\_research\\_cambridge\\_policy\\_consultants\\_-\\_final\\_report\\_-\\_november\\_2014.pdf](http://www.employabilityinscotland.com/media/473005/sef_-_employability_research_cambridge_policy_consultants_-_final_report_-_november_2014.pdf)

## Sanctions and Conditionality

20. Collectively, how best do we encourage active participation and avoid lack of participation on employment support programmes?

Full discussion paper can be downloaded at:

<http://www.gov.scot/Publications/2015/07/9128>