



Fife Employability Forum

Improving employment outcomes for the people of Fife

4th November 2013

Feedback from discussion groups

We asked participants: What 3 key actions would improve employment outcomes for the people of Fife?

Below are details of each group's feedback. There was general agreement that we need a more coordinated approach to commissioning services in Fife and continue to build partnership working.

Group 1

1. Work with employers to build their capacity to employ people and to take on work placements
2. Ensure access to affordable childcare and support for other carers – this is a key barrier for so many clients
3. Develop a more joined up approach to delivery in the 3rd Sector with
 - Better representation and presence of statutory partners and funders
 - Improved commissioning of contracts
 - Building 3rd sector experience into developing services and commissioning approaches

Group 2

1. Co-ordinate commissioning of services:
 - Use workshop model to share information
 - Sector needs support to help it go through the procurement process
 - Centralised route for sharing information about funding opportunities would be helpful
2. Better use of FORT
 - Allows projects to manage clients using real-time reporting on progression
 - Avoid projects having to duplicate input by developing ways to allow the system to synchronise with other CRMS
3. Co-ordinate employer engagement
 - Requires further debate and discussion about how best to do this to ensure simplest possible route from client to employer and employer to client.
 - FC are building their single point of contact approach to working with the major employers in Fife.
 - Business Gateway Fife have newly appointed someone to provide support to small businesses with HR guidance. Essential that this person has an understanding of the support available for employers and also the range of services out there.
 - No clarity on how the third sector can best engage strategically with employers.

Group 3

1. Digital Literacy –
 - There is a huge need for training and also a lot of digital resource lying dormant in e.g. Fife College and schools. Could these two be brought together?
2. Focus needs to be on joint working, even though funding pressures might push staff resources away from this
 - Common direction setting and joint systems
3. Monitoring soft outcomes/distance travelled
 - There are lots of tools out there and best not to pick a winner as this would stifle the development of new approaches but could agree standardised principles that should underpin all new approaches

Group 4

1. Coordination and partnership working is central
2. More client focussed incentives
 - As an addition to employer focussed incentives for those working with hard-to-reach young people then contributions to travel costs/ training/small financial incentives can make all the difference.
3. Early intervention/prevention
 - Quality over Quantity – as the funding becomes increasingly outcome focussed it is important not to lose sight of the impact of projects working at the earlier stages of the pathway and the progression that occurs there.

We would like to thank everyone for their contributions to lively discussion and debate.