



INVEST
in Renfrewshire

**Invest in Renfrewshire
Partnership
Conference on
Employment**
WORKSHOP FEEDBACK

A large, 3D geometric graphic at the bottom of the page consists of several overlapping, semi-transparent orange and grey shapes that form a complex, angular structure. The year "2015" is printed in black on one of the orange faces.

2015

INVEST

in Renfrewshire

The Invest in Renfrewshire 2015 Partnership Conference on Employment was a successful event, attracting over 170 delegates from various organisations from across Renfrewshire.

The conference took place at the Normandy Hotel in Renfrew and provided a platform for delegates to discuss current employability matters within the area.

During the conference prominent speakers provided inputs on a number of initiatives such as the upcoming City Deal, Paisley Regeneration and new Invest in Renfrewshire programmes. Information was also provided on Welfare reform, updates on services and partnership details and overall employment and training opportunities across all sectors.

Each delegate was allocated a specific table to ensure a balance of representatives and a varied discussion. The conference was divided into two separate workshops and each workshop focussed on a specific topic and questions.

Workshop 1

The main focus of workshop 1 was how we could maximise opportunities from planned Renfrewshire Developments. The questions were:

1. What can we do to maximise employment outcomes for Renfrewshire people from City Deal?
2. What new Structures or resources do we need?
3. How can we add value to the regeneration plans?

Workshop 2

The main focus of workshop 2 was on how we can maximise employment opportunities for Renfrewshire's young people. The questions were:

1. From you own experience of working with unemployed school leavers, what are the main issues and skills gaps you identify with them?
 - a. What are the things we do well?
 - b. What are the things we do not do so well?
2. What kind of additional support would you prioritise for young people at school that would make a difference?

The two workshops were concluded with all delegate tables being asked to provide one big idea that would assist Renfrewshire employment.

Workshop 1

Question 1:

What can we do to maximise employment outcomes for Renfrewshire people from City Deal?

Table 6

- Focus on people by investing in services such as counselling for individuals with middle to moderate mental health problems for both pre-work and occupational.
- Our biggest area of focus should be on Stage 1 & 2 of the Employability pipeline as these are the two essential stages to help those overcome employment barriers.
- Therefore we need to focus on further vocational training this could be implemented by more part-time provision training.
- For the jobs that will likely be upcoming through City Deal an emphasis on training individuals with vocational skills that would suit jobs in the retail industry, hospitality and tourism industry and the construction industry.
- It would therefore be advised that we should further incentivise employers to take on individuals for mentoring and help them gain some work experience.

Table 8

- To help maximise employment outcomes from City Deal we should encourage employers to recruit individuals on a full time and permanent contracts.
- We should also have conduct benefit checks on individuals that would seek employment to assure that they will not be 'worse off' in work.
- A greater emphasis on logistics training should be implemented at a school level.
- Finally 'employment tasters' could be rolled out during the City Deal period as this would help provide work experience samples in various industries and job roles.

Table 14

- Before we can capitalize on City Deal employment opportunities we need to ensure that individuals are ready for employment therefore we should be offering more support to those looking for employment.
- Also we should have a full clear understanding of what other opportunities might be available on the back of City Deal.
- We should also involve the private sector more heavily as to gain a further understanding of what kind of employee they are looking for and compare that with the client group that we have to ensure that our expectations are the same.

- It would also be advised that we integrate employers as a greater part of the training process as this will help us understand the skills gaps.

Table 16

- To ensure that we are maximising employment from City Deal we must ensure that we have greater working relationships with each partnership.
- Alongside raising the goals and aspirations of the young people we must also educate young people of available apprenticeships and other training schemes.
- We should also engage with more with West College Scotland to fully utilise their new construction programmes.
- It is also essential that we provide young people with better guidance of all work placement opportunities through the schools themselves.
- Procurement through City Deal also needs to be right ensuring that contractors are providing specific community and employability benefits this will also help ensure that there are no zero hour contracts.
- We will also need to ensure that all businesses within Renfrewshire are aware of the local and City Deal opportunities.

Table 12

- To ensure that the effects of City Deal are dispersed amongst all areas of Renfrewshire in terms of employment we must make it a priority that there is no postcode barrier and that the most impoverished areas and communities benefit from City Deal.
- It could be beneficial if a City Deal work experience programme be developed for S4-S6 as this would help provide young people with essential work experience.
- Before any real progress is to be made with City Deal full details of the various skills required for desired roles and also full details on the 14,000 jobs that are not necessarily construction.
- We should also not exclude individuals not on ESA but have medical barriers.

Table 3

- We should be offering MA places for construction companies who are carrying out the work on behalf of City Deal.
- It could also be beneficial if a training programme is developed for Renfrewshire residents only!
- Increase the amount of construction training programmes available as to prepare the work-force fully for the construction industry.

Question 2:

What new structures or resources do we need?

Table 8

- We need to introduce employment tasters to help provide individuals valuable work experience in various industries and job roles.
- We also need to promote industry and encourage young people to pursue engineering and construction courses.
- Improvement of transport links is essential to allow individuals the opportunity to travel more freely amongst regions.
- We also need to market our programmes and organizations a lot stronger as to receive full promotion of these programmes.

Table 14

- We should also involve the private sector more heavily with any employability matters and issues as to receive their opinion on what the private sector would like to see happen.
- Our labour market information has to be more up to date as to provide a more accurate picture of what jobs are available and what skills or training needs to be addressed.
- We need to offer more MA opportunities as there are a serious lack of these opportunities available in Renfrewshire.

Question 3:

How can we add value to the regeneration plans?

Table 6

- We need to raise awareness of the regeneration plans with the wider community. Alongside providing further awareness we need to include up to date labour market information.
- We should also take the regeneration plans into schools and teach the youth about the plans and have them engaged with the projects.
- To help promote the regeneration plans we could have mini 'road shows' to showcase the plans to the general public and have a wider engagement.
- A possible market strategy would be to advertising these plans as the 'New Paisley' to indicate the significance of the regeneration projects as the beginning of a 'New Paisley'.
- It could be extremely beneficial to have a bus tour guide are Paisley town centre, taking tourists to all the historic sites around the Paisley region. This would prevent only focus on the town centre but effectively promote Paisley as a whole.

Table 14

- We could encourage 9-12 month's rent free premises on certain high street locations as to reinvigorate the high street area.
- We should also incentivise high street activity/experience shops to help engage tourists, Paisley residents and help regenerate the high street.
- Increase the amount of farmer markets for example the German market & Christmas market.
- We could also share resource for voluntary sectors so they could take over shop fronts and ultimately share the costs.
- Council local communities should be allowed to use facilities instead of have these buildings remaining empty.
- Paisley work required to make Paisley town centre safer at night. If the High street was opened up to traffic this would help makes the town centre safer.
- Increase the presence of police and/wardens around Paisley pubs and close at the closing times.
- We should encourage more eateries to remain open out of hours as this would give the town centre greater presence.

- We should encourage more community groups to have event nights within the town centre as this would encourage networking and community involvement this will also assist in giving Paisley greater presence.

Table 12

- The revitalisation of the river banks around Paisley by encouraging the opening of cafes, outlets, picnic areas etc... Would help further promote Paisley as more scenic.
- Introduce more hotels, bed & breakfast accommodation would encourage tourists to stay in Paisley rather than Glasgow.
- The opening of a culture cinema, similar to the cinema located on Ashton Lane. This would help Paisley develop a culture quarter similar to Dundee city.

Table 15

- We should look into what new businesses need to establish what jobs will be available with these new establishments.
- Marketing for the regeneration plan should utilise the creative industries in Paisley for advertising for example Pace could have a large role to play in advertising the plans.
- We should encourage more walking tours and bus tours to help showcase Paisley's historical assets.
- Have the schools and locations that are within the impoverished areas of Renfrewshire more heavily involved with the regeneration plans
- Encourage more niche markets to be more heavily involved in the refurbishment of Paisley town centre. This will help provide Paisley with a more unique brand.
- Reduce any barriers that are stopping people from visiting Paisley. Increase the number of buses visiting Paisley from Glasgow and neighbouring regions.

Workshop 2

Questions 1:

From your own experience of working with unemployed school leavers, what are the main issues and skills gaps you identify with them?

- a. What are the things we do well?*
- b. What are the things we do not do well?*

Table 9

- There is an issue with self-esteem and confidence that will need to be addressed as some individuals find it difficult to concentrate and find motivation.
- We must also address a 'family mindset' for families that do not work, we must change their views at a younger age.
- For school leavers they are not necessarily ready for work and do not fully comprehend what work after school entails this is another issue that needs addressing.
- In terms of what we are doing well there and clearly fewer young people unemployed and this could be accounted for the teams, such as SDS, in Schools.
- We are also focussing on more PSD provisions and sector skills provisions.
- What we are not doing so well is that some college provisions are still supply led that is simply matching young people to courses then straight into train part-time provisions. Ultimately these routes are not meeting any expectations.

Table 8

- There is a clear 'snobbery' attitude towards some college courses and this has to be addressed to help reduce the stigma of certain college courses.
- Some school leavers are lacking in 'social skills' and this affects their employability outcomes. Effectively social/life skills need to be stronger.
- In terms of what we don't do well we don't provide assistance to school leavers with confidence building, CV Skills, interview techniques and overall life skills.

Table 14

- With school leavers they have no clear sense of timekeeping, the importance of attendance, overall rules and procedures.
- They can also lack any clear aspirations and ultimately have no idea what they want to do with their lives.
- For school leavers there is a far greater focus on higher/further education rather than gaining work experience or finding a job after school.

- In some circumstances there is a lack of family support and this can have a huge effect on confidence for the school leaver.
- In conjunction with a lack of confidence some school leavers lack in social/life skills.
- In terms of what we are doing us well we are starting to have better links with employers.
- The appointment of project officers is another thing we are doing well.
- Good projects run by Enable for school pupils with additional support needs this through teacher referral.
- In terms of what we are not doing so well we are not following through with activities to make them more relevant.
- We are not educating the young people still in school the more modern and up to date methods of communication such as Skype we are also not teaching young people how to build computer programmes.

Table 13

- We need to have a formal careers assessment in S1 and S2 as to give a better idea of what the young person's career options are from the very beginning of High School.
- We may need further financial incentives to encourage young people to stay in education and pursue college courses.
- We need much better promotion of self employment and provide a greater understanding of business and start up grants.
- Further emphasis on soft skill training to help increase young people's confidence and self esteem.
- We should possibly consider providing less effort in supporting individuals who are achieving well and pay more attention to those who are not achieving a similar grade.
- Concentration on student skills rather than academic achievements would help shift the focus on students over achieving to those under achieving.
- Finally there should be better engagement with schools from local SME's this could help promote entrepreneurship and also showcase any opportunities available from local SME's.

Table 12

- When working with school leavers we must instil realistic expectations in pupils about the work force and overall world of work.
- We should also focus on diversifying gender stereotypical roles.

- It is also essential that we close manage and help coordinate the transition from school to work. Allowing the school leaver with greater access to employment opportunities and advice.
- We should also heavily encourage families, parents and/or guardians to be involved with the school leaver's employability options.

Table 16

- We should encourage self-esteem, life skills being taught further in school. Form 'employability' classes to help aid those who are not academic or proficient with literacy and numeracy.
- Involve parents with the young person's career focus and ultimately attempt to create a family holistic approach that would help towards any self-esteem, confidence issues.
- In terms of what we do well we are capable of producing great ideas and rolling them out.
- However we seem to lack knowledge of psychological profiling. Meaning we lack the ability to identify individuals psychological reasoning behind their own work ethic.

Table 20

- With the issue of school leavers we don't provide enough assistance to those young people who have families that are stifling the young person from moving on. This could be due to financial matters or by the parents not providing morale support for the young person to progress.
- This can be down to the parent's basic knowledge of what is available and what qualifications and social/life skills needed to accesses these opportunities.
- We are also not focussing on teaching young people basic life/social skills and we should remedy this to help improve the young person's confidence and overall self esteem.
- In terms of what we are doing well we seem to very client orientated meaning that we are focussing on the individuals employability needs rather than the employers.
- Certain programmes that are currently running have been very successful in helping school leavers find employment for example Street League.
- Aspects that we are not doing so well, we are not communicating enough with other agencies and that to fully benefit the client and their needs we must increase proficiency in terms of communication.

Question 2:

What kinds of additional support would you prioritise for young people at school that would make a difference?

Table 8

- We need to introduce employment tasters to help provide individuals valuable work experience in various industries and job roles.
- We also need to promote industry and encourage young people to pursue engineering and construction courses.
- Improvement of transport links is essential to allow individuals the opportunity to travel more freely amongst regions.
- We also need to market our programmes and organizations a lot stronger as to receive full promotion of these programmes.

Table 14

- We should also involve the private sector more heavily with any employability matters and issues as to receive their opinion on what the private sector would like to see happen.
- Our labour market information has to be more up to date as to provide a more accurate picture of what jobs are available and what skills or training needs to be addressed.
- We need to offer more MA opportunities as there are a serious lack of these opportunities available in Renfrewshire.

Big Idea!

Table 9

Increase education on building and maintain an electronic CV producing an education profile. However attention must be paid to online security matters. This could also link into further education of social and life skills that would help boost self esteem and confidence.

Table 8

Greater consultation with a broad range of pupils and get their opinions on all employability matters and Renfrewshire programmes.

Table 14

Start paying more attention to teaching young people more life skills and social skills as this will help move people into positive destinations after school.

Table 12

We should start teaching young people in school life skills to help them grasp a greater understanding of what the world of work is like and what kind of skills and abilities are needed after school.

Table 16

We should involve parents more with the employability options of their children and alongside involving the parents we should make it more engaging and fun. Possibly introduce more competitions and awards.