



Conference Report  
for  
Renfrewshire Local Employability Partnership  
Summer Conference:  
***Economic Recovery:***  
***No One Left Behind in Renfrewshire***

Tuesday 22<sup>nd</sup> June 2021 (Virtual via Teams)

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**no one  
left behind**

Young  
Person's  
Guarantee  
#YPGuarantee  
#Renfrewshire

## **1. Introduction**

The conference was organised by the **Renfrewshire Local Employability Partnership** (RLEP). This is the strategic employability partnership group for Renfrewshire. It is responsible for the development and delivery of Employability Services to ensure resources and services are appropriate to meet the needs of service users.

Regular conferences, networking and training events have helped to create a very strong partnership of employability service providers and other stakeholders over the years however the COVID-19 pandemic had a significant impact on partners ability to engage as they had previously.

The focus shifted to online engagement and making sure services were doing what they could to provide critical support to residents and businesses whilst also supporting staff.

As lockdown lifted and restrictions have eased, the LEP felt it was an ideal time to bring practitioners from across the partnership together again, albeit on a virtual basis.

As in keeping with previous successful conferences, the objective was ***to raise practitioners' awareness of the changing employability landscape and provide an opportunity to consider key challenges and shape and influence solutions.***

Key changes such as the move towards phase 2 of the Scottish Government's key employability strategy **No One Left Behind (NOLB), and the delivery of the Young Persons Guarantee (YPG)** and the shift in responsibility for determining how resources are deployed from a national to a local level were the focus for the conference alongside **the impact of the pandemic** on the local economy and labour market. The conference also provided an opportunity to consider **some key capital regeneration developments** in progress or planned and the positive impacts these will bring for the Renfrewshire economy and residents.

Running through all the topics discussed was the call for **greater involvement of service users and those who partners struggle to engage with, in the design of employability services**. Embedding this into practice will be key in how the partnership succeed in leaving no resident behind.

## **2. Format and Attendance**

This was the 8<sup>th</sup> annual conference and the first to be virtual. Using Teams, 138 practitioners attended the event and there was a very good mix of attendees from across the public, voluntary and private sector.

*"I was really impressed by the number and range of people who attended, well done! There was time to chat and gain contacts for forward working too."*

To ensure the event was interactive, tools such as Menti, and use of the chat function in Teams were used.

*"This is a great tool, easy to use and the feedback will be useful to reflect on"*

*"In the use of Menti and in the workshops there was scope to be heard"*

*"Easy to vote and see results, everyone could have a say"*

The event was over a morning and included a plenary session followed by workshops. It was chaired by Ruth Cooper, Economic Development Manager, Renfrewshire Council and Chair of the RLEP.

Post event evaluations have been very positive:

*"First time I felt I have made contacts with partners in over a year and half."*

*"I thought it would be difficult to do this type of event online, but it wasn't. Having different speakers helped to keep me engaged."*

*"Just about to start a new role in Johnstone High in DYW – great to learn more information for the job."*

*"As I am new to my own role, it was very helpful in allowing me to understand the current situation within Renfrewshire and the many different ways that I can access support for my pupils."*

Participants own objectives were shared at the beginning of the conference:



### 3. The Plenary Session

The first part of the day included presentations to set the national and local context, and highlight key developments. A full copy of all the presentations will soon be available via <https://investinrenfrewshire.com/investinrenfrewshire.com>

Key points are presented below.

#### 3.1.The Current Renfrewshire Economy - George Hunter, Chief Economic and Regeneration Officer, Renfrewshire Council

George provided a comprehensive overview of Renfrewshire's economy and how COVID-19 has impacted.

Some of Renfrewshire's most dominant sectors – i.e. manufacturing; wholesale and retail trade; and transportation and storage, were some of the most vulnerable industries to lockdown restrictions and are expected to be among the slowest recovering industries in the coming years.

As experienced throughout Scotland, the short-term impacts of the pandemic on Renfrewshire's workforce has been significant. In May, Renfrewshire's claimant count (those receiving benefits and looking for work) was over 6000 residents, a 65% increase from March 2020. This was the 3<sup>rd</sup> highest level across the 8 Glasgow City Region authorities. There are however positive signs that the claimant count is starting to fall as the economy opens up again albeit the impacts of the furlough scheme coming to end later in the year is a big concern. It may be sometime before the count goes back to pre-pandemic levels

George then talked about the impacts on businesses including findings from a survey of over 500 businesses last summer. Unsurprisingly, a very high proportion (92%) had been adversely affected, with reduced sales and impact on cashflow being the most pressing issues. There has been a high uptake of support available with nearly 75% accessing the Job Retention Scheme to protect jobs over the period and 82% accessing other Government grants and loans to help them through the crisis.

Whilst over half of businesses surveyed had cancelled or postponed investment planned for 2020/21, for some businesses, the crisis has accelerated their investment in e-commerce and enhanced their online capabilities.

There was reference to the Renfrewshire Economic Recovery Plan, published late 2020 by the council in collaboration with local partners. Maximising the number of jobs that can be created or retained locally and improving the employability of those currently unemployed or who potentially face unemployment through reskilling and retraining will be a key priority. Specific projects such as promoting enterprise and entrepreneurship in all Renfrewshire High Schools and the promotion of a Renfrewshire Apprentice Framework that can be rolled out across local businesses were highlighted.

Finally, George talked about some key developments in Renfrewshire and in particular the Advanced Manufacturing Innovation District Scotland (AMIDS) which will be an internationally-recognised centre for advanced manufacturing. The growing Netherton Campus, near Glasgow Airport, will be at the heart of AMIDS. It is already home to the £65 million National Manufacturing Institute Scotland and the £56 million Medicines Manufacturing Innovation Centre. AMIDS will be an exciting employment location in the near future.



### **3.2. The National Employability Policy Context and Delivering this at a Local Level** – Ruth Cooper, RLEP Chair and Economic Development Manager, Renfrewshire Council.

Ruth started by highlighting the array of national policies and programmes impacting on our local delivery of employability support in Renfrewshire as outlined in the graphic below -



She talked about the No One Left Behind principles of Dignity and respect; fairness and equality and continuous improvement ; flexible and person-centred ; straightforward for people to navigate; integrated and aligned with other services ; providing pathways into sustainable and fair work ; driven by evidence including data and the experience of users and driven by evidence including data and the experience of users.

The shift in resources and decision making was referred to as was the need to take an agile approach – testing changes and being willing to move course based on what evidence is telling us.

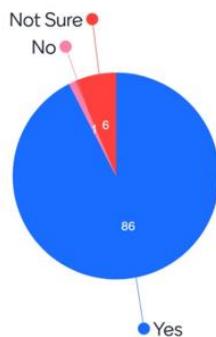
RLEP will play a key role and Ruth outlined a number of products/tools being developed nationally for use by LEPs to support change and improvement including a new Customer Charter, service standards and a national measurement framework. These can be customised to suit the Renfrewshire context.

Making sure that the customer is at the centre of service design will be key and Ruth referred to the Scottish Approach to Service Design, one of the workshop topics.

She also talked about how the RLEP has already gone through a self-assessment process and an Improvement plan for RLEP is in development.

She suggested joint training and development would be key in ensuring that Renfrewshire partners have the knowledge, skills and understanding and are best placed to deliver the aims and expectations of No One Left Behind with strong support for this from conference participants as highlighted below.

Scottish Government are recommending joint local training/development for staff – is that something you feel would be useful?



Another key priority for RLEP and indeed all delivery partners will be having a stronger focus on data and outcomes.

Decisions on how resources are applied have to be based on evidence. There is a wealth of data available which will help the Partnership to assess local need and produce a delivery plan outlining what services will be required moving forward. This will include a stocktake of current position and gap analysis, identifying what is missing to ensure no one is left behind.

Through this process the Partnership will be in a strong position to take on its new commissioning responsibility and a commissioning framework will outline service requirements to potential delivery partners. Timing will be critical to meet the expectation of contracts going live April 2022.

Ruth spoke of the RLEP recognising the challenges and sensitivities relating to this and indeed other changes in the pipeline such as the end of EU funding come 2022 and uncertainties around its replacement, the UK Shared Prosperity Fund.

Some of the current programmes won't exist after March 2022 and for current contractors and providers there will be worry about what the future holds for them. This is on top of the worries about the impact of COVID-19.

Ruth was however keen to counter these concerns and talked about Renfrewshire being in a strong position to meet these challenges. There is very strong partnership working in place and a wide range of services on offer with customers being at the heart of service delivery. The NOLB plan produced 3 years ago means there are good partnership structures including working groups in place and Renfrewshire is further ahead than other areas.

#### **4. The Young Persons Guarantee in Renfrewshire**

##### **4.1 Introduction and Context - Kay McIntosh , YPG Coordinator for Renfrewshire**

Kay outlined how her post is new and was established by the RLEP. She will be the main point of contact for partners interested or involved in the delivery of the Young Persons Guarantee (YPG) in Renfrewshire. Successfully delivering the guarantee will

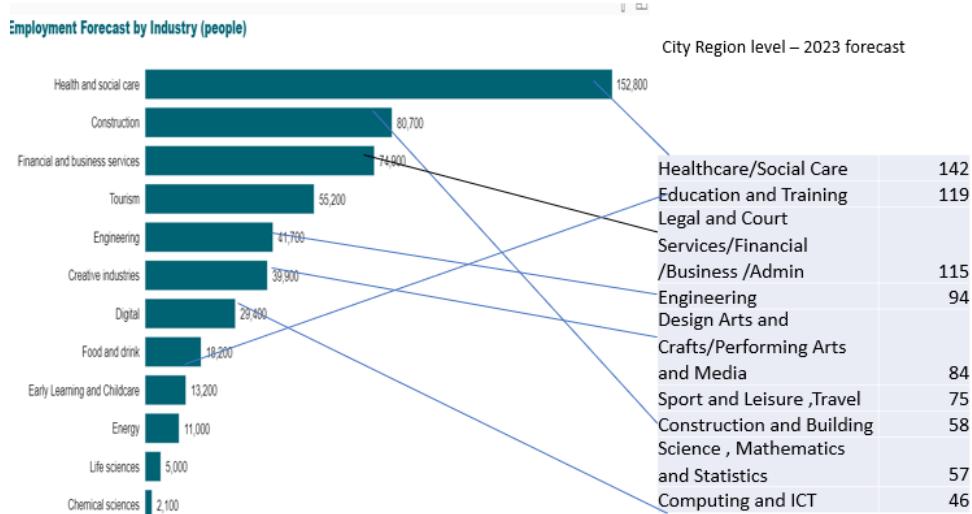
require collaboration across partners and with young people and families and Kay will be there to support this.

The YPG provides young people aged 16-24 the opportunity of formal volunteering; a job; an apprenticeship; training or education .The Scottish Government committed £60m to support this aiming to give all young people in Scotland the chance to succeed despite the economic impacts of COVID. In Renfrewshire there are 17,153 young people who fall into this age group and the YPG will focus on those who without support might struggle to access the best opportunity for them.

Critical to the delivery of the YPG will be using data to inform the local programme. Kay referred to wealth of information available through the 16+ Data Hub. This is a management information system and is the key source of data about the YPG target group. It links the client management info system used by Skills Development Scotland with other key datasets and provides a wealth of data to help partners in the delivery of the guarantee. It is still developing and when HMRC and DWP Universal Credit data is incorporated and potentially a feed from other MIS systems such as Hanlon then the local partnership will have a very comprehensive picture of its young people – the numbers, their aspirations and journeys and most importantly who needs help most .

Kay shared some data to help provide a profile of young people including data relating to this year's school leavers, including their preferred routes and occupations.

By linking with data from other sources such as the Regional Skills Assessment it is possible to compare young peoples' preferences/goals with the skills demand forecasts. Findings should inform practitioners advice to young people and should also inform the programmes and opportunities available to them.



In terms of the scale of the challenge, COVID has had a massive impact on youth unemployment and by April 21, 1,345 16-24year olds were claiming out of work benefits. Kay suggested it was these young people who would be our focus for the YPG delivery in Renfrewshire.

## **4.2 Creating Local Jobs for Young People - Yvonne O'Hara, DWP and Laura Neill, Renfrewshire Council.**

Yvonne (Kickstart District Account Manager) outlined the UK Government's Kickstart programme which was introduced in response to the pandemic impact on youth unemployment and down-turn in the economy.

The UK Government has invested £2.5 billion in this programme which offers 6 months of paid work experience (minimum 25hrs/week) for all 16-24 yr olds in receipt of Universal Credit.

Employers must pay the national minimum wage and associated PAYE costs, NI etc. Employability support is an essential part of the package and employers are provided with £1500 to provide this support as well as any other expenses, qualifications or tools.

Although Yvonne is not able to share local data on the uptake of the programme, she stressed the very positive response from local employers who have provided a significant number of opportunities across a wide range of sectors and occupations already benefitting many young people.

This is one of the biggest programmes of its kind to be delivered by DWP and Yvonne shared information on the team available to support employers and young people including individual contact emails.

She is keen to encourage partners to promote and support the programme in any way they can.

Laura, who is Assistant Economic Development Manager in Renfrewshire Council outlined the Council commitment to Kickstart. As a Gateway Organisation they have set a target of supporting at least 700 Kickstart job placements both within the council and with other employers in the area. 120 young people have already started and a further 140 vacancies are currently being advertised. Laura was keen that partners contact the Invest team if they have young people who may be interested or who are able to offer a placement. These will all be promoted on the YPG Guarantee website and opportunity portal.

Laura then presented some new complimentary employer incentives. These will ensure a wider range of young people can be supported into paid employment and could provide alongside Kickstart a longer placement, in turn increasing the chances of sustained job outcomes.

This included the new YPG Employer Recruitment Incentive (ERI). The application process for this will be available soon. It will focus on 16-24 year olds who face barriers to employment (these will be fully outlined in the application guidance). Employers will receive £4000 per placement if paying the National Minimum Wage or £6000 if paying the National Living Wage.

Laura advised that the Invest Team are also developing a specific YPG ERI for disabled young people. As above, criteria and application process will be available and soon.

#### **4.3 Getting Local Employers On-Board – Bob Grant, CEO Renfrewshire Chamber of Commerce**

Bob provided some background information about the Chamber which was established in 1964. Its' office base is at Glasgow Airport and it is fully accredited to both the British and Scottish Chambers.

The Chamber has a membership of around 580 members (local employers), from a total employer base of 5000 and together they play a key role in "*helping Renfrewshire grow & prosper*".

The Chamber itself is a business and is connected to a very strong and growing chamber network – across Scotland, UK and now globally.

Board membership is diverse and covers all the key business sectors and its Chair is Liz Donnelly, the Principal and Chief Executive of West College Scotland.

Bob touched on some key contextual data and the prominence of the health and care sector and the up and coming digital and creative sectors providing new opportunities for young people.

He and his team are working hard to ensure local employers are on board for the delivery of the YPG. One example is a Kickstart and the Young Person's Guarantee, employers' briefing taking place the day after the conference (Jun 23<sup>rd</sup>).

Through this and other means, the Chamber will be encouraging employers to pledge to the YPG (5 asks as below) as they did several years back to Invest in Renfrewshire which successfully engaged 1000 local employers at the time. Bob feels we can build on this promoting not only the benefits to our young people but the many benefits to employers that having a more age diverse workforce will offer them.



Create jobs and apprenticeships



Create an inclusive and fair workplace



Prepare young people for the world of work



Help all young people to achieve their potential



Invest in a skilled workforce

#### **4.4 Working Together – Allan Dick, Economic Development Manager, West College Scotland.**

Allan reflected on the partnership working which he feels is very strong in Renfrewshire and will be a great asset in delivering the Renfrewshire YPG and indeed wider support to all ages.

Speaking of the recent self-assessment undertaken by the RLEP partners, he highlighted that 87% felt that members work effectively together to achieve and agree a shared purpose and 100% believe that RLEP meetings take place within a positive spirit of transparency , openness and trust .

Examples of effective partnership working included the co-location of Renfrewshire Council Invest Team and SDS staff in the Russell Institute; the Engage Renfrewshire's Third Sector Hub hosting WCS/Prince's Trust ; Quarriers; SFA and the Access Panel and the "Invest" Practitioners Forum. He also spoke of working together being the norm and something we do daily and that the new Young Person's Guarantee Coordinator will be there to support partners in doing so.

He urged conference participants to do three things that morning – to talk/engage with someone new; to do the same with someone you know and to learn something new about an Employability Service.

#### **4.5 Communication – Kay McIntosh, Young Persons’ Guarantee Coordinator**

Kay concluded the YPG session by talking about the importance of effective communication. She advised a new RLEP, YPG working group would be established to shape and develop a YPG programme and report performance progress to the RLEP.

She promoted the Invest Practitioners Network supported by Isobel McLaughlin from the Invest Team ([isobel.mclaughlan@renfrewshire.gov.uk](mailto:isobel.mclaughlan@renfrewshire.gov.uk)) which meets monthly.

Another key communication tool is the YPG Renfrewshire Website and Portal - <https://ypgquaranteerenfrewshire.com/> - established earlier in the year with young people and businesses it's key audience albeit very useful to advisors and delivery partners as well. All delivery partners and providers were urged to promote and use the portal and website to promote their opportunities and programmes for young people as well as events and other news. Training on the portal to enable partners to directly upload opportunities is available and any partners interested should contact Kay.

Kay also spoke about the importance of having local young people involved in shaping our YPG programme – their involvement and insight will be key in getting the Renfrewshire offer right. The National YPG Youth Leadership Panel and its local Renfrewshire rep, Quentin Wallace will be very helpful as will other local youth forums and the Renfrewshire Youth Voice Group.

Finally, she reiterated what Allan had said earlier that she was there to help partners to collaborate and work effectively together and was the main contact person for the YPG. She is keen to meet partners over the coming weeks and can be contacted by email ([kay.mcintosh@renfrewshire.gov.uk](mailto:kay.mcintosh@renfrewshire.gov.uk)) or phone: 07483411311

#### **6. Q&A Session**

Participants posted questions relating to the plenary session via the Teams chat function. Some were answered during the Q&A session and others have been or will be responded to after.

A number of these related to gaps in opportunities for the 25+ age group and the event Chair, Ruth Cooper advised that the RLEP was very conscious of this and that consideration would be given to additional resources being identified to help bridge this gap.

There were also questions about how quickly a school leaver can engage in relation to YPG support the answer being straight away. They can connect with the Invest Team via the YPG website or can be referred by partners.

There were a number of questions relating to availability of data for different groups of people that live in Renfrewshire and whilst this wasn't available at the conference, this will be followed up. The RLEP already has an action in its improvement plan to improve access and use of equalities data and to do more to engage with residents from ethnic minority and other protected characteristic groups to help shape provision. There was a suggestion from the participant raising these important points for attendees to read the [report on Race Equality, Employment and Skills](#).

One participant asked “*What can we do re moving young people towards the areas identified e.g. digital and creative - we need a clear image from employers and detail on exactly what this means? utilising the stats available for specifics we need employer input on skills, qualities, and qualifications. This is imperative to allow us to help clients match the roles and aim clients towards the right job at the right time.*”

A similar question was raised about working more collaboratively to link young people's progression choices to their senior phase choices e.g. greater use of Foundation Apprenticeships, vocational programmes and work experience.

## 7. The Workshops

The purpose of the workshops was to consider some of the key challenges in relation to achieving the goals of NOLB. Many of the points raised through the Q&A session fitted well with the workshop themes.

Participants attended one of six 50 minute workshops offered via the Teams break out room function. Each workshop had between 20 and 25 attendees and 1-3 facilitators. From evaluations, it is clear that participants enjoyed the workshops.

*“very informative! workshops were great”*

*“The workshops worked well to allow more interaction between delegates”.*

A link to workshop reports and slides will be available on <https://investinrenfrewshire.com/investinrenfrewshire.com>

Brief summaries are provided below.

### Workshop 1. School aged young people and their learning and career choices.

Facilitators: Maurice Gilligan, SDS, Julie Calder and Jessica Dradge, Renfrewshire Council

Key objective – To establish what we need to do together in Renfrewshire to make it easier for school aged young people to understand their learning and career choices at the earliest stage and access the support and opportunities available to help them achieve these.

- Ensure that all key stakeholders, including all school departments, have access to the most up-to-date labour market information and that this is used consistently when helping with students and parents / carers to consider choices.
- Review and agree methods to improve collaborative working across all stakeholders to ensure clear links with young people's progression choices to their senior phase choices e.g. greater use of Foundation Apprenticeships, vocational programmes and work experience.
- Review current marketing materials and methods for Foundation Apprenticeships, so as to ensure clear understanding of this option as a beneficial and equal choice, when compared with other options.
- Request representation from Social Work on Renfrewshire's Economic Strategy Working Group. Julie Calder to take forward.

- More joint training for departments/stakeholders.
- The group noted the importance of building resilience in young people and would go away and look at what is currently offered across their departments.

## **Workshop 2. Designing Services with Clients at the Centre**

Facilitators: Ruth Cooper, Renfrewshire Council and Toni Andrews, Young Scot

Key objectives – To provide an introduction to The Scottish Approach to Service Design (SASD) and consider how and where the model can be applied and how to progress.

### **Key priorities/actions -**

- Service user/lived experience involvement cannot be a tokenistic process and that to do it well will require resources and knowledge / capacity and skills.
- Staff to be identified from across organisations. They will receive appropriate training to become champions for service user/lived experience involvement and the SASD. They will then cascade the knowledge and tools to others to enable the approach to become mainstreamed in our employability service planning, design and delivery.
- Utilise existing and/or create new focus groups and forums.
- Identify and address barriers to involvement such as providing IT equipment and internet access; tackling language barriers; timing of engagement to meet childcare /caring needs.
- Consider feasible options for rewarding customers for their time and involvement in the design process eg Young Scot cover expenses and have used vouchers as a thank you but not any formal payments.
- Be prepared to change what and how we deliver from what we learn from engagement such as opening hours to suit caring/family commitments/work commitments. Suggestion of a hybrid service in the future with more face to face work but also some online.

## **Workshop 3. - Engaging with Harder to Reach Groups**

Facilitators: Shukriya Addow, SDS and Fiona Taylor, Renfrewshire Council

Key objectives – To understand which groups of residents we are finding harder to reach; what are the current barriers to engagement for these groups; and explore successes/good practice and identify what we can do individually and collectively to improve engagement.

### **Key priorities/actions agreed -**

- There are concerns about the language we use. Consider an alternative to harder to reach.
- The challenge is on the organisations delivering the services to ensure they are accessible to all groups eg services should go to where people are and not wait for them to come to them.
- Do more to ensure young people know about the opportunities available to them.

- Many young people will benefit from seeking and taking up opportunities beyond their LA. Increasing support for transport should be considered.
- Support to young people needs to include life skills support including financial capability.
- More to be done to ensure all young people including those impacted by poverty have access to digital devices and connectivity eg via the Connecting Scotland programme.

There is a strong link here between the actions from workshop 2 – “*We should be asking the groups we are trying to engage with what works best for them? How we can support them? And move from there on developing services and support.*”

## **Workshop 4 - Exploring the Role of Volunteering in Employability**

Facilitators: Karen McIntyre, Alice McBride, Engage Renfrewshire and Michael Reilly, Renfrewshire Council.

Key objectives – Share key messaging regarding volunteering and its benefits with regards to employability. Identify actions to take forward as teams and individuals that will support and promote young people using volunteering for employability reasons.

### **Key Priorities/Actions**

- More training for volunteer involving organisations on need and process for disclosures/PVG and on how to support volunteers.
- Make volunteering more accessible and feasible for groups who may otherwise struggle such as single parents eg through championing more from home opportunities and via a buddy system – peers supporting each other.
- Increase peoples’ knowledge about volunteering through sharing success stories via social media; presentations in schools; Advisors such as DWP staff promoting as an equal option; partners talking about progression routes into or from volunteering eg voluntary work to college to gain a qualification and vice versa to gain experience.
- Work with and educate employers to encourage involvement in volunteering and tackle concerns around health and safety matters.
- Further exploration with partners is required in order to promote volunteering, the benefits, and to achieve diversity of ages and backgrounds within volunteering.

## **Workshop 5. Exploring Gaps in Provision**

Facilitators: Kay McIntosh , Renfrewshire Council/RLEP.

Key objective – To identify what we need to do to ensure employability provision in Renfrewshire meets the needs of residents (in particular those in most need of support) and matches the local skills demand .

### **Key priorities/Actions -**

- Collaboration to ensure the 16 +data hub is up to date and used to its full potential.
- Provide practitioners with an up to date picture of the pandemic impact on local employers and their HR needs through a repeat of the Chamber employer survey (500 employers engaged previously) before furlough ends.
- Invest Practitioners Forum to consider how they expand network to a wider group of staff including front line drug and alcohol workers and other support staff and/or consider ways of sharing information about provision.
- Promote and raise awareness of the YPG website and provision portal across partners and young people. Provide training to partners to enable direct inputting of provision and other relevant information and opportunities.
- Clarify the process for school work experience placements and winter leaver programme with consideration for a more strategic approach to work placements and earlier information on the winter leaver programme being available (one of the Ayrshire Councils has contracted the delivery of their work experience programme out) .
- Address the gap in digital and creative skills and awareness and provision to tackle this. Map what provision is available and work with the Chamber/business sector to determine what is required.
- Recognise that digital exclusion is an issue – work together to ensure residents have access to devices and connectivity - including maximising uptake of the Connecting Scotland programme for young people and adults in greatest need
- Address the gap in supported employment provision. Can the public sector and other local employers do more here? Is there scope to look at current or new social enterprises providing supported opportunities ?; increase Job Coaches to support people while they are in work.
- Address the gap in 25yrs plus provision including for those 50 plus and women returners including introduction of an employer incentive for this age group and consideration of a women returners programme.

## **Workshop 6 - Local Co-commissioning**

Facilitators: Allan Dick, West College Scotland and Michael Moran, Renfrewshire Council

Key objective – To enable local employability partners to consider the changes in how employability services will be commissioned ; what is meant by local co-commissioning ; how partners can work collectively to do so effectively by using a clear client /needs centred approach.

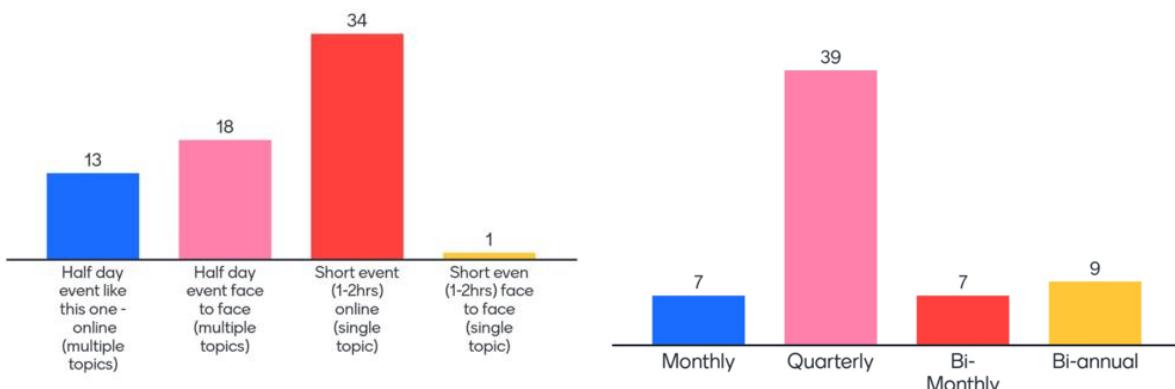
### **Key priorities/actions**

- Training providers need to connect with other local providers and form links and relationships as part of the local commissioning process. They should attend the Invest Practitioners Forum meetings.
- Develop commissioning framework and process (this is time critical).

- Further updates and meetings on the commissioning framework and process to be organised including providing clear guidance on timeframes. Share NOLB Critical Path as part of this.
- Providers to consider how their current delivery links to NOLB Priorities and whether any alterations / changes may be required.
- Important that we achieve job outcomes, but also crucial that we ensure sustainability. Providers should consider how they build this into delivery models and RLEP within the performance management process.
- Consider if there is appropriate third sector representation within the Renfrewshire LEP as part of the self-assessment Improvement Plan process.
- Consider when developing the commissioning framework a/ if providers who are Renfrewshire based receive some form of added-value consideration of this, as part of any scoring process and b/if there is benefit in including a grants process as well as or instead of a procurement process.
- Consider how we go ‘beyond / behind’ the headline data to ensure delivery truly meets clients’ needs.

## 8. Next Steps

This final session focussed on the RLEP providing a shared programme of continuous professional development for stakeholder staff. Attendees were asked about their preference for ongoing training and development events. In terms of length and whether online or face to face and regularity, there were mixed views with the most favoured options being short online single topics workshops/sessions and on a quarterly basis.



Attendees were also asked which topics they would be interested in – the larger the text greater the interest.



This will help to establish a shared CPD plan and calendar of events and training

Ruth concluded the event by thanking all attending for giving their time. She also thanked the speakers and workshop facilitators for their contributions and those in the Invest team who had helped to arrange the event working with RLEP members.

She committed to sharing the powerpoints and this conference report and to working with fellow RLEP members to ensure that the actions identified are progressed.

*For further details of any of the content within this report, or the work of the Renfrewshire LEP and partnership work linked to employability please contact [kay.mcintosh@renfrewshire.gov.uk](mailto:kay.mcintosh@renfrewshire.gov.uk)*

## Appendix 1.

### **Renfrewshire Annual Employability Partnership Conference 2021**

Economic Recovery: No One Left Behind in Renfrewshire

Teams event, Tuesday 22<sup>nd</sup> June 2021

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#### **AGENDA**

09 15	Welcome and Introduction, <i>Ruth Cooper, Chair of Renfrewshire LEP</i>
09 25	The Renfrewshire Economy, <i>George Hunter, Renfrewshire Council</i>
09 35	The National Employability Agendas and the Local Responses
09.55	Renfrewshire's Young Persons Guarantee (YPG)  Kay McIntosh, Renfrewshire Council; Yvonne O'Hara , DWP; Laura Neill, Renfrewshire Council; Bob Grant, Renfrewshire Chamber of Commerce; Allan Dick, West College Scotland.
10.30	Q & A
10.45	Comfort break
10.55	Introduction to workshops and break out room arrangements
11.00	Workshops via break out rooms
1.	<b>School aged young people and their learning and career</b> Maurice Gilligan, SDS; Julie Calder and Jessica Dradge, Renfrewshire Council
2.	<b>Designing services with the clients at the centre</b> Ruth Cooper, Renfrewshire Council; Toni Andrews, Young Scot
3.	<b>Engaging with harder to reach groups</b> Shukriya Addow, SDS; Fiona Taylor, Renfrewshire Council
4.	<b>Exploring the role of volunteering in employability</b> Karen McIntyre and Alice McBride, Engage Renfrewshire; Michael Reilly, Renfrewshire Council
5.	<b>Exploring gaps in provision</b> Kay McIntosh, Renfrewshire Council
6.	<b>Local commissioning</b> Allan Dick, West College Scotland; Michael Moran, Renfrewshire Council
11.50	Workshop feedback and discussion
12.20	Next Steps
12.30	Close