

Date: 27 November 2014

Agenda item number: 5

Title: Work and worth – Action Plan progress

Summary: The Panel agreed that at each meeting it would look at one priority theme in more detail. This meeting's priority is 'work and worth'.

Papers relevant for this discussion include:

- overview of progress; and
- proposal for engagement on employment services.

The overview of progress document has a specific question the Panel should address in its discussions: *What issues should be prioritised in a revised Work and Worth Action Plan?*

This report is for: Discussion.

Recommendation: The Panel:

- (i) notes the progress on the work and worth priority; and
- (ii) considers what issues should be prioritised in a revised Work and Worth Action Plan?

Work & Worth November 2014

PROGRESS AND ACHIEVEMENTS	CHALLENGES	PARTICIPATION
<p>Wheatley Group and Jobs and Business Glasgow are developing a new 1-2-1/ group support service for people with health-related issues to help them into work in the north-west of city.</p> <p>GDA, JBG and GCC are developing a pilot scheme on access to volunteering opportunities for people with disabilities in the south of city.</p> <p>PLP's Volunteering Group have refined their call for policy changes and agreed a number of offers to DWP/Jobcentre to promote volunteering</p> <p>Following the Home Office confirmation that there are no restrictions on public sector organisations involving asylum-seekers as volunteers, guidance has been updated, with plans to disseminate positive case studies.</p> <p>JRF and SBC held an employers' lunch to scope out employers' willingness to engage with in work poverty. The event underlined that some employers are (i) highly variable in their understanding of in-work poverty (ii) in their view of its relevance to them (iii) able to view beyond Living Wage as a driver e.g. to look at recruitment, progression. JRF intends to identify partners who could work on this.</p>	<p>Overcoming the attitudes of some employers.</p> <p>Ensuring the jobs gained through the Wheatley/JBG pilot are sustainable and worthwhile.</p>	<p>We have developed a proposal to co-produce a revised action plan with people living in poverty. [See following proposal].</p>
		<p style="text-align: center;">EQUALITIES AND HUMAN RIGHTS</p>
	<p>We will repeat the volunteering survey to establish progress against the 2009 baseline measures of volunteering rates for specific equalities groups.</p>	<p style="text-align: center;">FOR PANEL'S CONSIDERATION</p>
	<p style="text-align: center;">PRIORITIES NEXT QUARTER</p>	<p>Develop refreshed Action Plan.</p> <p>Show-case to organisations examples of successful engagement with people in poverty around volunteering.</p> <p>Continue discussions with partners about establishing a pilot fund to reduce barriers to volunteering (like child care).</p> <p>Pursue feedback on the outcomes of work promoting personalisation packages as a way to access volunteering.</p>

Proposal – consultation on PLP’s ‘work and worth’

1. Introduction

- 1.1 This paper outlines a proposed methodology for consultation with people experiencing poverty in Glasgow about work and support for getting into work.
- 1.2 It is intended that this consultation will assist a key action of the ‘work and worth’ strand of Glasgow Poverty Leadership Panel’s Action Plan for Change: *more effectively using evidence from people struggling against poverty to inform the development of job creation and employment programmes.*

2. Common Elements

- 2.1 Three potential methods have been identified, with the following common elements:
 - The wider ‘All-In’ partnership (of third sector providers) to be used as a resource for venues, publicity, participants;
 - Existing employability programmes to be used as a resource to gain customer insight and feedback to inform employment programmes;
 - Targeted groups to allow identification of commonalities and significant differences:
 - young people
 - lone parents (crèche facilities required for focus groups)
 - experience of homelessness
 - mental health issues
 - physical ill health / disabilities (venue accessibility)
 - people in work (would require evening or weekend focus groups)
 - Profiling of the employability background, status, needs and aspirations of people experiencing poverty in Glasgow;
 - Focus groups to elicit in-depth discussion around e.g. experiences, barriers to work, support obtaining work, in-work support, role of volunteering, entrepreneurialism, benefits, emergent issues;
 - Additional opportunities to promote PLP work and recruit for Wee Panel.

3. Options

3.1 Three initial options are summarised as follows:

Options	Key Considerations
<p>Method 1:</p> <ul style="list-style-type: none">• A flash survey• 6 targeted follow-up focus groups• Report	<ul style="list-style-type: none">• emphasis on depth over breadth;• quantitative and qualitative data produced;• possible issues with cross-over between groups;• Staff time, incentives, travel expenses, crèche.
<p>Method 2:</p> <ul style="list-style-type: none">• An 'Open Space' event;• One targeted focus group• Report	<ul style="list-style-type: none">• separate evening or weekend focus group required for people already in work;• less emphasis on depth: broader qualitative data produced;• lower costs in terms of staff time, incentives, travel expenses, crèche.
<p>Method 3:</p> <ul style="list-style-type: none">• One-off targeted survey• Report	<ul style="list-style-type: none">• desk based development of survey questionnaire;• can return qualitative and quantitative data depending on design;• administered online, face-to-face or combination of both;• Potential for longitudinal follow up: tracking the same participants, or the same methodology with a fresh set of respondents?