

EQUAL ACCESS



Welcome to the September edition of the e-bulletin, we hope you enjoy it. In this issue we have focused on the launch of the new Glasgow Works, Cities Strategy. This launched on the 5th September with a city wide event and subsequent events were held in each of the Community Health & Care Partnership areas. We also feature the excellent work being done by some of the projects operating in Glasgow to help people move into employment. We would welcome input from any of our partners so any articles you feel would be of interest please forward them to us here at the Central Support Unit, contact details on the back page.

Working for Glasgow with 'Glasgow Works' *Glasgow's worklessness strategy launches*

Glasgow Works, a new organisation formed to tackle worklessness issues in the city, formerly launched on Wednesday 5th Sept – a successor under the Government's Cities Strategy to the previous Glasgow Welfare To Work Forum.

Chaired by Jim McColl, previously chairman of the Glasgow Welfare to Work Forum, with David Coyne appointed as executive director, the organisation will guide and monitor the delivery of the Department of Work and Pensions Cities Pathfinder Initiative in Glasgow as well as the Scottish Government's Workforce Plus programme.

The funding partners (Glasgow City Council, NHS Glasgow, Scottish Enterprise Glasgow, Jobcentre Plus, Glasgow Employer Coalition, Glasgow Community Planning Partnership) came together at the launch at the city's Marriot Hotel, to sign a Memorandum of Understanding that formalises the intentions of the group, including agreeing a new target of 17,200 people off benefits and into work or training by 2010, achieving an employment rate of 75% for Glasgow and taking the total number to 40 000 since Glasgow Welfare to Work launched in 2003. The latest figure given for those on benefits is 98,950 with 56,690 on incapacity benefit.

Glasgow has been chosen as one of fifteen pathfinders in the UK to participate in this initiative, which aims to enable city areas to establish local consortia to take control over plans to tackle worklessness in their areas. The long term aim of the initiative is to achieve an 80% employment rate in the UK.

This comes on the back of the success of Glasgow Welfare to Work forum, and is seen by chairman Jim McColl as the evolution of the organisation which originally aimed to tackle Glasgow's worklessness issues.

McColl said: "The fact that Glasgow has been given Cities Strategy status rubber-stamps the work we had been doing over the last three years with the Glasgow Welfare to Work Forum. We believe that the whole concept of the Cities Strategy was heavily influenced by the Glasgow model and see Glasgow Works as the natural evolution of the Glasgow Welfare to Work Forum, formalising the relationships between the funding partners and giving us more control to shape the delivery and provision of training opportunities and employment programmes in Glasgow.



Jim McColl (l-r) David Coyne

Working for Glasgow with 'Glasgow Works' (cont)

Worklessness is the key issue facing Glasgow. This new approach will allow us to accelerate the rate of change for the city. Glasgow has experienced massive economic growth in the last five years, and is continuing to do so with projects such as the extension of the M74 and the development of the East End Regeneration Route. In addition, the city is a real contender to win its bid for the 2014 Commonwealth Games, which would be an added bonus in terms of job creation for the city. With all the development activity taking place in Glasgow, we fully expect to hit our long term target of a total of 40 000 people off benefits and into work by 2010."

David Coyne, executive director of Glasgow Works, said: **"The creation of Glasgow Works allows agencies working across Glasgow to pool resources and create a framework to address unemployment and the city's worklessness culture.**

"Glasgow has had huge employment opportunities over the last five years. The city is experiencing massive economic growth which can only be positive for the jobs market. I am confident that Glasgow Works will deliver for the city, creating a stronger, healthier, more economically active Glasgow."

Speaking at the Glasgow East launch, held on Thurs Sept 13, Peter Hain said:

"I know that the Glasgow City Strategy has evolved from the extremely successful Welfare to Work Forum which was launched in June 2003 with the aim of making Glasgow one of the leading commercial and industrial cities in Europe with a healthy and dynamic economy.

"Last Wednesday's citywide launch clearly demonstrated that partners in Glasgow are keen to support closer working to help the more disadvantaged in the labour market."

Glasgow City Council Councillor, Jim Coleman, said; **"Glasgow City Council is committed to working in partnership with the Glasgow Works partners to stop the on-flow of people on to benefits and encourage and support as many people as possible in their journey back to work.**

"The previous success of the Glasgow Welfare to Work Forum shows that this can and will be achieved for Glasgow."

Funding for the initiative in Glasgow includes a share of the £32M UK-Wide Deprived Area Fund (DAF), plus Workforce Plus and Community Regeneration Funds from the Scottish Government, as well as funds from Glasgow City Council and Scottish Enterprise.

Since 1995 Glasgow has enjoyed the fastest growth in jobs in the UK with more than 60,000 jobs created, resulting in 40,000 Glasgow residents finding employment. However, Glasgow continues to have lower average employment rates than Scotland and the UK.

Help is at hand to find the right service.

Employability Services Directories have recently been published for each Community Health and Care Partnership Area in Glasgow. The Directories provide information on services to help people move towards and into work. The Directories provide a description of the services provided, contact details and information on eligibility criteria and referral routes, where appropriate. If you would like a copy of the Directories please contact your local Equal Access Manager, (contact details are at the end of the ebulletin), or the Equal Access Central Support Unit on 0141 429 2518. Pdf versions of the Directories are also available at www.easglasgow.com

As well as the Directories, an online Database of Employability Services has also been developed. This Database can find the most relevant employability services according to your search criteria which can include geographic area, the support required, whether the client requires specialist support geared towards a specific client group as well as the stage of the employability pathway the client best fits with if known. The Database can be found at www.easglasgow.com.

The information in the Database and the Directories is based on the information provided by each of the services. If you would like to add or amend you service details on the Database please complete the feedback forms on the website and return to us

Both of these resources should help workers (and service users) to find out about services that are available to them.

Still Flourishing after 10years

Flourish House Clubhouse celebrated its' 10th anniversary with a very positive AGM in which staff, members and board members reflected on the progress of the clubhouse over the past 10 years. Anne Hawkins, Director Mental Health Partnership remembered her scepticism when the development of the Clubhouse was first mentioned, however after visiting the Fountain House in New York, she quickly realised the benefits this could bring to Glasgow.

Employment is a key theme of the Clubhouse Model and Flourish provide an environment where people can engage in work based activity in a non threatening way through different work units, and take first steps back to paid work through the Transitional Employment Programme.

The success of the model is clear as this year staff supported 5 members move into work and another 5 to stay in work. Flourish also encourages members into education and training and during the year staff supported 8 people in taking up supported education, 2 people in continuing with their studies and 4 people moving into mainstream training provision.



If you would like further information on Flourish House please contact: John Linn 0141 333 0099
Or further information on the clubhouse model can be found at: <http://www.iccd.org/article.asp?articleID=3>

Skilling Up Project at Lodging House Mission

The project based within the Lodging House Mission day centre aims to support individuals into education, work, voluntary placements, or just build core skills and self confidence. Since April 2006, over 100 people have signed up to the project, with several going onto further education, work, or gaining valuable employability skills. The project is supported by ESF and the Big Lottery funding.

Each individual who signs up to the project completes an individual learning plan, around which a programme of activity is built. There is a range of activities and educational opportunities offered through the project, to appeal to everyone regardless of age, educational ability or interest. For example, online modules in construction, travel and tourism, a weekly women's group, budgeting advice, and help with finding work and college courses.

The centre has strong connections with local colleges, and offers a range of classes, for example, art, health and safety, cookery and confidence building.

If you or anyone you work with would benefit from the Skilling Up Programme, please contact a project staff member on 0141 552 0285, enquiries@lhm-glasgow.org.uk, or drop into the centre at East Campbell St, Glasgow G1 5DT.



MAISHA

The transnational partnership MAISHA (More Abilities, Integration, Skills and Higher Ambitions) was formed in January 2005 and has worked together to develop EU approaches to combat discrimination in relation to the labour market. The partnership between Glasgow, Pesaro (Italy) and Hamburg (Germany) has worked innovatively to develop products that can be transferred into practice and policy.

When the partnership was formed common objectives were agreed that would meet the needs of individual national programmes, in particular, early interventions; skills development and employer engagement. This resulted in the following working groups being formed with the aim of:

Skills Passport: to try and test new methods of engagement to support those disadvantaged in the labour market and may not have any formal qualifications, to capture the 'life experience' and softer skills that employers are looking for. Modularisation: the aim of this group was to explore the possibility of developing a training module that would be compatible in each of the 3 countries. This led to an assessment of the National Qualification framework in each country.

Diversity Management: develop a tool to encourage employers to embrace diversity by highlighting the importance of diversity within organisations and the benefits that diversity strategies can bring to employers.

Each of these groups presented on the products and learning from the working partnerships at the final conference held in Hamburg on 4th & 5th of September. Gordon Craig, Scottish Enterprise Glasgow and Margaret Linton, Equal Access Glasgow presented on the work being done in Glasgow on Encouraging Diversity while Marie Wright, Glasgow City Council and Louise Caldwell, SW Bridging Service presented on the developments of the Skills Passport, in particular the web based element.

Download a copy of the final brochures at:

<http://www.easglasgow.com/refocus.htm>

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