

Improvement Project Title: Pathways to Employment

Executive Sponsor (Chair of Outcome Improvement Group):

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Project Lead: Allister Purdie, Governor, HMP Grampian

Aim statement (What are we trying to accomplish? Over what time? Numerical target for improvement?)

10 individuals (in total) who are on a custodial sentence, CPO Supervision or Diversion from Prosecution are being supported to make progress on the Employability Pipeline by March 2019

Link to Local Outcome Improvement Plan:

This project will contribute to improving the below LOIP outcomes.

People are Resilient, Included and Supported:

Primary Drivers	Secondary Drivers	Improvement measures and aims	Baseline	17/18	20/21	26/27
We will effectively manage and support people involved in the adult Criminal Justice System in the community to reduce the likelihood of their reoffending and improve outcomes for these individuals, their families and communities.	Appropriate pathways are in place to support people to enable them to realise and build on their potential, improve their life skills and move towards employment, at all stages of the Criminal Justice System [National Outcomes: Improved collaborative working; Access to services; Leveraging in resources]	Increase in % of individuals accessing life skills/employability support and opportunities at different stages of the Criminal Justice System	Tbc	Tbc	+10%	+20%

Aberdeen Prospers:

Primary Drivers	Secondary Drivers	Improvement measures and aims	Baseline	17/18	20/21	26/27
We will significantly improve the city through regeneration of our communities and ensuring a vibrant economy	Develop and implement Locality Plans for those communities experiencing socio economic disadvantage	Improve neighbourhood local statistics on employment, educational outcomes and health in Aberdeen City areas	TBC	+1%	+3%	+5%
		Reduce the gap between these areas and the rest of Aberdeen	TBC	-1%	-2%	-3%
		Increase take up of Employment related services in these areas.	TBC	+1%	+3%	+5%
		Increase no of employers paying the Living Wage	TBC	+5%	+25%	+50%
		Reduce no of low-skilled, low-paid people in insecure employment	TBC	-	-5%	-10%
We will ensure there is access for all employers to qualified labour	Address skills shortages in key sectors including public services and health sectors as identified in the Regional Skills Strategy	Reduce proportion of employers reporting skills shortages by occupation	24%	23%	20%	15%
		Working with the Employers Training Forum, embed the use of targeted recruitment and training clauses in our procurement strategies to ensure those areas with higher levels of economic inactivity can access skills/ training opportunities	TBC	+2%	+5%	+10%
	Deliver £2.2m ESF Employability Pipeline Project to increase economic activity through training and work experience	Monitor success of ESF Employability Pipeline to increase economic activity	TBC	Target to be set when project is approved		

Business case (Benefit to clients/ stakeholders/ residents?: Are costs reduced now or in the future by addressing this issue?)

There is a range of evidence available which shows that being employed can contribute to reducing the likelihood of someone reoffending. The stability and quality of the job are also important factors. [[What Works to Reduce Reoffending: A Summary of the Evidence](#)]

(Scottish Government Justice Analytical Services 2015)]. One in five job applicants have a conviction and being locked out of employment by a criminal record creates multi-faceted social and integration problems. [Recruit With Conviction 2017]. By addressing this issue, outcomes will be improved for individuals involved in the Justice System, their families and communities, and there is potential to address skills shortages.

Measures: (How will we know if a change is an improvement?) – Need to relate to Aim

Pathways are in Place

- Awareness, understanding and attitude of statutory partners and other employers is improved – positive feedback is received following training/awareness-raising events for Employers
- Increase in number of employers identifying a single point of contact with regards to issues relating to pathways for people in the Justice System
- Increase in number of employers agreeing to reviewing recruitment policies and consider adopting a positive Position Statement in the light of Best Practice Guidance
- Increase in number of employers identifying Mentors to support employees with recent convictions
- Increase in number of employers attending Reverse Jobs Fairs
- Increase in number of people offered employment through Reverse Jobs Fairs
- Positive partner feedback about Aberdeen Employability Pathway/Responsibilities document

Individuals are engaged

- Increase in number of individuals at different stages of Employability Pipeline
- Increase in number of individuals with a 'Lead Professional' (LP)
- Increase in number of individuals with a personal support Mentor
- Increase in number of meetings between LP, Mentor, individual & others as relevant
- Increase in numbers of people accessing education/ training/ volunteering/ placements etc
- Increase in number of people offered work placements
- Increase in number of people offered employment
- *Extension of 'Participation Measure' (from LOIP)*
- Improvement in outcomes for individuals progressing along the Employability Pipeline

Change ideas (What can we do/test that will result in improvement?)

Pathways are in Place:

- Training/awareness-raising events for statutory partners and other employers
- Single point of contact identified by employer organisations
- 'Best Practice' guidance/ positive 'Position Statement' example for consideration by employers
- 'Mentors' identified within organisations to support employees on Diversion/ with recent convictions
- Reverse Job Fairs (employers invited to meet individuals with CVs)
- Aberdeen Employability Pathway/Responsibilities document (summarises steps to be followed, plus roles of relevant partners)
- Single point of contact identified by education/training/volunteering/placement providers

Individuals are engaged

- 'Lead Professional' identified for each individual
- Personal Mentor identified for each individual
- Regular meetings involving Lead Professional, Personal Mentor, individual, and others

<p>as appropriate</p> <ul style="list-style-type: none"> • Log for recording progress of individuals along Employability Pipeline 	
<p>Potential Barriers</p> <p>Willingness of individuals to engage/ continue to engage</p> <p>Buy-in of potential/ employers</p>	
<p>Project Team:</p> <p>Allister Purdie, HMP Grampian (Project Lead)</p> <p>Matt Lockley, Aberdeen City</p> <p>Kirsty Jarman, JobCentre Plus</p> <p>Lynn Smith, Skills Development Scotland</p> <p>Lesley Simpson, CJSWS, AHSCP</p> <p>Representation from academia (tbc)</p> <p>John McRorie, Scottish Govt</p>	<p>Susan Morrison, ACVO</p> <p>Andy Verreydt, Aberdeen Inspired</p> <p>Ryrie Oag, Momentum Scotland</p> <p>Riognach Armstrong, Apex</p> <p>Dughall Laing, Recruit With Conviction</p> <p>Darren Riddell, SFRS</p> <p>Val Vertigans, CJ Officer</p>

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