



## Reading List

**Employability – What can we learn from EQUAL?**  
Lessons from the three EQUAL Employability Partnerships  
24 January 2008

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**Ref No: A12568**

Coyne, David

**Glasgow Works (tackling unemployment), IN Glasgow Economic Review, Nov 2007, pp4**

Journal article.

2007      Pages: 1      Price:      ISBN/CAIRS No:

Reports on a new initiative to tackle worklessness in Glasgow. Identifies five priority groups for action under the principal mechanisms of: realigning and streamlining the management of employability services, changing the way services are delivered, and engaging more with employers.

**Ref No: A12204**

Cahill, Rory; Hamada, Rachel

**The choice and chance challenge (the NEET challenge), IN Holyrood, No 179 19 Nov, pp16-19**

Journal article.

2007      Pages: 4      Price:      ISBN/CAIRS No:

Discusses the NEET (not in employment, education or training) problem in Scotland and how it should be addressed. Explains that the term NEET is no longer acceptable and that these people are now known as those needing 'more choices and more chances', or MC2s as some have labelled them. Describes who is included within the NEET group and outlines the costs to the Scottish economy. Suggests that it is a big problem that should be addressed by looking at early intervention and engaging struggling parents and parents to be. Describes an effective early years programme in Sydney. Considers the Additional Support for Learning (ASL) Act and argues that this has not been fully implemented. Suggests that if this was fully implemented across all local authorities it would help prevent many children from becoming NEETS. Discusses the NEET label in other countries, looking at different definitions and how the problem is being dealt with by outlining approaches taken in America and New Zealand.

**Ref No: A11618**

Goga, Unus

**Equal opportunities, IN New Start, Vol 9 No 407 19 Oct 2007, pp23-24**

Journal article.

2007      Pages: 2      Price:      ISBN/CAIRS No:

Reviews the operation of the European Social Fund's Equal programme which has helped break down barriers to employment. Considers how the Equal programme has embedded principles on partnership working, innovation, beneficiary empowerment, and equal opportunities. Comments on the development of good practice models through Equal Development Partnerships (DPs) which have the potential to be mainstreamed in to labour market strategies.

**Ref No: B6025**

McGregor, Alan; Macdougall, Lynne; Sutherland, Victoria

**Review of employability in Regeneration Outcome Agreements (Report no 94)**

Communities Scotland, Thistle House, 91 Haymarket Terrace, Edinburgh EH12 5HE

2007      Pages: 24      Price: na      ISBN/CAIRS No:

Presents the findings of research carried out to review employability in Regeneration Outcome Agreements (ROAs) which are produced by every Community Planning Partnership (CPP) in Scotland, following guidelines from Communities Scotland. Analyses the employability content of all of all of Scotland's 32 ROAs. Finds that the gap between Scotland's poorest communities and the average in terms of unemployment rates has not narrowed in relative terms over time. Suggests that most of the ROAs show some evidence of a strategic approach to employment and employability issues. Considers the likely contribution of the current round of ROAs to 'Closing the opportunity gap' targets. Discusses the gaps in evidence and skills base. Looks at some areas of good practice in: the approach taken; the analysis of employability issues; links to wider regeneration activity; partnership working; and setting targets and assessing impacts. Sets out a number of recommendations for improving the ROAs as local plans for effective action on employability and employment. (Summary available, see PLANEX Ref. A10861).

**Ref No: A10861**

Communities Scotland

**Review of employability in Regeneration Outcome Agreements (ROAs), IN Precis, No 110 Aug 2007, pp1-4**

Journal article.

2007      Pages: 4      Price:      ISBN/CAIRS No:

Presents a summary of recent research carried out by the Training and Employability Research Unit (TERU) at the University of Glasgow to review employability in Regeneration Outcome Agreements (ROAs) which are produced by Community Planning Partnerships (CPPs). Explains that the study assessed the employability content of all 32 of Scotland's ROAs. Outlines the key findings. Describes the purpose of ROAs. Looks briefly at: the likely impact on closing the opportunity gap, and improving the employability focus in ROAs. (Full research report available, see PLANEX Ref. B6025)

**Ref No: A9911**

Shaw, Ken

**Joined Up for Jobs - an employability agreement for Edinburgh, IN Local Economy, Vol 22 No 2 May 2007, pp188-194**

Journal article.

2007      Pages: 7      Price:      ISBN/CAIRS No:

Discusses the Joined Up for Jobs employability strategy and partnership in Edinburgh, set up to address the dysfunction in the labour market caused by rapid growth of the service sector and reduction in the manufacturing sector. Explains that this partnership comprises public agencies at the city, Scottish and UK level, employers, and health service and training providers with the aim of addressing the particular needs of the Edinburgh labour market. Suggests that the strategy seeks to take a demand-led, client-centred and joined-up approach to implementing its five objectives, including: maximising benefits of economic growth; reducing long-term unemployment and social exclusion; introducing support to help clients stay in work and progress; developing inter-agency initiatives; and creating an integrated and effective pattern of service delivery. Describes the aims of the strategy and its outcomes. Argues that the partnership has grown from strength to strength and radically changed the approach to employability in Edinburgh.

**Ref No: B3927**

Scottish Centre for Regeneration

**Learning point 24: equal access - full employment for all**

Scottish Centre for Regeneration, Communities Scotland, Festival Business Centre, 150 Brand Street, Glasgow G51 1DH

2006      Pages: 4      Price: na      ISBN/CAIRS No:

Explains how the EQUAL initiative, funded by the European Commission, is working in Scotland. Provides details about the lessons from the EQUAL Access Development Partnership, which sought to test new ways of working with individuals unable to find work due to barriers such as ill health, disability and caring responsibilities. Identifies three stages in shaping and delivering better services for people facing multiple barriers to employment. Concludes that there needs to be much better and more streamlined employer engagement, which takes into account employers' concerns and involves employers in the design and delivery of programmes.

**Ref No: B3206**

Burgess, Liz

**Employability and not in employment, education or training (NEET) (SPICe briefing 06/104)**

Scottish Parliament Information Centre, Holyrood, Edinburgh EH99 1SP

2006      Pages: 31      Price: na      ISBN/CAIRS No:

Provides background information on employability and those 'not in employment, education or training' (NEET). Outlines statistics on the current labour market in Scotland including the numbers that are unemployed or economically inactive. Summarises the evidence on young people who are NEET, including risk factors, geographical distribution and the relationship to later disadvantage. Identifies the key Scottish Executive policies which aim to address employability and reduce the proportion of young people who are NEET - the Scottish Executive's employability framework 'Workforce Plus' (PLANEX Ref. B1375) and the not in employment, education or training (NEET) strategy 'More choices, more chances' (PLANEX Ref. B1374). Describes some of the issues surrounding the subject of employability and NEET.

**Ref No: A5329**

Crichton, Matthew

**Making or missing the match? Employment access and neighbourhood regeneration in the emerging labour market policy, IN Scotregen, No 35 Autumn 2006, pp8-10**

Journal article.

2006      Pages: 3      Price:      ISBN/CAIRS No:

Discusses the Scottish Executive's employment framework (Workforce Plus: an employability framework for Scotland, 2006, PLANEX Ref. B1375) and its intention to help 66,000 people in seven local authority areas to move from benefits into work, and looks at proposals outlined in the Department of Work and Pension's City Strategy aiming to tackle worklessness in the most disadvantaged communities of the UK. Examines the possibility of meeting the challenge of bringing the most marginalised groups into the jobs market and discusses three issues which might be obstacles - linking supply and demand for jobs, the roles and engagement of employers, and the issues about procurement/funding. Discusses the integration of community benefit into the development contracts (local labour).

**Ref No: A5091**

Anon.

**Helping the long-term unemployed back into work: the UK perspective, IN Holyrood, No 154 11 Sep 2006, pp4-5, 12-14**

Journal article.

2006      Pages: 5      Price:      ISBN/CAIRS No:

Looks at how the hard-to-reach unemployed can be helped into work. Notes that the focus of employment initiatives has shifted in recent years from those claiming Job Seekers Allowance to those not looking for work, and that co-ordination of different services is required to reach the inactive unemployed. Profiles Scotland's unemployment situation and discusses the Scottish Executive's approach to tackling unemployment and related issues such as deprivation, inequality and young people not in education, employment or training. Suggests ways in which Scotland can compensate for the growing pensioner demographic through measures other than immigration. Examines the role of local authorities and the private sector in tackling unemployment. Discusses the ageing workforce, reintegrating ex-offenders, the link between unemployment and self-esteem, and social inclusion. Includes coverage of the Holyrood Events' Employability Conference.

**Ref No: B1375**

Scottish Executive

**Workforce Plus: an employability framework for Scotland**

Scottish Executive, available from Blackwell's Bookshop, 53 South Bridge, Edinburgh EH1 1YS  
2006      Pages: 55      Price: na      ISBN/CAIRS No: 0755948181

Explains how the Scottish Executive plans to achieve the goal of helping a further 66,000 individuals, in seven local authority areas, move from benefits into work. Provides an overview of the aims of Workforce Plus. Outlines the intentions of the Scottish Executive to work together with the UK government in order to achieve these aims. Discusses actions for Workforce Plus at the national level in a number of areas, including health, learning disabilities, childcare, regeneration. Outlines plans for service delivery at the local level. Looks at the current situation with regards to employability services. Describes six performance themes that were identified in order to enhance the performance of current services. Focuses on the key actions that underpin these themes and the practical implications of putting these into practice. Discusses the creation of local Workforce Plus partnerships, national partnerships and a Workforce Plus team. Sets out actions for these national and local partnerships. Includes as annexes an overview of, and findings from, five workstreams which sought to develop a clear picture of workless client groups, the opportunities available to them, and the barriers to employment.

**Ref No: B1374**

Scottish Executive

**More choices, more chances: a strategy to reduce the proportion of young people not in education, employment or training in Scotland**

Scottish Executive, available from Blackwell's Bookshop, 53 South Bridge, Edinburgh EH1 1YS  
2006      Pages: 57      Price: na      ISBN/CAIRS No: 0755948173

Discusses the NEET (not in education, employment or training) strategy of the Scottish Executive. Provides an overview of the NEET group and the seven NEET hot spot areas (Glasgow, West Dunbartonshire, North Ayrshire, East Ayrshire, Clackmannanshire, Inverclyde, and Dundee) and target groups. Outlines the overarching aims of the strategy. Looks at tackling the problem of NEET, focusing on pre-16 young people, and considers the challenges facing this group and the actions required to help overcome the problem. Examines methods of tackling NEET amongst the post-16 age group, and looks at the challenges that are faced. Explores the potential of financial incentives and the provision of support for young people to help tackle NEET. Discusses partnerships, both local and national, that will be involved in tackling NEET. Presents an action plan for the NEET strategy.

**Ref No: A2183**

Shaw, Varya

**Action not words (tackling child poverty), IN Local Government Chronicle, 23 Mar 2006, pp20-23**

Journal article.

2006      Pages: 4      Price:      ISBN/CAIRS No:

Explains how local authorities can help single parents overcome the barriers preventing them from getting back to work. Focuses on London, which in contrast to the national trend is experiencing rising levels of child poverty. Explores the nature of poverty and deprivation affecting children and families. Describes a range of services offered by Southwark council aimed at improving parental employment. Highlights the need for a joined-up, multi-agency approach involving local and national government. Includes two case studies of people who found themselves unable to return to work after becoming single parents.

**Ref No: Z9943**

Branosky, Natalie; Crighton, Matthew

**Local employment strategies: learning from local examples, IN Working Brief, No 169 Nov 2005, pp13-15**

Journal article.

2005      Pages: 3      Price:      ISBN/CAIRS No:

Discusses what makes local employment strategies work. Notes the findings of a survey which found that critical local actors have some way to go before they are considered good at partnership working. Identifies the need to distinguish strategic partnerships from operational ones, and to develop local strategic thinking, rather than isolated programme development, to achieve local objectives. Examines best practice in local strategic development and what policy can learn from local strategy examples. Discusses Joined Up For Jobs (JU4J), Edinburgh's employability framework. Explores the success of the strategy, what has made it successful and what has hindered its progress. Draws conclusions based on Edinburgh's experience with JU4J.

**Ref No: Z4495**

Kemp, Peter A; Neale, Joanne

**Employability and problem drug users, IN Critical Social Policy, Vol 25 No 1 Feb 2005, pp28-46**

Journal article.

2005      Pages: 19      Price:      ISBN/CAIRS No:

Draws on new survey evidence from Scotland to question the suitability of welfare to work programmes, such as the New Deal, for problem drug users. Provides some background information on the survey, which was conducted by the Centre for Drug Misuse Research at the University of Glasgow, and involved interviews with drug users beginning a new episode of drug treatment. Considers issues such as drug users' labour market attachment, incapacity for work, barriers to employment and lifestyle problems. Argues that many people using drug treatment services suffer from a range of serious personal, health and lifestyle problems that would need to be addressed before they are in a position either to complete welfare to work programmes successfully, or take up and retain paid employment.

**Ref No: Y152**

Glasgow City Council

**Equal access to employment: consultation document**

Glasgow City Council, Nye Bevan House, 20 India Street, Glasgow G2 4PF

2003      Pages: 24      Price: na      ISBN/CAIRS No:

Sets out Glasgow City Council's consultation document detailing the principles, aim and objectives to help and support people, who are at a considerable distance from the jobs market, find and sustain employment. Reports on the formation of a partnership arrangement between public agencies, the voluntary sector and employers to think through how employability, training and employment services can be developed to ensure that people with multiple barriers receive the best possible services. Details Glasgow's current economic indicators and the costs to health and social care services, and employment and training agencies, of the people who have become disconnected from the labour market. Proposes a holistic approach to moving appropriate people with social and health care needs into paid work. Outlines the management structure for co-ordinating this strategy. Details the formation of Equal Access teams to implement the strategy.

**Ref No: R9581**

Department for Education and Employment

**The interaction of national and local employment policies: practice and outcomes (Research brief no 214)**

DfEE Publications, PO Box 5050, Sherwood Park Annesley, Nottingham NG15 0DJ

2000      Pages: 4      Price: F      ISBN/CAIRS No:

Summarises the key findings of a project which aimed to investigate ways in which national employment policy could best harness and complement locally based activity, in light of the importance placed on the role of partnership working in the Government's welfare to work programme. Reviews variations in the extent to which local discretionary funding has been integrated with funding from the national programmes. Considers the impact on the Employment Service of better integration and partnership under the New Deal for Young People. Identifies areas where good practice exists and suggests areas where further work is required to build on good practice. Reviews the policy implications of integrating national and local employment policies. Considers performance measurement of strategies based on the interaction of national and local policies. Discusses the role of local discretion within national initiatives. Concludes by highlighting issues requiring further research. (Full report available, see PLANEX Ref. R9583)

**Ref No: A12499**

Laidler, Colin

**Northern Learning Trust's Skills for Work programme, IN Basic Skills Bulletin, No 59 Dec 2007, p7-8**

Journal article.

2007      Pages: 2      Price:      ISBN/CAIRS No:

Discusses a project aiming to provide workless people with the opportunity to gain the transferable skills that are required for them to become employable. Explains that the project takes a holistic approach to engaging with the workless, giving individuals support not only in vocational and academic skills, but with self-esteem and motivational issues. Describes the five-stage employability pathway used to help learners at stages one and two and how barriers to engagement are lessened by the programme's flexible format. Looks at how the programme keeps learners engaged throughout the process by finding out their personal aims, skill levels and aspirations and tailoring the basic programme to fit the user's needs. Concludes that this approach to providing adult education for the workless is effective in engaging hard to reach learners.

**Ref No: A12531**

Mazzei, Micaela; Bradford, Victoria

**Building Futures East: an approach to tackling worklessness and NEET, IN Briefing, 30 Nov 2007, pp1-13 (whole issue)**

Journal article.

2007      Pages: 13      Price:      ISBN/CAIRS No:

Presents the case for Building Futures East (BFE), a social enterprise in Newcastle specialised in training provision, as an approach to tackling worklessness and stimulating vocational qualifications. Draws on findings from the first phase of the evaluation of BFE carried out by Centre for Local Economic Strategies (CLES). Describes BFE and what the BFE programme involves. Explains that the programme aims to support local people into jobs through a three-tier intervention approach: recruitment of beneficiaries through local organisations and community development workers; accredited and competence-based training provided by BFE; and support to individuals following their employment. Looks at two areas of national and regional policy relating to the work of BFE: employment and the skills agenda. Highlights BFE as an example of good practice, responding to the identified needs of an area. Suggests that the BFE model fits strategically within the national, regional and local agenda to tackle worklessness and NEET (young people not in education, employment or training) and is a successful example of partnership working and service delivery.

**Ref No: A10595**

Maguire, Sue; Thompson, Joanne

**Young people not in education, employment or training (NEET): where is government policy taking us now?, IN Youth and Policy, No 96 Summer 2007, pp5-17**

Journal article.

2007      Pages: 13      Price:      ISBN/CAIRS No:

Examines recent policy development which has focused on meeting the needs of young people who are not in education, employment or training (NEET), particularly relating to financial incentives. Discusses the NEET group in general. Outlines one current policy initiative, Activity Agreements (AAs), which are being piloted in some areas of England. Discusses the potential importance of elements of the AA package such as one-to-one support and delivery of flexible provision in securing learner re-engagement, using evidence from a similar policy initiative that has been developed in Australia.

**Ref No: A7256**

Fletcher, Del Roy

**A culture of worklessness? Historical insights from the Manor and Park area of Sheffield, IN Policy and Politics, Vol 35 No 1 Jan 2007, pp65-85**

Journal article.

2007      Pages: 21      Price:      ISBN/CAIRS No:

Presents a historical analysis of employment and unemployment on the Manor estate in Sheffield. Considers the implications of the findings for the idea that a 'culture of worklessness' has developed in some communities, which prevents residents from accessing employment. Discusses the Working Neighbourhoods Pilot, which aims to target concentrations of worklessness in 12 localities across Great Britain. Examines the situation on the Manor estate, covering: employment change; qualifications and skills; health; undeclared work and criminal activity; and residential segregation. Finds little evidence of a lower cultural commitment to work among residents. Suggests that the underlying causes of worklessness comprise a complex mixture of both local and, predominantly, national factors, including the decline of traditional industries. Compares the current ideas of a 'culture of worklessness' to early 20th-century views of slum dwellers as a morally defective race apart. Suggests that there is a danger that, in failing to learn from the past, motivational explanations of unemployment may herald an increasingly punitive policy response to worklessness and poverty.

**Ref No: Y6693**

Centre for Economic and Social Inclusion

**A UK youth allowance? (Policy paper 4)**

Inclusion, 3rd Floor, 89 Albert Embankment, London SE1 7TP

2005      Pages: 15      Price: na      ISBN/CAIRS No:

Explains that the emphasis is shifting away from getting young people into jobs to keeping them in education or at least gaining skills to help ensure employability. Charts recent trends in employment and considers the Government's policy on long-term youth unemployment. Notes that financial support for 16 to 19 year-olds is a major issue and considers how other countries address the problem. Responds to specific questions including the identification of unwaged trainees by programme, the extension of eligibility for streams of financial support until the end of a training course, and about proposals for stringent definitions of dependence and independence.

## IDOX Information Service Expression of Interest

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