

GLASGO **W**ORKS

Delivering the Glasgow Welfare to Work City Strategy



Glasgow Works – the story so far

- Planning background
- Programme Implementation
- Lessons and thoughts



The back story – Planning Glasgow Works

- **Equal Access to Employment**
 - Review of Section 10 and SWD commissioned services
- **Glasgow Challenge Research**
 - Who are the 100,000 and what are the issues?
- **Mapping of Employability Services**
 - Who's doing what and how well?



Glasgow Works Objectives

Three primary objectives

- **Improved structures and processes**
 - Better decision making and use of resources
- **New contracting programme**
 - Longer, bigger contracts with better targets
- **New services for Employers**
 - Simpler, intermediated, access to services



Programme Implementation 1

- Glasgow's LRA Network leading delivery of "Employability Pathway"
- July 08 to Jun 10
- £17m in value
- Target of 15,000 engaged 3,000 into work



Programme Implementation 2

- Employer Engagement Action Plan
- Working closely with JCP and GEC
- Job Brokerage
- Responsive Training
- Diversity and Retention
- New initiatives
- £3m value over 08/09 and 09/10



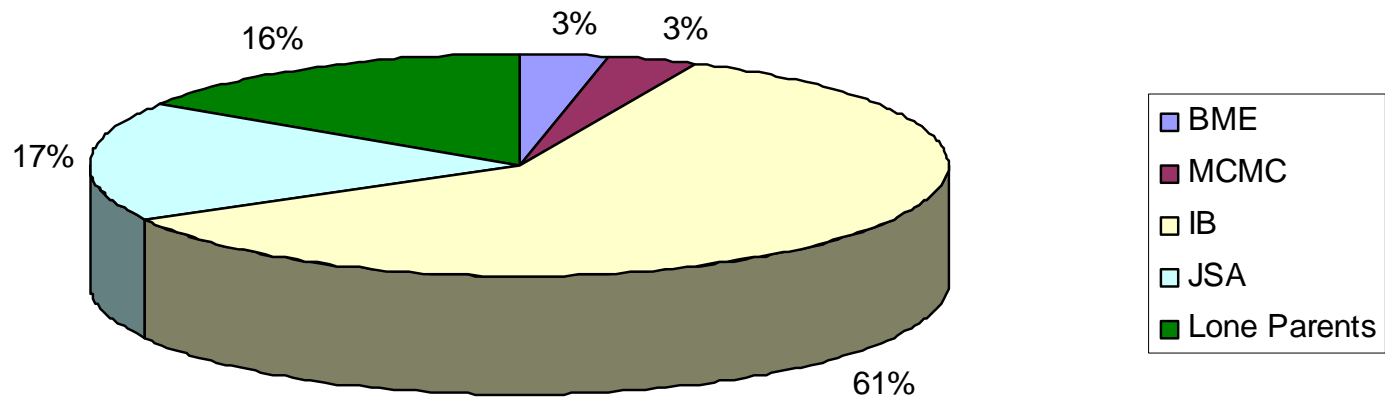
Programme Implementation 3

- 5 dedicated policy sub groups
 - MCMC; Health and Care; EM Employment; Employers; Child Poverty.
- Links to HWL, CHCP, Primary Care Social Work, DWP National



Programme Targets

Figure 1: Glasgow Works Engagement targets by client group



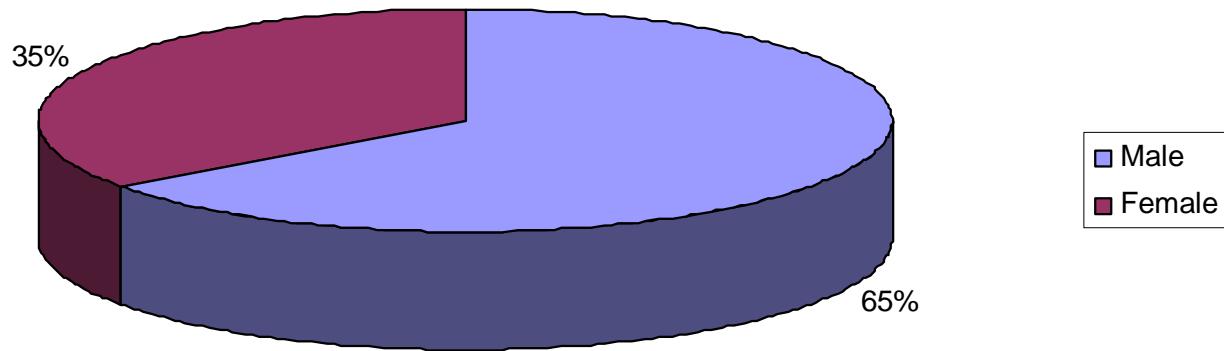
Position at June 09

- 2,679 IB Clients engaged
- 92% retention beyond registration (87% for the Programme)
- 26% of total Caseload



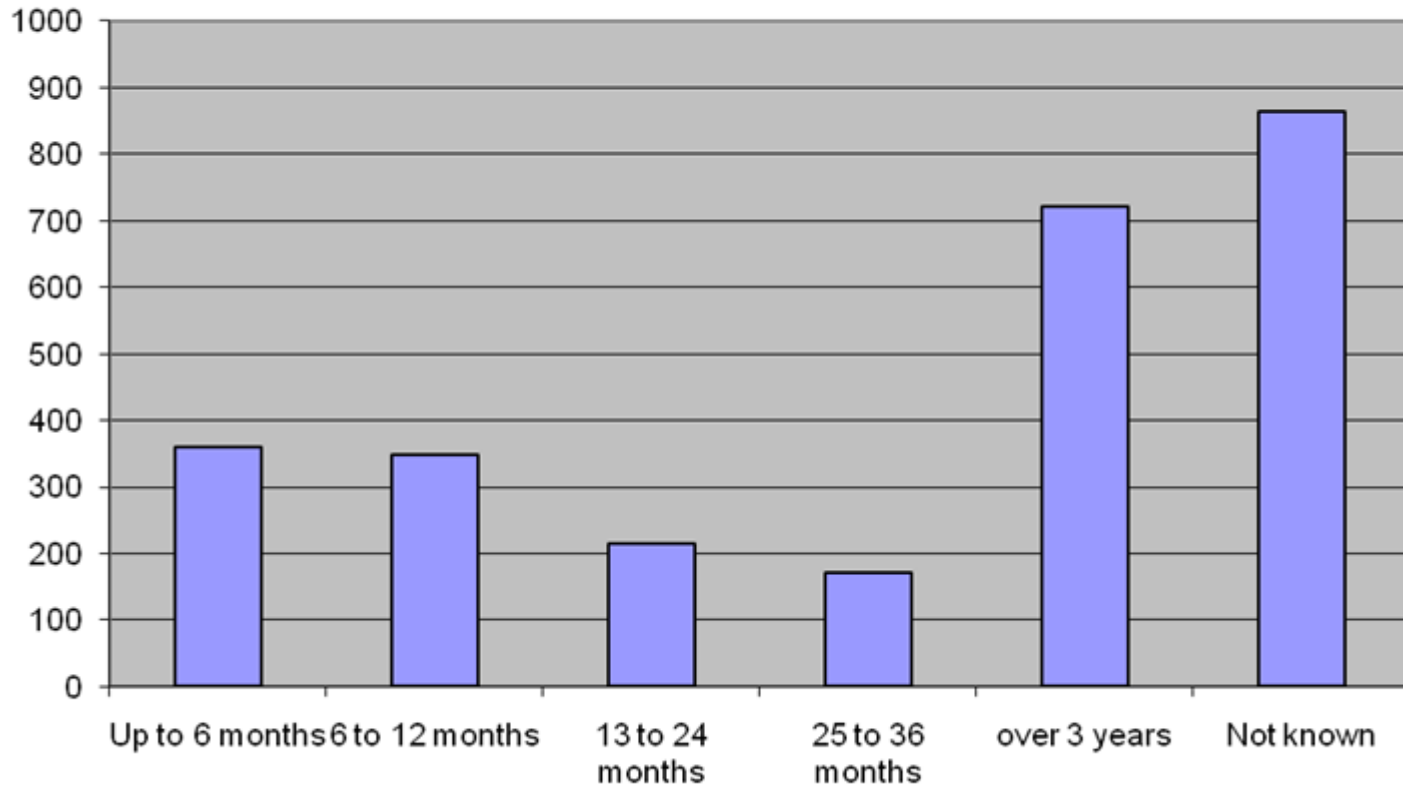
Gender split

Figure 2: IB engagement by gender



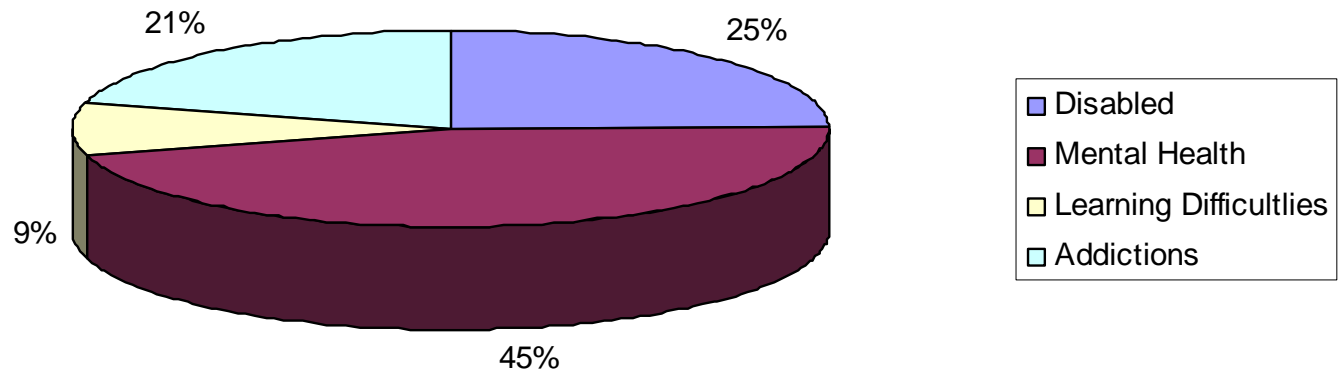
Duration of Unemployment

Figure 3: Engaged IB clients by unemployment duration

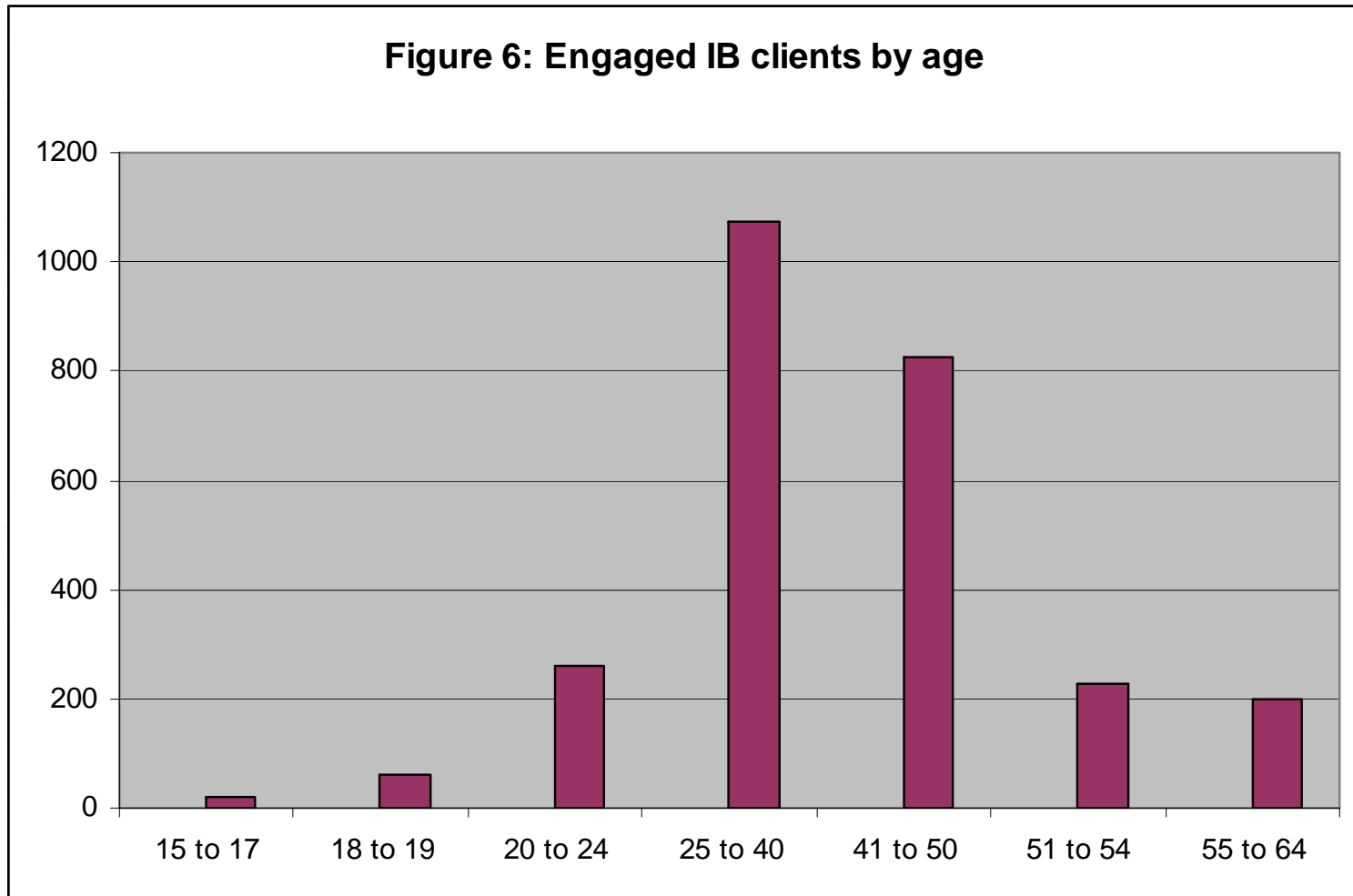


Recorded Health Issue

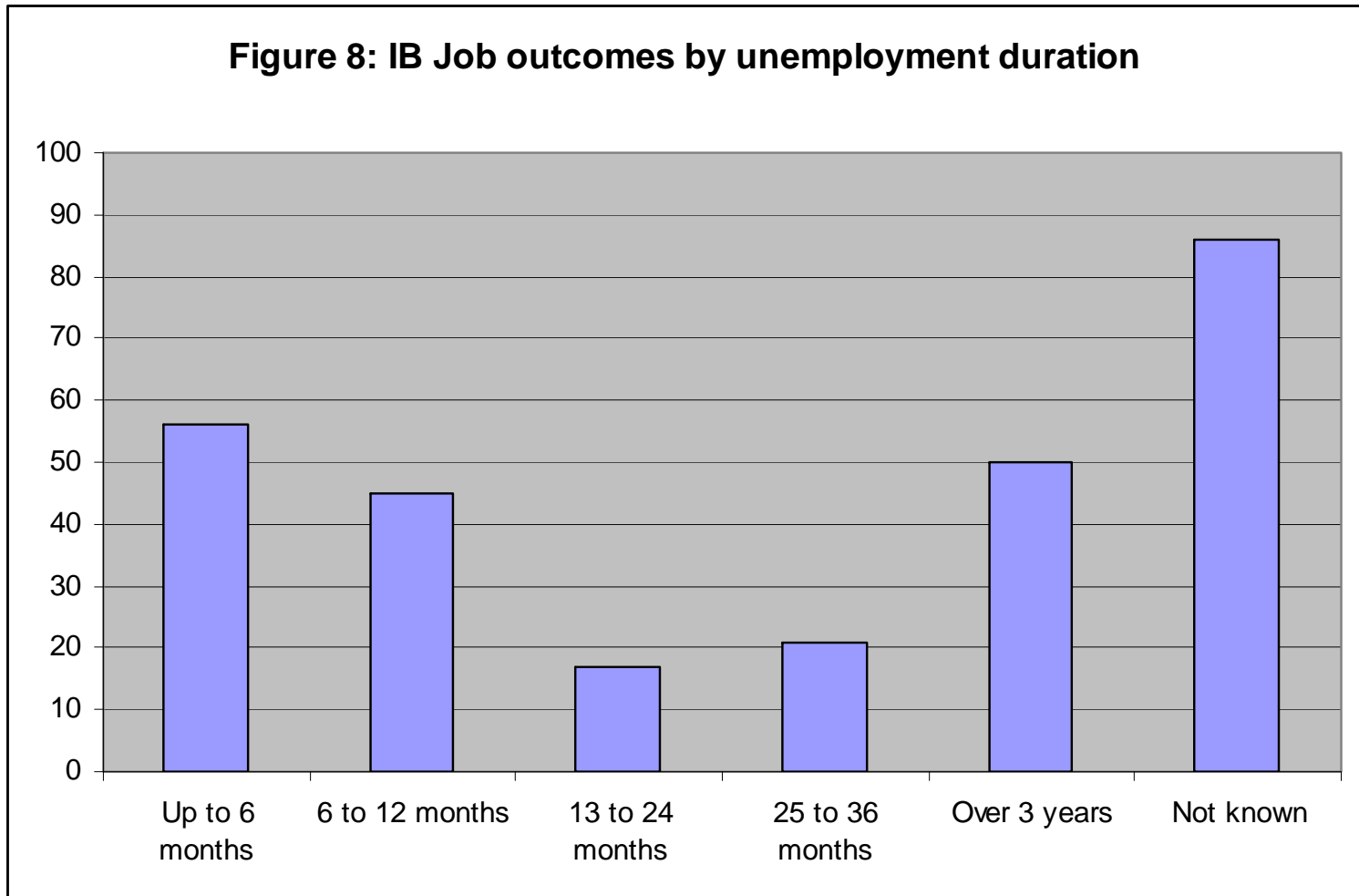
Figure 5: Glasgow Works IB clients by health condition



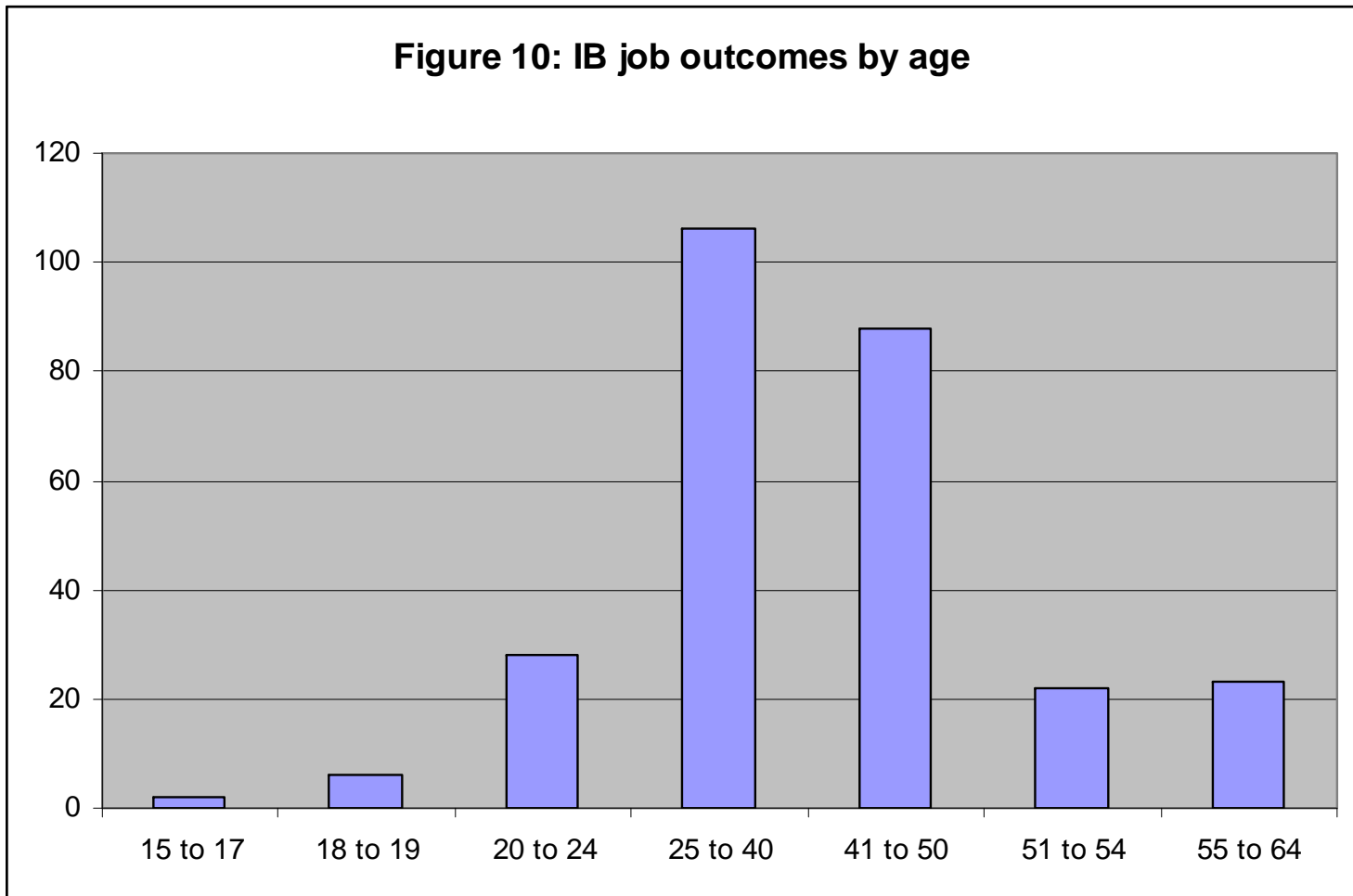
Age distribution



Job Outcomes for IB Clients



Job Outcomes for IB Clients



What's in the data?

- 10% Conversion rate to jobs
 - Should rise over time
- 260 days to job outcome (mean)
- Most jobs with shorter term white males aged 25 - 40



Other Feedback

- Recession affecting motivation
- Referrals proving challenging
- Need for joint service approach
- Need to embed more in Health services



Looking forward

- Technical adjustments to current Programme
- Designing 2010/11 Programme
- More development work with Health and Care services



GLASGO **W**ORKS

Delivering the Glasgow Welfare to Work City Strategy

