



Joined Up for Young People Forum

Wednesday 24th August 2022

Young
Person's
Guarantee

JOINED UP FOR
YOUNG PEOPLE



Housekeeping

- Please mute to reduce background noise
- Please use chat function! Share questions, comments & updates
- Slides will be available on JUfJs website
- Join the conversation on Twitter @JoinedUpforYP
#YPGuarantee #JUfYP
- Network updates – let us know if you have an update to share

Agenda

Time	Topic
10.05	Welcome, introduction and updates - Susie McIntyre (Chair)
10.15	Community Mental Health Fund Partnerships; an update on support Susie McIntyre – Cannongate Youth
10.25	Changing Workplaces: Gavin Edmonds - Wheatley Foundation
10.40	Workforce Development – how this is impacting employability: Ellen Munro - Integrated Employer Engagement Manager – CCP
10.55	Comfort Break
11.05	Breakout Session: A networking opportunity with a focus on the challenges we are facing within our workforce
11.35	Feedback from Breakout Session: A nominated member from each group to share thoughts & themes
11.45	Provider Updates
11.55	Summary & Future Events - Susie McIntyre and Adele Hill Feedback regarding future forums and the potential of returning face to face
12.00	Close

The background features abstract, overlapping green geometric shapes in various shades, creating a modern and dynamic feel. The shapes are primarily triangles and polygons, some with thin white outlines, set against a light grey background.

Community Mental Health Fund Partnerships

Mental Health & Wellbeing Support for Children, Young People &
Families Edinburgh

Background

The Scottish Government announced funding in September 2020 for councils to meet the following objective;

‘Every child and young person in Scotland will be able to access local community services which support and improve their mental health and emotional wellbeing.

Every child and young person and their families or carers will get the help they need, when they need it, from people with the right knowledge, skills and experience to support them. This will be available in the form of easily accessible support close to their home, education, employment or community.’

Organisations required to work in partnership to submit collaborative bids which were locality based. (supporting 20 minute neighbourhood)

Separate bids for citywide specialist supports to support family adversity & developmental adversity

Support for children and young people aged 5 - 24 years

Outcomes of Service

- Improved resilience – personal capacity of children/young people, and their families, or carers, to resolve difficulties and problems
- Improved mental health and emotional wellbeing of children/young people
- Increased capacity of parents/carers in supporting the emotional needs of their children/young people
- Increased satisfaction of children, young people and their families in relation to mental health supports and supports for distress.

Locality Areas

Lot 1 - Localities	Area Covered
a) South East 1	Liberton & Gracemount
a) South East 2	James Gillespie & Boroughmuir
a) South West 1	Balerno, Currie & Firrhill
a) South West 2	WHEC, Tynecastle
a) North East 1	Castlebrae & Portobello
a) North East 2	Trinity, Drummond & Leith
a) North West 1	South Queensferry, Royal High School
a) North West 2	Craigmount, Forresters
a) North West 3	Craigroyston, Broughton


Service Providers

South East,(Gracemount & Liberton)	Back on Track	Homelink (lead partner) CrossReach & Goodtrees youth project
South East, (James Gillespies & Boroughmuir)	South East Wellbeing Service	Canongate Youth (lead Partner) Edinburgh Lothians Greenspace Trust, Edinburgh Old Town Development Trust & U - Evolve
South West	Wellbeing Together South West	Broomhouse Centre (SPACE) Lead partner, Space, Big Hearts, SAMH and With Kids
North East	Leith Wellbeing Service	The Junction (lead partner) Citidel, Pilmeny, YMCA, MCFB, The Ripple, Miricyl
North East , Portobello, Castlebrae	Lets Talk	Let's Talk,(lead partner) Edinburgh Community Yoga, Edinburgh and Lothians Greenspace Trust, Tinderbox.
North West	B Well Together	CIRCLE,(lead partner) Stepping Stones,Intercultural Youth Scotland Granton Youth, Muirhouse Youth Development Group Wester Hailes Youth Agency, Pilton Youth and Children's Project

Edinburgh Positive Wellbeing Service - Citywide Family and Social Adversity	Barnardos & Families Outside
ND:Well - Neurodevelopmental Diversity - citywide	TailorEd Autism Initiatives Barnardos

Referral Process

- ▶ Referrals directly to each partnership, via lead partner
- ▶ Link to LOGs
- ▶ Working closely with schools
- ▶ Keen to engage with community & encourage self referrals from young people
- ▶ Website in development



JUFYP Forum

Making Homes and Lives Better

Gavin Edmonds
Wheatley Works Lead
26 August 2022

Wheatley is Scotland's leading housing, care and property-management group and one of the UK's best-accredited organisations.

- Owning or managing over 93,700 homes, Wheatley delivers award-winning services to over 210,000 people across [19 local authorities in Scotland](#).
- Wheatley employs 2700 people directly and a further 2000 as joint owners of one of Scotland's largest repairs and maintenance companies, City Building (Glasgow).
- Group subsidiaries are united by a common commitment to excellence in all they do and a joint mission in 'Making Homes and Lives Better' for the people they work for and the communities in which they live.
- Wheatley and its partner organisations continue each year to win national and international awards and accreditations from organisations ranging from the European Foundation for Quality Management to Investors in People, Investors in Young People and the UK Government Cabinet Office, which oversees Customer Service Excellence.

Wheatley Homes Glasgow - Scotland's largest social landlord, with almost 43,000 affordable homes in Glasgow;

Dumfries and Galloway Housing Partnership - with more than 10,200 homes across the region;

Dunedin Canmore - with more than 5700 affordable homes in Edinburgh, the Lothians and Fife;

Loretto Housing - with more than 2400 affordable homes in the central belt;

West Lothian Housing Partnership - with over 740 affordable homes;

Wheatley Care - which provides care and support to around 3500 people every week across Scotland;

Lowther - which lets and manages around 2500 mid-market and full-market homes and provides factoring services to 29,000 homeowners;

Wheatley Solutions - where 400 staff provide support services to the Group subsidiaries;

Wheatley Foundation - which invests over £5million annually supporting disadvantaged and vulnerable people in Wheatley's communities;

City Building (Glasgow) - jointly owned by Wheatley and Glasgow City Council, employing over 2000 employees and providing repairs and maintenance services to Wheatley homes in the west of Scotland.

Our services

Housing

Repairs

Tenancy
Sustainment

Welfare Rights

Fuel Poverty

Money and Debt

Homelessness
Support

New Build

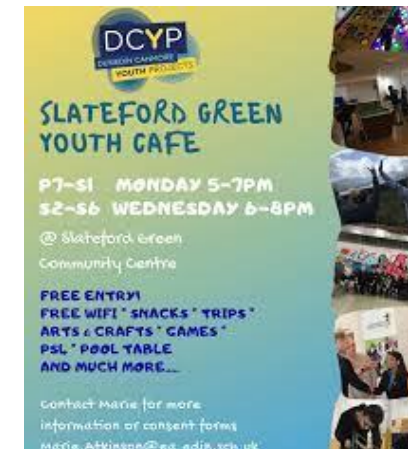
Home Comforts and
Eat Well

Community
Improvements

Wheatley Works

Education

Making Homes and Lives Better



New Ways of Working

Your Home, Your Community, Your Future

- Home and Community Based Staff
- Digital Investment
- 24hr Customer First Centre
- Wheatley Centres of Excellence
- Community Hubs
- Stronger Voices – Customer Led
- Improved Strategic Partnerships



Centre for Excellence







Ellen Munro

Integrated Employer Engagement Manager

JUFYP FORUM 24.08.22

‘Workforce development and employer challenges’



Qu. Across the region, what are the challenges with recruitment, training and retention for employers with young people?

Hard to
contact YP

No shows to
interviews

Increased
school
requests, low
uptake

Moving
between roles
for higher
wages

Cost of
training and
induction

Expectation of
payment on
pre-
employment
courses

High
expectations

Limited
availability

Requests for
unrealistic
flexibility

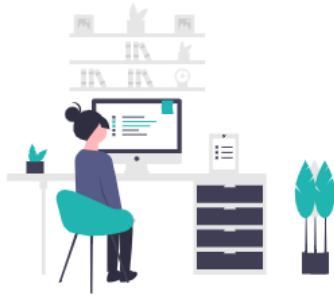
Opportunities for young people in the current landscape

- Referring to training programmes – VTF, cross sectoral opportunities, FKRSC, FUSE, transferable skills academy (pilot)
- Recruitment incentives
- Employers promoting flexibility if the role allows
- Employers open to recruiting individuals with little or no experience
- Back to basics; promoting willingness to learn, communication and soft skills; attendance, presentation, initiative
- Educating young people on reasonable requests around flexibility

Flexible Working, an understanding for jobseekers

flexibilityworks>

What is flex?



01

WHERE ?

- Remote Working
- Occasional/informal / home / mobile / other offices

02

WHEN ?

- Full-time / Flexible
- Occasional/informal / flexible start & finish times / annualised / project-based

03

HOW MUCH ?

- Part-time
- Job-sharing / job-splitting / project-based / unpaid- leave



Flexible Working, concerns by employers, addressing these concerns

Common challenges

1. The floodgates will open
2. Things will get out of control
3. Performance and flex are not the same
4. Fairness

flexibilityworks

The opportunity for employers

Our research with more than 200 Scottish business leaders shows:

- ✓ 70% think flex improves employee loyalty
- ✓ 69% said it helps create a more diverse workforce
- ✓ 67% improves productivity
- ✓ Same proportion said it improves employee engagement
- ✓ 66% reduced sickness absence
- ✓ 65% improved employee mental health and wellbeing
- ✓ 64% helps recruitment by increasing applications from quality candidates

Live opportunities to be aware of

- VTF programme; Hospitality, Construction, Drivers for Delivery, Health & Social Care – see [Joined Up for Jobs](#)
- FKRSC Customer Service FORTY course; October/November, contact maria.Banaszkiewicz@capitalcitypartnership.org
- TK Maxx – 20 part time seasonal vacancies, various hours and contracts avail;

<https://rscfortkinnauld.co.uk/Web%20Forms/WebUser/PublicVacancyOverview.aspx?VacancyId=6WnLn7qIAI9WlpY5Tuae6w==>

Questions?



Comfort Break

Breakout Session

Networking: A networking opportunity with a focus on the challenges we are facing within our workforce

Theme: Workforce Development

Discussion Topics:

1. ***What are the key challenges you are facing in your organisation with regards to:***

- Recruitment & Retention
- Working Practice
- Staff Wellbeing/Motivation/Development

2. ***Do you have any examples of good practice which can be shared?***

This session will last 20 minutes. We will give a 5-minute warning. Please record three key points in your breakout room's chat and chose someone to report back.

Provider Updates

- Provider updates can be shared during this time: Please give a one minute pitch then give further details in the chat
- Details will be sent to all delegates post forum
- If you do NOT want your email address to be shared with the group, please message julie.addington@capitalcitypartnership.org



Vote time! I would prefer the next Joined Up for Young People forum to be.....

- Please go to www.menti.com (on your laptop or phone)
- Enter code **7595 8652**

In-person or online??

Summary & Future Events

The next forum date is Wednesday 9th November 2022 10 am-12 pm

(Sign up in the chat now!)

If you would like to get in touch please contact:

- Susie (Chair) - susie@canongateyouth.org.uk
- Adele (Co-Chair) - adelehill@accesstoindustry.co.uk
- YPG Team - ypg@capitalcitypartnership.org