



UNEMPLOYMENT

**Summary of Issues,
Challenges
Partnerships/LESN**

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- Target Groups**
 - Access to Labour Market Provision**
 - Other Points Raised**



Target Groups: Changing Profile of Client and Increasing Numbers



INCREASING NUMBERS

- Number of people coming in has increased varied amounts stated:
- Doubling up
- Four fold increase
- Increase six fold



DEALING WITH MORE DIVERSE GROUPS

In general three types of clients

- Unemployed with substantial skills
- Unemployed with long employment track record but lacking basic skills e.g. literacy which will make re-employment very difficult
- Long term unemployed/those very distant from labour market



DIVERSE NEEDS

- People come in never been unemployed before don't know where to go
- People with long employment record but who may not have the necessary skills to get a job in new environment where need multiple and skills and flexibility Need to build new skills
- Newly unemployed – desperate to get job Need short, sharp, quick help with applying for jobs – don't need motivation
- Already existing client groups – continue with life skills training etc.



CHALLENGES AND ISSUES

- Must not lose focus on original target group, core values have not changed but will be under pressure due to EAP e.g. to shift resources from those most distant from labour market to short term unemployed
- Have to prevent members of new unemployed becoming long term unemployed
- Need to find process which can cater to both groups



CHALLENGES AND ISSUES

- Increase in numbers provides a challenge to maintain the quality of the service with no increase in resources
- only way to operate with increased volume is initially through group induction with follow up on individual basis ongoing difficulty for FAS with group work
- In responding to the new situation Partnerships/LESN has to be flexible and innovative and not afraid to take chances
- The EAP "offer" will these be appropriate or available? How can the Partnerships/LESN ensure that clients have access to appropriate progression options?



Access to Labour Market Provision



ACCESS TO LABOUR MARKET PROVISION

- Difficulties with accessing training
- Six month waiting list for FAS skills courses
- Cost of part time skills training is major difficulty
- Long standing structural problems continue FAS course: hours, structure and methods are out of date



ACCESS TO LABOUR MARKET PROVISION

- Access to FAS TEGS budget and mainstream budgets (some good experience some not so well)
- Most of FAS training is specific skills focussed rather than social skills
- Job training: need to identify growth employment areas - only limited number will get into BER/house insulation



ACCESS TO LABOUR MARKET PROVISION

- FAS put massive resources into construction and now they are struggling to help apprentices to finish their training. .
- Need to see more education options – education institution based courses often don't fit with needs of unemployed people e.g. long waiting periods; modules too long; a lot of courses finish for the summer



CHALLENGES AND ISSUES

- What kind of courses will be available?
- More thinking is needed in relation to what the state is providing in terms of training and education. New ideas are emerging – e.g. NCI proposal.
- It isn't clear how the 51,000 new training places proposed will be provided
- When LESN have a cohort of clients looking for a particular course, LESN should be able to be innovative and create appropriate course with e.g. funding from FAS



CHALLENGES AND ISSUES

- Separation between training and education needs to be replaced with a focus on 'learning'
- The questions continue to be:
- What can we do to make sure clients can be unskilled?
 - What can we do to make sure they get access to best jobs possible?
 - How can we provide training in ways that are affordable?



Other Points Raised



OTHER POINTS RAISED

- **Job Creation:** Job creation is needed, need to examine self employment opportunities for clients
- Where is Government investment for jobs going to focus?
- **Need to keep working with employers and unions:** Partnerships/LESN have built relationships with employer and unions
- Need government initiatives via taxes, encouragement to small employers to retain take on staff?



OTHER POINTS RAISED

- **Creating Partnership/LESN Networks:** Partnerships/LESN has capacities for working together, and with different organisations; and greater capacity to choose how we respond



OTHER POINTS RAISED

- **Balancing hope and realism:** Have to accept unemployment may be around for a while – help people to cope with this; how to use time to better selves
- Should Partnerships/LESN contribute to people's unhappiness by suggesting quick fix solution e.g. FAS' statement that they will make everyone an offer within xxx time



OTHER POINTS RAISED

- Partnerships/LESN shouldn't be driven by e.g. FAS' crisis view coming from their corporate structure
- NEAP is going to happen, if we don't take this on board state could react negatively
- People are getting jobs – not all doom and gloom