

The Role of Partnership Employment Services in Creating an Inclusive Labour Market

Case Study: OAK Employment Service

Going Forward

**PLANET Network Meeting Tullamore Court Hotel
December 6th 2007**



TOWARDS AN INCLUSIVE LABOUR MARKET

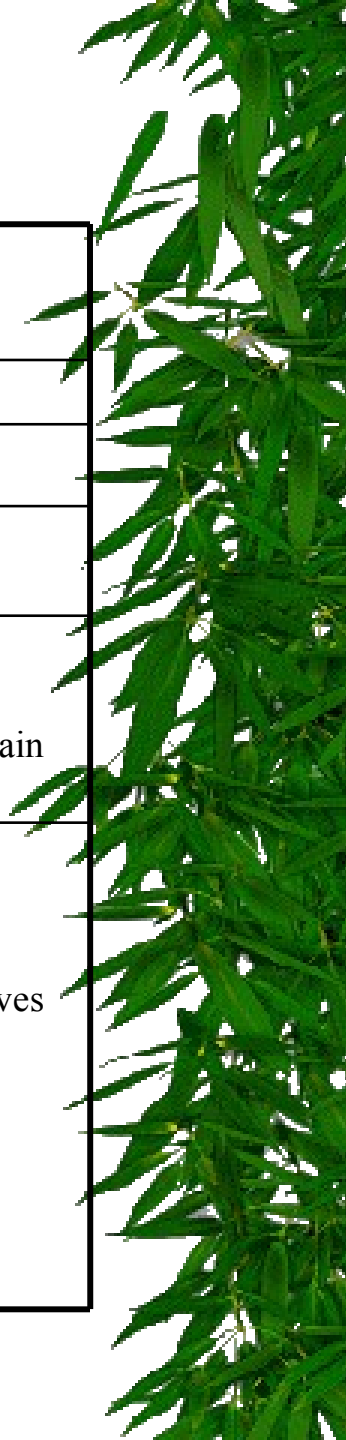
Rationale for Partnership Employment Services?

- **What do we provide** under the Services to the Unemployed Measure that is not available through mainstream provision?
- Do we provide these services **to people who would not otherwise avail** of mainstream services?
- What is unique about **how and where we deliver** these services and supports?
- Why do we deliver these services i.e **how have we identified the needs** to be met through SUE?



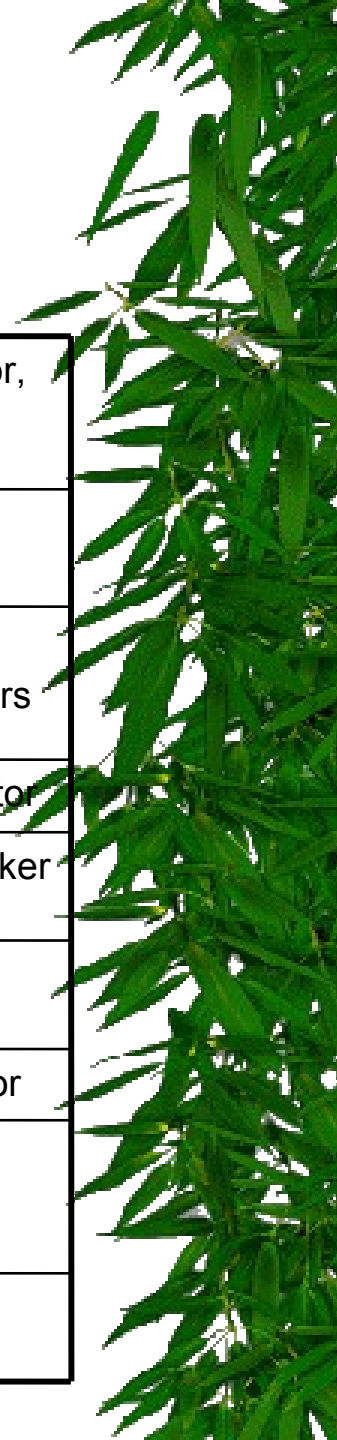
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OAK Context	1996	2002/2006
Population	36,000	45,000 (54,000 in 2006)
Unemployment Rate	14.6%	6.8% (36% > 1 yr / 11% > 5 years)
Educational Levels	34% > 15 no formal education	23% > 15 no formal education
Employment	<ul style="list-style-type: none"> *ESB / Bord Na Mona closures *Agriculture Declining *No major employers 	<ul style="list-style-type: none"> *Agriculture Continues to Decline *Major Developments planned in main
Progression Supports / Services	<ul style="list-style-type: none"> *No FAS office *No FAS training centre *No VTOS *No Local Training Prog's *CE - only option *Transport issues! *Childcare issues! 	<p style="text-align: center;">town creating employment opp's</p> <ul style="list-style-type: none"> * Full-time OES / FAS office * Contracted FAS programmes * 4 Outreach Local Training Initiatives * 1 Special CE Scheme * Smallholder Dev. Service * VTOS / BTEI re/introduced * Contracted Counselling Service * Pre-dev/ engagement initiatives * Employment Preparation Prog's



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OAK Employment Service	Agency	Staff
OES / FAS OFFICE: Information, guidance, mediation & referral re jobs, education and training courses, social welfare / employer incentives	OAK / FAS	1 SUE Co-ordinator, 1 Info Officer* 1 Mediator
FAS PROGRAMMES: Externally Contracted, jointly agreed e.g. Retail Sales, Security, Caring	FAS	
4 OES LTI's: 2 Foundation Education Programmes, a Computer Skills Programme and an Options Programme for those with multiple barriers	OAK / FAS	4 Co-ordinators 4 Asst Co-ordinators
1 CE SCHEME: Business Development Programme	OAK / FAS	1 Supervisor /Mentor
SMALLHOLDER DEV: Maximise On & Off Farm Income, social advocacy & support	OAK / WO / TEAGASC	1 Smallholder Worker
VTOS / BTEI: Programmes to meet identified needs e.g. Childcare, Computerised Accounts	VEC	
COUNSELLING: Overcome barriers to progression	DSFA	Contract Counsellor
ENGAGEMENT / PRE-DEVELOPMENT: First Chance Programmes, Mens Projects	OAK / FAS / DSFA / VEC / HSE	Contract Staff
EMPLOYMENT PREPARATION: Intensive job seeking / work orientation Programme	OAK / DSFA / FAS	Contract Staff



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Key Components of OES

- Information and referral
- 1-1 Guidance / Career Path Planning
- Network of Support Services
- Confidence-Building / Taster Programmes
- Basic Education Opportunities
- Specific Skills Training
- Smallholder Specific Support & Mentoring
- Job Seeking Skills and Support
- Services to support Self-Employment
- Follow-Up Support and Mentoring



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Review OAK SUE Measure 2002 – 2006

Client Profile / Outcomes

- Annual caseload average 603 : cumulative total 3014
- 81% of clients unemployed: 27% long term unemployed
- 60% < Leaving Certificate: 26% primary / 2% no formal education
- 1629 progressions:
 - 908 into employment / self-emp / LM Schemes / work experience
 - 721 education and training:
- 96% indicated that the service and support received had made a positive difference to their lives
(Eustace Patterson 2005).



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Key Aspects / Success Factors

- Ability to **identify, understand and respond flexibly and locally to complex range of needs**
- Ensuring the **needs of unemployed people are central**, recognising the **individual needs** of clients, and **involving clients** in planning and design
- **Targeting resources to most marginalised areas and individuals** who have not benefited from mainstream services and **capacity building among unemployed** through predevelopment work



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Key Aspects / Success Factors contd

- **Pro-active collaboration and linkage** with other key players at all levels to strengthen services and supports in the area
- Provision of a **holistic package of supports** with ancillary services
- **Strategies and approaches continually evolving** in line with changing environment
- Understanding that **employment is not always the end goal**



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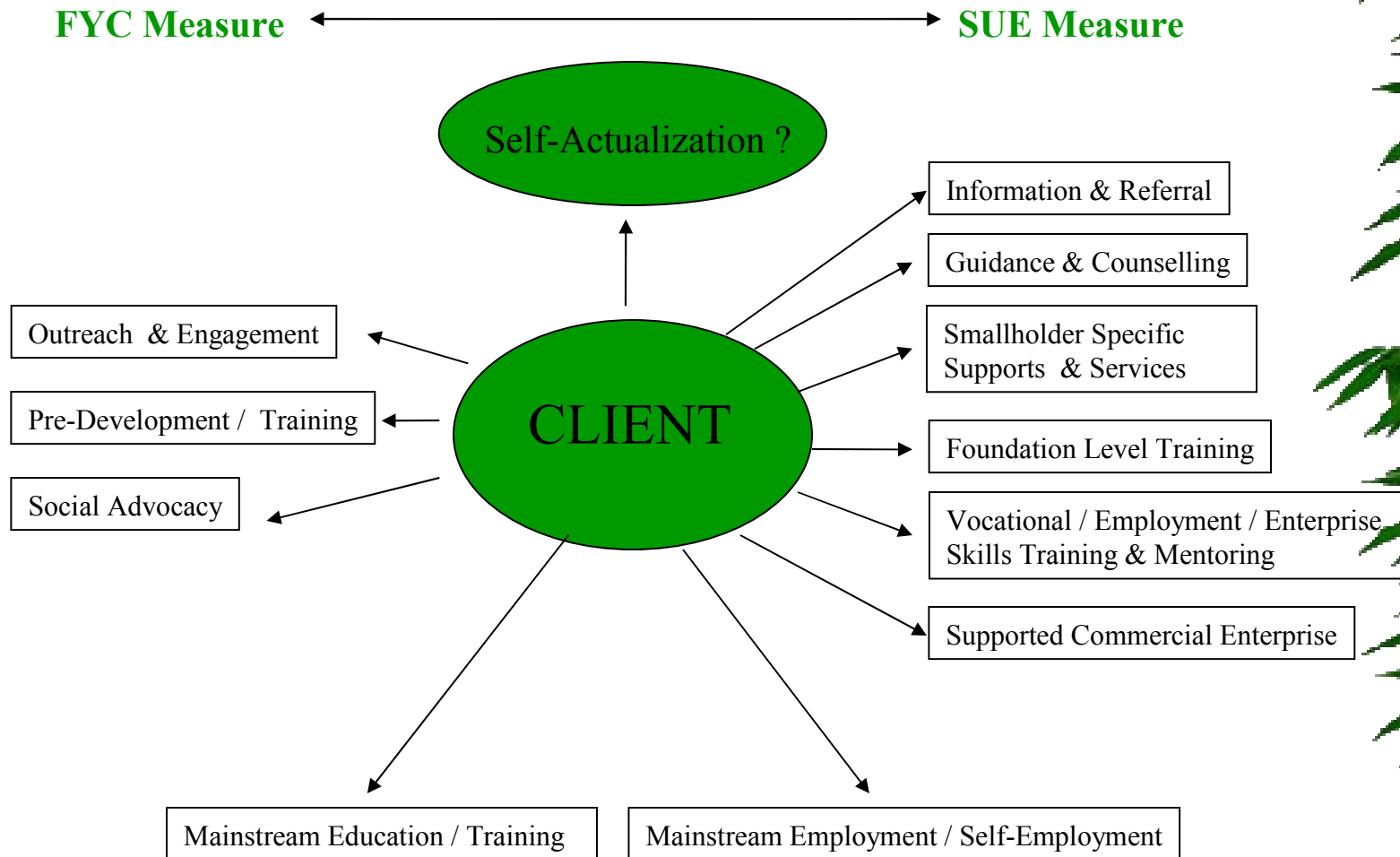
OES Impact on Clients

•	Improved Self-Confidence	56%
•	More Contact with People	52%
•	More Motivated	50%
•	Skills Development	42%
•	Finding Suitable Training / Education	30%
•	Secured CE Position	28%
•	Improved Quality of Life	24%
•	Improved Income	24%
•	More involved in the Community	24%
•	Improved Family Life	22%
•	Got Part-Time Work	20%
•	Got Full-Time Job	18%
•	Better Able to Structure Own Lives	18%
•	Work Experience	16%
•	Support to Start Own Business	10%
•	Funding	6%



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OES Model of SUE Going Forward ?



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Policy Issues Going Forward ?

- In the context of cohesion and nationwide delivery of services, **where do Partnership Employment Services fit?** Will **quality, equitable** services exist in **all areas**? How will they be **structured and managed**?
- **How** do the Partnership Employment Services **relate to** the dual-stranded **National Employment Service comprising FAS and LESN's**, where this exists?
- In Partnership areas where LESN's are not in place to support the SUE measure, **should additional funding be sought by Partnerships** to provide a comprehensive and equitable service.
- Is there a **clear common goal** among Partnership Employment Services and LESN Services? Is this placing individuals in **employment** / self-employment? Increasing **Employability**? **Empowering** individuals to participate equally in the mainstream?

