

Banff LLCP

Note of meeting

15 June 2021

Attendees: Martin Robertson - Chair (CLD), Kate James (CLD), Claire Christie (CAB), Carol Fulton (Home-Start Deveron), Pauline Anderson (AVA), Stephen Shand (Aberdeen Foyer), Matthew Noble (Barnardo's), Alastair Henderson (Libraries LLA), Marie Dare (Macduff Marine Aquarium), Alan Mitchell (DYW), Anne Kane (Aberdeen Foyer), Isabella Robertson (Social Work).

MR welcomed the group and introductions were made, with the agenda being set out. Hearing from Pauline Anderson (Project name), Kate James on the LLCP employability working group, and Anne Kane on the Vinery. There will also be a short time to cover brief partner updates in advance of the Summer holidays.

Pauline Anderson Aberdeenshire Voluntary Action - YPG Community Volunteering Enterprise project

This is a year's funded post through the YPG scheme.

It has 3 phases in each programme we want to run, and targeting those leaving school with no positive destination, risk of redundancy, unemployment, low skilled etc. Anticipated that each programme would run for 4 months, but there is flexibility in this to ensure the needs of each participant is met

Initial engagement is a learning environment looking at their current skills, knowledge levels and core skills i.e. problem solving & communication – to remind people they do have these skills. This will hopefully lead into an SQA employability award (level 3) to ensure everyone benefits.

Two mandatory units – preparing for employment and then CV's, job applications etc. & building own employability skills where we will look at reading job adverts & the circumstances around the jobs, they will then have a mock interview. Units 3 & 4 (Pick 1) from responsibilities of employment & dealing with work situations – they can pick one, but I think they are important so if time allows, I deliver both.

They find out quickly if they pass, so we assess as we go along, and after the interview they find out if they pass.

After the course, we would look to get them into volunteering, get them experience out in the field, getting up & ready etc. as well as finding out what suits them without it having a negative impact on their CV.

The scheme is completely free for participants.

Question: If they require a PVG is this covered? Yes, this is covered through AVA.

Kate James – LLCP Employability working group

Initial feedback from the Employability working group meeting (10 June)

A good turnout with 15 people in attendance, with a productive session.

Covered background of Banff LLCP & why we were meeting, the improvement priority that links to local employment. WE carried out a SWOT analysis & finished with a discussion & evaluation of next steps. A lot was covered using Jam board, and the info is currently being collated. A sample of the feedback is below.

Strengths	Weaknesses
Strong local partnerships Good staff Local and national (virtual) opportunities Resources Banffshire Business Forum Good relationships Knowledge of qualifications & career routes Good local knowledge of vacancies & businesses	Transport No coordinated approach No knowledge of work experience options Lack of bigger employers locally Ongoing risk of Covid impact Connecting participants with my project Ensuring equitable offers for all Digital access / equipment
Opportunities	Threats
Access to funding Share information Partnership working One banner approach Supportive employers Share resources Share good news stories Utilise Aberdeenshire Work Experience teams	Lack of local opportunities Apathy among participants Not having a coordinated approach Nothing happening after this meeting Covid restrictions Businesses/employers/charities becoming overwhelmed Changes in staffing / losing partner links Time constraints

A discussion followed around what the goal was for the group (random 8)

-More joined up & collaborative approach -Sharing opportunities -Understand partner limits -Develop a system where jobs / placements can be accessed more readily	-Help support each other achieve positive outcomes -Have employer representation on the group -Create processes & flow charts -problem solve challenging cases
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Feedback was positive, and we knew we were bringing people together for a common purpose. Everyone who attended wanted to be part of a short-term working group and drive forward some of the actions.

Kate will provide further updates as the group work progresses. Date of next working group meeting 21 July 2021.

Anne Kain – Aberdeen Foyer on the Vinery project

Building work has started on the vinery project. For those unaware, Foyer are the preferred operator for the vinery. It's due to be completed in Jan 2022. The plans look great, and we will be able to utilise the space as widely as possible for the whole community. Project work was undertaken to establish what local groups wanted to see the vinery used for. It will be broken into different areas, working with those unemployed, leaving school with no positive destination, and supporting those in

the Banff locality. Out with our programmes, we want to offer the space to a range of different groups, be it community groups, recovery groups etc. and we also want to involve the local schools and how we use the premises for that.

There will be a fantastic kitchen within the space. There will not be a café there, however, there is potential for pop up cafés etc. to happen for community groups. We don't offer programmes in the summer and this provides more potential for use in the summer. We want to tie it in with Duff house and tourism to increase those visiting the area. Food will also be a focus, and how we grow our own and how we tie in the whole plot to plate model, as well as a food pantry. Ultimately, we want to maximise the small space as best as possible.

Currently we are carrying out a mapping exercise to find out who may want to use it, for what, frequency, times etc. We are currently writing a lottery bid, if successful, we will move forward to a full funding application. Ideally, I would like permanent space based in the Vinery, that are specific to the vinery. We would like to employ a community connector, events coordinator, project manager and a business coordinator. We will also look at self employed crafters, artists etc. to display their goods, pop up restaurants, try local produce etc.

Partner updates

Stephen Shand: Reiterate the fair start programme, the 1-2-1 employability service that is open, with the aim of working with individuals and getting them into 16 hours per week work, and up to a year's support pre-employment. Referrals welcome as we haven't got a lot of referrals in the area.

We are still delivering courses online, which has reduced the need for travel, from care, security, banksman slinger, as well as opportunities to do individual employability work. We will try and source anything those are looking for if it is likely to lead to employment. Initially this is due SDS. Stephen will send out the referral info and this can be circulated.

Engage – for youngsters who are finding it hard to engage / move on from school etc. This is something that will hopefully get young people engaged and 'hook' them into the Foyer, and they can progress from there.

Still recruiting for Princess Trust team leaders, and still running this course online meantime. We still have the reach course – again online, though hopefully this will move to face to face of some sort, soon.

Anne Kane: Foyer families 16-week programme delivering city & guilds employability, as well as PEEP, parenting skills, personal development & finances. We assess finances through health checks, look at benefits, how they spend money and review this at the end. – we had our first graduation last week, in Shire & Aberdeen. IF there has ever been a course that exceeded expectations it was this one. We are looking to deliver a foyer family for u25's, and we are yet to pick a locality to deliver this. Parents involved will help us recruit staff, write a report, and recruit clients, Parents are willing to speak to parents etc. as well as they are so passionate about it. We've parents who have become self-employed, applied for college & Uni, however the best for me is the peer support, through non judgmental and empowering relationships.

Matthew Noble: We are still running our programmes from all over shire, there is still no locality so referrals from all over the Shire are welcome as currently digitally delivered. August – there will be a course in Banff, and ideally there will be a face-to-face element to this and the November one will also be face to face. Stage 4 – care, will be running in November, likely in Banff.

Try – those who need extra support around H&WB, mental health etc. this has taken off, referrals are consistent. 6 months 1-2-1 support with a worker, and then stage 2 potential for work placement etc.

Carol Fulton: Still working from home and we are now seeing an increase in referrals, most recently they have been higher tariff families coming through, working with our staff team. Volunteers are increasing, we have trained 5 and awaiting PVG's. We have begun our outdoor groups and started 1 indoors in Aberchirder, trying to be flexible. Remote support still ongoing, but slowly getting back to meeting people face to face, which is nice.

Alan Mitchell: This is a new post for us based in the academy and have been for the past 6 weeks. More funding through young person guarantee to base more of us in schools in City & Shire. We are trying to remove some of their workload from the schools and build relationships with local businesses, and what they can offer i.e., volunteering, work experience. I work quite closely with Lucy Hogan from Wood Foundation, and a group has started called Pathfinder, involving local businesses to look at employability skills. I.e., Score Group in Peterhead on how math is used in an engineering point of view. If you want to target anything from your org, to the school, please contact me and I can share this.

Marie Dare: We have some beach cleans planned – 3 over the summer. <https://www.macduff-aquarium.org.uk/events/2021> please share as widely as possible.

Kate James: Please check out collaborative connections – a website around supporting young people & employability in the local area
<https://sites.google.com/as.glow.scot/collaborativeconnections/home>

Regarding CLD, our preferred method is still virtual, and we are still delivering youth platforms, training, esol etc. digitally, but hoping to move to more face to face shortly. We received some funding from covid recover to train up peer educators, and we have 21 young people who are now 'let loose' who have gone back to schools talking at assemblies, PSE classes etc. and have 2 in Banff academy.

The ranger service are really keen to work with people on the John Muir Award,

Martin: Continue our relationship with allotment holders to ensure supply of excess fresh produce is provided to foodbanks. Positive feedback so far. IN regards the summer of play, through TPI we have worked with Banff Playgroup to provide summer provision for under 4's, a group who often miss out in terms of summer provision, throughout the summer. Aimed at their eligible two places, but open to all attendees. Push this summer to highlight benefits, in particular the Social Security Scotland offering around the nursery and school age payments, and the general child payment.

Isabella: Nothing significant to update. IN Youth Services we deal with individual needs. Our groups etc. have been catered for individual needs. Kickstart – bikes & quads. Confidence with comedy – sessions with young people, not going as well as we hoped, we think because its quite new and quite different. There are currently two clients participating. I have a few kids in Aden Park, in the project with the podcasting and the museum. Make up sessions will be happening around identity. WE have done work with the rangers outdoors, and we are trying to pilot this once again with a family, where we will be able to complete a John Muir award.

Pauline: Project has been running 2.5 months, and after the holidays there will be some groups in the local academies. I still have spaces available for the Summer for those not in school. Currently it is still digital, but after summer it is hoped that we can go face to face.

There was no further discussion, and the meeting ended. Date of next meeting to be late September, MR to confirm date.

End of meeting