

Wednesday 17 May 2017

09:00 – 10:00	Travel Home to Glasgow Royal Infirmary (GCS)
10:00 – 11:00	Ministerial visit to Glasgow City Council's Supported Employment Service Project
11:00 – 11:30	Travel Glasgow Royal Infirmary to Shettleston Train Station (GCS)
11:30 – 13:30	Private engagement
13:45 – 15:00	Travel to Scottish Parliament (Train – not at Government expense)
15:00 – 15:45	Monthly Fair Work meeting
15:50 – 17:00	Parliamentary Business
18:00 – 19:00	Travel Parliament to Home (Train – not at Government expense)

<i>Engagement Title</i>	Ministerial visit to Project SEARCH at Glasgow's Royal Infirmary
<i>Timing</i>	Normal
<i>Organisation/Venue and full address including postcode</i>	84 Castle Street G4 0SF Glasgow
<i>Date and Time of Engagement</i>	Date(s): 17 May 2017 Time(s): 10:00-11:00
<i>Background/Purpose</i>	<p>The Minister has been invited to visit the Royal infirmary in Glasgow to meet with Glasgow's Supported Employment Service, local partners from Project SEARCH and some young people with a learning disability who have secured employment. The visit has been arranged by the Scottish Commission for Learning Disability (SCLD)</p> <p>The visit will give the Minister the opportunity to hear about and discuss the Project SEARCH model and Supported Employment more generally, and their successes, as well as a chance to meet young people with a learning disability who are in employment.</p> <p>Maureen Watt, Minister for Mental Health, was scheduled to attend but was called to another engagement. Ms Watt spoke at the initial meeting, in Glasgow, of the Employability Task Force Group established to take forward the SCLD's recent learning disability employability report. Mr Hepburn was unable to attend but both Ministers have expressed their willingness to do joint visits on this LD employability agenda.</p> <p>Mr Hepburn met with SCLD on 22 February.</p> <p>The Scottish Government does not currently directly fund Project SEARCH, but has supported its use and expansion through <i>The Keys to Life</i> learning disability strategy and the <i>Scottish Strategy for Autism. The Fairer Scotland for Disabled People</i> disability action plan also recognises Project SEARCH's success to date in enabling young people with learning disabilities and autism to secure sustainable employment. SG has committed to explore opportunities to promote the model further as we develop plans for greater alignment of learning and skills provision.</p>

<i>Relevance to Core Script</i>	Strategic Outcome 4 - <b>Active Citizenship</b> – of both <i>The Keys to Life</i> and the <i>Scottish Strategy for Autism</i> outcome frameworks focusses on people with LD and autism, respectively, being able to participate in all aspects of community and society.
<i>Greeting Party and specific meeting point on arrival (if event is at a non SG Building)</i>	The Minister will be met by SG officials and by ██████ Chairman NHS Greater Glasgow and Clyde.  Policy officials will provide official support to Mr Hepburn.
<i>Specific entrance for Ministerial Car/parking arrangements</i>	<input checked="" type="checkbox"/>  The Minister will have a reserved parking space at Castle Street entrance, next to A&E.
<i>Venue contact Number</i>	██████████
<i>Special Dress Requirements</i>	None
<b>Briefing Content</b> <i>Summary Page (key issues, lines to take if pressed and issues to avoid)</i>	<b>Annex: A</b>
<i>Schedule for visit</i>	<b>Annex: B</b>
<i>Attendees &amp; Biographies</i>	<b>Annex: C</b>
<i>Background – Project SEARCH &amp; Glasgow’s Supported Employment Framework</i>	<b>Annex: D</b>
<i>Background - Keys to Life, Scottish Strategy for Autism, A Fairer Scotland for Disabled People, Supported Employment</i>	<b>Annex: E</b>
<i>Venue Maps</i>	<b>Annex F</b>

<i>Media Handling</i>	Photos, social media.

### SUMMARY PAGE

#### **Purpose of the visit:**

- To meet with young people who have a disability (learning disability and/or autism) who have participated in Project SEARCH and since secured employment, as well as with individuals currently on the programme.
- To meet with staff from Glasgow's Supported Employment Service & NHS Greater Glasgow and Clyde.
- To hear from Project SEARCH interns about their experiences on the programme and their journey towards employment.
- To discuss possible ways forward for Project SEARCH.

#### **Key Issues:**

- Project SEARCH does not currently receive funding from SG.
- People with a learning disability and autism are significantly under-represented in the workforce.
- Recent research suggests that only 16 per cent of autistic people are in full-time employment, while estimates for the employment rate for those with LD vary from seven to 25 per cent. These figures can be contrasted with an overall disability employment rate of 42 per cent and a national rate of 73 per cent.

#### **Lines to Take:**

- Thank you for inviting me along today to hear about Project SEARCH, Glasgow's Supported Employment Service and your personal journeys towards employment.
- We are following with great interest the work of the Employability Task force that's been established to take forward the SCLD's LD employability report.
- The Scottish Government's ambition is that all disabled people who want to work should have the opportunity to find meaningful employment, suitable to their skills.
- One of our key employability policies for people with disabilities is focussed around the development and promotion of supported employment, which enables people to learn on the job with support from colleagues and a job coach.

**PROJECT SEARCH - Ministerial Visit**

Glasgow Royal Infirmary, 84 Castle Street, Glasgow, G4 OSF, 17 May 2017, 10-11 am

- 10 .00 am** Minister arrives at the main entrance (Castle St.) Glasgow Royal Infirmary. Greeted by John Brown, Chairman NHS Greater Glasgow and Clyde and introduced to:
- [REDACTED] Chief Executive NHSGGC.
  - [REDACTED] Chief Executive SCLD.
  - [REDACTED] Director of Human Resources & Organisational Development NHSGGC.
  - [REDACTED] Head of Curriculum Glasgow Clyde College.
- 10.05 am** Party proceeds to the Boardroom where guests will be seated for short presentations on Project Search including its background and as plans for the future.
- Welcome, purpose of the visit – [REDACTED] Chief Executive SCLD.
- 10.10 am** What is Project SEARCH [REDACTED] Depute Chief Executive SCLD.
- 10.15 am** Project SEARCH in NHS GG&C - [REDACTED] Director of Human Resources & Organisational Development NHSGGC, [REDACTED] Service Manager Supported Employment Service Glasgow City HSCP.
- 10.25 am** The Internship Experience – [REDACTED]
- 10.35 am** Party proceeds to Aroma Cafe to meet a number of the Interns from Project Search.
- 10.40 am** Party proceeds to the Haemophilia & Thrombosis Centre to meet Intern.
- 10.45 am** Party proceeds to the Project Search Classroom to meet staff and interns.
- 10.50 am** Minister returns for a discussion on next steps for Project SEARCH.
- 11:00 am** Minister departs.

**ATTENDEES AND BIOGRAPHIES**

**[REDACTED] Project Search Intern**  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**[REDACTED] Chairman, NHS Greater Glasgow and Clyde**  
[REDACTED]  
[REDACTED]

**[REDACTED] Chief Executive, NHS Greater Glasgow and Clyde**  
[REDACTED]  
[REDACTED]

[REDACTED] Director of HR & Organisational Development, NHS GGC

[REDACTED]

[REDACTED] Service Manager for the Supported Employment Service,  
Glasgow City Council

[REDACTED]

[REDACTED] Depute Chief Executive, Scottish Commission for Learning  
Disability

[REDACTED]

[REDACTED] Head of Curriculum for the School of Additional Support for Learning in Glasgow Clyde College.

[REDACTED]

[REDACTED], Job Coach

[REDACTED]

[REDACTED] Job Coach

[REDACTED]

[REDACTED] Lecturer, Glasgow Clyde College

[REDACTED]

### BACKGROUND – PROJECT SEARCH

1. Project SEARCH was established in Scotland in 2010. This followed a successful bid by the Scottish Commission for Learning Disability to the Scottish Government to purchase ten operating licences from Project SEARCH in Cincinnati USA.
2. The model for Project SEARCH was developed by a nurse manager, [REDACTED] [REDACTED] from Cincinnati Children's Hospital in 1996. It was based on the principle of working with a large employer, providing the appropriate support and tutoring on site to maximise the student experience and replicate the real working environment. This approach which established the college classroom in the employer's premises ensured that the learning experience was maximised and very real. The licensed programme is operated through the charity Project SEARCH based at Cincinnati Children's hospital.
3. The first Project SEARCH site in Scotland began in North Lanarkshire in 2010 as a partnership between Motherwell College, North Lanarkshire Council, including its supported employment programme, NHS Lanarkshire and SERCO, a private sector employer working in NHS Lanarkshire hospitals.
4. The Scottish Commission for Learning Disability plays a role in Scotland in coordinating the activities of the partners, and supporting a national Project SEARCH network.
5. There are now over 500 licensed programmes, spanning 40 US states in multiple industries. Some of the programmes have been established in Councils and in hospitals. There are also significant private sector partners too including: Medtronic (Minneapolis, MN), Glaxo Smith Kline, Hilton Hotels and Next Distribution in the UK. There are 30 sites in the Netherlands, Australia, England, Wales, Scotland and Ireland.
6. Project SEARCH is a one-year transition programme which provides employability training and education for individuals with disabilities. The goal is to provide on-site internship experiences in order for young adults to acquire necessary skills leading to competitive employment. The project starts in August/September and finishes the following June
7. The programme takes place on-site at a business which has made the commitment to support people with learning disabilities and/or autism in the workplace. Each individual applies to the programme and is accepted through a selection process.
8. The programme is based on a partnership that includes a host business, a training organisation (usually a college) and a supported employment provider. In Glasgow, one of the host sites is the Royal Infirmary; the training organisation is Glasgow Clyde College; the supported employment provider is Glasgow City Council.

9. A key element of Project SEARCH is total immersion in a large business. Each day, interns report to the host business, learn employability skills in the classroom and job skills while participating in three internships/experiences during the year.
10. Interns participate in regular progress meetings to define their career goal and plan necessary steps to achieve that goal. Family involvement is encouraged to ensure that the intern receives as much support as possible to become an independent, work ready adult.
11. Managers in the business support the interns by working with the Project SEARCH Lecturer and Job Coach. Interns get continual feedback from managers, co-workers and Project SEARCH staff. Interns end their day by reflection, problem solving, planning and recording their key learning. The ultimate goal upon programme completion is competitive employment utilising the skills learned on the internships and throughout the programme.
12. The aim of the programmes includes enabling interns to acquire competitive, transferable and marketable job skills as well as gain increased independence, confidence, and self-esteem. The host business gains a diverse workforce who serve as a role model for customers. Project SEARCH also impacts on performance as retention in some high-turnover or hard-to-fill posts increases dramatically. Educators and supported employment agencies gain a seamless approach to transition that develops critical adult skills. They are also able to create partnership between education, adult employment services and councils in order to ensure a whole life approach to supporting young people in transition.
13. The project is managed by a strategic steering committee made up of the partners. This group manages progress and oversees the daily management of the programme.
14. There are currently 110 interns on the programme (2017).
15. There is no current direct funding from the Scottish Government.

### **Current Project SEARCH Sites in Scotland**

16. NHS Greater Glasgow and Clyde – Royal Infirmary, University of Strathclyde, Wishaw General Hospital, Hairmyers General Hospital, Monklands General Hospital
17. NHS Lothian - Western General Hospital, City of Edinburgh Council
18. NHS Ayrshire & Arran – Crosshouse Hospital, Renfrewshire Council, Dumfries and Galloway Council
19. NHS Borders - Borders General Hospital
20. Jabil - West Lothian.

## Outcomes

21. Sites have until the following May after completion to record outcomes: the programme recognises getting a job can take as long as 12 months after programme finish, recognising also the young person's disability.
22. All job outcomes are measured as 16 hours or more on minimum wage; jobs with fewer hours are not counted in the results – the emphasis is on real jobs.
23. Progression into further training is not counted in the results.

Programme Year	No. Interns	No. Jobs	% outcome
2013	57	41	72%
2014	75	47	63%

Year	No. Interns	No. Outcomes 16 hrs. p/w	As %	No. Sustained after 6 mths.	As%
2013/4	12 (NHS)	10	83%	10	100%
2014/5	11 (NHS)	10	90%	9	90%
	12 (Strath)	7	58%	6	86%
	23 (total)	17	74%	15	88%
2015/6	12 (NHS)	9	75%	8	89%
	10 (Strath)	4	40%	3	75%
	22 (total)	13	59%	11	85%

## Project SEARCH Intern at Scottish Government

24. The Care, Support and Rights Division administration team recently hosted a Project SEARCH intern - Gavin.
25. ██████████ Scottish Government HR Interchange Manager who is also Chair of the Youth Employment Opportunities Joint Working group, worked closely with officials from Edinburgh Project SEARCH and the Care, Support and Rights Division during the development of this Scottish Government Project Search Internship.
26. ██████████ day-to-day duties including setting up doodle polls, arranging meeting rooms, compiling spread sheets and taking minutes. During his time

with the division ██████ joined some colleagues for a Harry Potter quiz night in Frankenstein's pub in Edinburgh.

27. ██████ met with the FM on 1 February 2017

### **BACKGROUND – GLASGOW SUPPORTED EMPLOYMENT SERVICE**

28. The service consists of a team of job coaches who support people with learning disabilities move into full-time paid jobs.

29. The service is for adults over the age of 16 years who have a learning disability, live in Glasgow City and want to work more than 16 hours per week.

30. Job coaches work with an individual to build up a picture of what they can do and the job they really want. Individuals are given the opportunity to try out different types of work so that they have a better idea of what kind of work they would like to do. Coaches will also support individuals to access any benefits advice about employment and its impact on benefits.

### BACKGROUND - *THE KEYS TO LIFE* LEARNING DISABILITY STRATEGY

1. In 2013 the Scottish Government launched *The Keys to Life* strategy for people with learning disabilities. In 2015, as part of a refreshed delivery approach, the strategy was reframed into four strategic outcomes. These outcomes were identified to ensure that people live independently and have the same choice, control and protection as all other citizens in Scotland. This refreshed approach aims to address the wider socio-economic factors which contribute to the significant inequalities people with a learning disability face, and is aligned to the United Nation Convention on the Rights of the Disabled Person.
2. Strategic Outcome 4 – **Active Citizenship** – recognises the importance of employment as a means by which to foster inclusion in communities, improve wellbeing and build personal resilience. With an employment rate of between 7-25%, people with learning disabilities in Scotland are poorly represented in the workforce. The overall national rate of employment is 73%.
3. During 2015-7 the *Keys to Life* development fund supported two projects with a focus on employability: Social Care Ideas Factory's Wee Enterprizers project aimed to progress micro-businesses with a wider group of disabled entrepreneurs using asset-based approaches; and Tayberry Enterprises' Accredited Sensory Storytelling Apprenticeship Scheme developed an accredited sensory storytelling apprenticeship scheme. Final reports on the projects are due in May 2017.
4. The Scottish Commission for Learning Disability (SCLD) commissioned the Training & Employment Research Unit (TERU) at Glasgow University and Cambridge Policy Consultants to produce the ***Mapping the Employability Landscape for people with a Learning Disability in Scotland*** report, published in May 2016. The purpose of the report was to scope the employment position of people with learning disabilities in Scotland and identify ways in which the vision within *The Keys to Life* could be delivered, particularly Strategic Outcome 4 - Active Citizenship.
5. **The Report's key findings include:**
  - a) There is a potential demand for employment services of between 125,000 and 150,000 out-of-work adults with a learning disability in Scotland.
  - b) Limited data available on effectiveness of existing services.
  - c) Limited understanding of the routes people with a learning disability take post school.
  - d) Inconsistent offers of support are apparent across local authority areas.
  - e) The provision of well-trained job coaches is essential to providing good quality supported employment services.
9. The report highlights **four strategic interventions that will address these findings:**

- a) Overcome the low expectations held by parents, schools, colleges and employers.
  - b) Gather data more effectively, investing funding where people with a learning disability in Scotland can secure employment and receive support to develop in the job.
  - c) Use this data to invest in post-school services that deliver real employment outcomes
  - d) Recruit and train Job Coaches who can support people with a learning disability into employment and throughout their careers; recognising Job Coaching as a profession that has quality standards that are monitored nationally.
10. To take forward the Report's recommendations a cross-sector, cross policy **Employability Task Force Group** has been established, which first met in February 2017. The Group, which will report back to Ministers in 2018, will:
- a) Identify current and future resource issues required to implement the recommendations.
  - b) Support the development of strategic alliances across Scotland and beyond to achieve the targets highlighted in the report and the strategic objectives in *The Keys to Life* and ambition 2 of the Disability Delivery Plan – *Decent incomes and fairer working lives*.
  - c) Inform Scottish Government's thinking about the future needs of people with a learning disability in the workforce.
  - d) influence national policy and practice both in terms of employability, education and training, and in benefits allocation to increase the numbers of people with a learning disability in Scotland in employment of 16 hours or more earning at least the minimum wage.

## **BACKGROUND – SCOTTISH STRATEGY FOR AUTISM**

11. In 2011 the Scottish Government, in partnership with the Convention of Scottish Local Authorities (COSLA), launched the Scottish Strategy for Autism, a ten-year plan aimed at addressing the needs of people with autism. Refreshed in 2015, the strategy's focus is now very much on ensuring people with autism enjoy healthier lives, have choice and control over the services they use and receive the support they need to be independent and active citizens.
12. Strategic Outcome Four – **Active Citizenship** – recognises the importance of employment and educational opportunities as a means by which to ensure people with autism are able participate in community and society. It recognises, too, the importance of transitions, as young people move from school into employment or further/higher education.
13. The Autism Innovation and Development fund has supported a number of employability projects.
14. To support employers, we have developed an employability network and web resource with information for organisations on how to recruit and support employees with autism. The network acts as a forum for sharing information and good practice, highlighting common challenges and promoting the benefits

autistic people bring to the workplace. The network currently meets quarterly and includes representatives from the National Autistic Society, Scottish Autism and Skills Development Scotland.

15. SG funds and works with Association for Real Change (ARC) Scotland and the Scottish Transitions Forum to ensure the importance of transitions are fully understood and embedded in practice. ARC promotes the development of high quality, person-centred support for people with a learning disability or other support needs, while the Scottish Transitions Forum, with a current membership in excess of 560 representatives from a range of professional sectors, is dedicated to improving the experience of people with additional support needs as they go through life transitions.
16. **Principles of Good Transitions 3**, published in January 2017 by ARC Scotland, provides a framework to inform, structure and encourage the continual improvement of support for young people with additional needs between the ages of 14 and 25 who are making the transition to young adult life. The framework recognises that transitions occur throughout a person's life but that young adult transitions can be particularly problematic for many people with additional support needs.

The **seven Principles of Good Transitions** are:

- Principle 1 - Planning and decision making should be carried out in a person centred way
- Principle 2 - Support should be coordinated across all services
- Principle 3 - Planning should start early and continue until age 25
- Principle 4 – All young people should get the support they need
- Principle 5 - Young people, parents and carers must have access to the information they need
- Principle 6 - Families and carers need support
- Principle 7 - A greater national focus on transitions

17. It is recognised that young people transitioning into adulthood cuts across a number of Ministerial Portfolios and national policies, for example GIRFEC, and Additional Support for Learning. Wider policy officials worked with ARC Scotland on the drafting of the Principles Framework to ensure it correctly reflects current national policy.

18. The Principles framework includes an **Autism Supplement**, which provides examples and resources to allow the principles to be put into practice for an autistic person. Autism Network Scotland produced this supplement in partnership with ARC Scotland and the Scottish Transitions Forum.

## **BACKGROUND – A FAIRER SCOTLAND FOR DISABLED PEOPLE**

19. On 2 December the Minister for Social Security launched *A Fairer Scotland for Disabled People: Our Delivery Plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities*.

20. The plan represents the culmination of over two years of detailed discussion, negotiation and co-production with disabled people's organisations and with individual disabled people. Implementation of the plan is now under way across Government and our partnership with the sector will continue as we drive forward the specific actions which have been identified.
21. The plan contains five longer-term ambitions and 93 actions over the course of the current parliament to make meaningful progress towards these ambitions:
- Support services that meet disabled people's needs;
  - Decent incomes and fairer working lives;
  - Places that are accessible to everyone;
  - Protected rights; and
  - Active participation.

### **Disabled children and young people**

22. The SG will develop a Disabled children and young people's national framework to ensure they are getting the best provision and support possible.
23. SG will work together at all levels of education and with local authorities, health and social care and employers to help at points of transition.

### **Employment**

24. The plan sets out the following employment related actions:
- Reduce barriers to employment for disabled people and **seek to reduce by at least half, the employment gap**
  - Disabled people are 20% of the population, but make up only 11% of the private sector workforce and 11.7% of the public sector workforce. **We will consult with DPOs and public sector bodies around setting targets to redress this imbalance.**
  - Pilot a **work experience scheme specifically for young disabled people** (Education Scotland led)
  - **Explore opportunities to promote the Project Search model**
  - Actively promote the Department for Work and Pensions' **Access to Work scheme to employers and disabled people** to ensure a higher uptake and use of the scheme in Scotland.
  - Explore innovative ways of **integrating health, disability and employment support in Scotland**
  - Improve the employment prospects of disabled people, through newly devolved Scottish **employability programmes**.
  - Disabled young people will be supported through the **Developing the Young Workforce** Scotland's Youth Employment Strategy.
  - Remove the barriers that have previously prevented young disabled people entering Modern Apprenticeships (MA), through the implementation of The Equalities Action Plan for Modern Apprenticeships in Scotland.
  - **Provide young disabled people with the highest level of Modern Apprenticeship funding** [implemented]

- Publish information on **equal pay policy and occupational segregation for disabled people**
- Deliver **disability internship programmes**, including a two year internship with the NHS for disabled graduates
- A **Learning Disability Employment Programme** will be delivered
- The **Scottish Business Pledge** and other employer networks will be used to raise awareness
- Continue to promote the **Supported Employment framework**
- Backing **supported businesses** to increase their sustainability
- **Publish a ten-year Social Enterprise Strategy**
- Stimulate more inclusive **pre-start activity** for social enterprise
- Provide funding during the current parliamentary session to **enable more disabled people to volunteer**
- The **Carer Positive** scheme complements the Fair Work agenda
- We will run a **Disability Employment campaign** during the spring, and hold a **congress on Disability, Employment and the Workplace** (planning event to start during 2017)
- **Abolish Employment Tribunal Fees.**

#### **Other measures**

25. The SG will set up a Disability and Carers Benefits Expert Advisory Group.
26. The SG will involve disabled people in the reform programme for the ‘Shared Ambition for the Future of Social Care Services’.
27. Working with local authorities and other housing providers, and with disabled people, SG will ensure that each local authority sets a realistic target within its Local Housing Strategy for the delivery of wheelchair accessible housing across all tenures; and SG will put in place annual reporting arrangements for this.
28. The SG has established an Access to Elected Office Fund, supporting those who wish to stand in the 2017 local government elections, and will maintain the fund for the 2021 Scottish Parliament elections.

#### **BACKGROUND – SUPPORTED EMPLOYMENT**

26. *A Working Life for All Disabled People: The Supported Employment Framework* for Scotland published in 2010 sets our commitment to a consistent person-centred supported employment approach in helping those who want to work. An individual can be in supported employment in any sector – private, public or third sector, but most are supported in mainstream organisations such as major supermarkets, local authorities and health boards. Local Authorities are responsible for their own delivery of employability services, including supported employment.
27. Since the publication of the framework the Scottish Government has worked with partners, including local authorities, representative bodies for disabled people and the Scottish Union for Supported Employment to encourage the adoption of a supported employment model in all local authorities. In *Working*

*for Growth*, the refreshed Scottish Government employability framework published in 2012, we reinforced the need to work with delivery partners to improve the quality, variety and availability of support to disabled people to enter and remain in the workforce.

28. We are working to identify areas of good practice that can be shared across Scotland. We, along with SQA, developed a qualification for supported employment workers to help raise standards and ensure consistency. We are working with SUSE (Scottish Union of Supported Employment) and other partners to offer the qualification to more supported employment workers across Scotland. For example, the qualification is required to be undertaken by staff in City of Edinburgh Council's 'All in Edinburgh' supported employment pan disability all age service.
29. Together with SUSE, we have also developed a short series of outcomes and performance indicators for supported employment to ensure the best possible outcomes. In addition we developed a programme of activity to support and promote the Supported Employment model, including a grant to City of Edinburgh Council to deliver a workshop/ conference (which was held on 25 Feb 2016).
30. Further, the Supported Employment model will form part of devolved employment services in Scotland, Fair Start Scotland.



**Monthly Fair Work Meeting**  
**Wednesday 17<sup>th</sup> May**  
**15.00-15.45**

- Work Able Scotland
- Gateway Review – update
- Employee Rights Debate – preparation
- Sustainability of Developing Young Workforce regional groups
- Future of the Fair Work Convention