



Employment Related
Services Association

ERSA CONFERENCE 4th December 2024

EMPLOYMENT SUPPORT FOR THE FUTURE LABOUR MARKET

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EMPLOYMENT SUPPORT FOR THE FUTURE LABOUR MARKET



PRODUCT SHOWCASES



Thank you to the organisations that contributed to the bursary places for commissioners, and in particular to Thomas Harley from Get Set:

Busy Group, Catch 22, Fedcap, Get Set UK, G4S, Growth Company, Ingeus, Maximus, Palladium Group, Pathways, People Plus, Reed in Partnership, Seetec Pluss, Serco, Shaw Trust, Twining Hestia, Whitehead Ross.

CONFERENCE AGENDA 2024

8:30am – 9:20am	Registration and Networking	[Exhibition Area]
9:20am – 9:25am	Introduction, Housekeeping Elizabeth Taylor, ERSA	[Main Hall]
9:25am – 9:45am	Keynote and Q&A Alison McGovern, Minister for Employment	[Main Hall]
9:45am – 10:00am	Welcome Address from Headline Sponsors Chris Luck CB MBE DL, Group Chief Executive, Shaw Trust	[Main Hall]
10am – 10:50am	First Panel Discussion – Locally Led Employment Support Elizabeth Taylor, ERSA (Chair) Eve Roodhouse, Local Government Association Jane Mansour, Institute for Employment Studies Matt O'Neil, Barnsley Council and Pathways to Work Commission Reflections on devolved commissioning to date: Matthew Hamilton, South London Partnership Nic Witton-Dowd, Greater Manchester Combined Authority	[Main Hall]
10:50am – 11:40am	Second Panel Discussion – The Importance of Place: Joining up Employment Support, Skills and Health Interventions Caroline Bostock, Palladium (Chair) Ben Rowland, AELP Christopher Rocks, Health Foundation Louise Rands, Youth Futures Foundation Professor Steve Fothergill, Industrial Communities Alliance	[Main Hall]
11:40am – 11:50am	Coffee and Change Over	
11:50am – 12:30pm	Breakout Sessions	
Self-Employment – Mentors Making a Difference (Geographic Solutions Room) Self-employment is a topic usually discussed through themes of business planning, marketing and finance but these are not the most important factors to young or disabled people! This session reflects on what self-employment ACTUALLY means and how we can mentor effectively.		
The 'S' in ESG (BDB Pitmans Room) Laura is the Partner and Social Value Services Director at PeoplePlus, specialising in Social Value. She explores what Social Value is, its importance to employers and local, regional, and national stakeholders, and walks through sector maturity. Laura also discusses the challenges and opportunities in measuring Social Value, delving into the "Why, How, and What" of the Golden Circle, and examining the role this sector plays. There has never been a better time to collaborate.		
Maximising Adviser Impact (ReAct Room) This session outlines ReAct research findings exploring challenges and opportunities for developing and supporting employment advisers, focusing on understanding required skillsets, identifying best practices in recruitment, retention and progression; and understanding the role of line managers in high performance teams		
The Multicultural Apprenticeship & Skills Alliance – Advancing Equity, Diversity, Inclusion & Social Mobility in Apprenticeships & Skills (Youth Futures Foundation Room) The Multicultural Apprenticeship & Skills Alliance Breakout Session explores Advancing Equity, Diversity, Inclusion in Apprenticeships & Skills development. Attendees will hear from a panel of sector experts, including Aminah Ahmed, Multicultural Apprenticeship Awards Apprentice of the Year 2024, and leading employers championing diverse talent pathways and inclusive workforce practices.		
Why the local really matters: Understanding the differing characteristics and employment support needs of people who are economically inactive due to ill-health at the regional and local level (AutogenAI Room) Dr Andy Holroyde and Gareth Parry from Maximus present the findings of new research exploring the characteristics of people who are economically inactive due to ill-health, the barriers to work they face, and the implications for the design and delivery of locally-based employment support.		
The Future of IPS: Latest developments and new frontiers (Twining Hestia Room) Niall O'Reilly (IPS Grow, Social Finance) will be sharing updates on the Individual Placement and Support model of employment support. Niall will discuss the expansion of IPS services for people with severe mental illness, in drug and alcohol recovery or experiencing homelessness. He will also speak about IPS in primary care and Connect to Work.		
Scaling Neurodiversity Services (Microsoft Room) Neurodivergent diagnoses have rocketed in recent years and our standard models of diagnosis and support are not holding up. Genius Within, leaders in the field for over a decade, will share our vision for the next ten years of neuroinclusion. We have organised a hands-on and experiential workshop for you. We invite you to join the discussion on scaling neurodiversity provision and reorientating the conversation towards independent personal development and career potential.		
Empowering Employment Support: Aligning work, skills and health with AI (ICONI Room) To meet local demands and support people back into work, your support must offer a cohesive service that aligns work, skills and health. Join this session to explore how tested and proven AI technology can provide a diverse, modern and agile approach that increases efficiency, enables higher value support and drives better outcomes for participants.		
DWP & Cabinet Office – UK Government – Procurement Act and DWP Replacement Framework (Main Hall) On 24 February 2025, the rules that shape how public bodies buy goods and services will change. Hear from the Cabinet Office and DWP on the Transforming Public Procurement Programme and details of DWPs replacement Framework for the current Commercial Agreement for Employment & Health Related Services (CAEHRS), which will be procured using the new Procurement Regulations.		
12:30pm – 1:20pm	Lunch & Networking	[Exhibition Area]
1:20 – 2:00pm	Third Panel discussion – A consistent national footprint for Employment Support Paul de Pellette, Triage (Chair) Barry Fletcher, Youth Futures Foundation Richard Johnson, Healthy Brains Global Initiative Nick Butler and Simon Marlow, DWP	[Main Hall]
2:00 to 2.45pm	Fourth Panel Discussion – Growth and 80% Employment Naomi Ilagoswa, Growth Company (Chair) Naomi Clayton, Learning and Work Institute Rebecca Florisson, Work Foundation Tammy Fevrier, DWP Tom Pollard, New Economics Foundation	[Main Hall]
2:45pm – 2:55pm	Change Over	[Exhibition Area]
2:55pm – 3:35pm	Breakout Sessions	

EMPLOYMENT SUPPORT FOR THE FUTURE LABOUR MARKET

Championing support for women and mothers in employment! (Geographic Solutions Room)

Discover how four specialist organisations that support women and mums into employment are advocating for policy and funding change.

Spent or Unspent? Navigating Convictions for Employment Success (BDB Pitmans Room)

Join Offplay's interactive workshop to master the difference between spent and unspent convictions. Gain practical tools to confidently support candidates with convictions, navigate hiring with ease, and drive transformative employment practices.

Improving Delivery – From Research to Practice (ReAct Room)

Action Learning Sets (ALS) are a key way ReAct has ensured research informs provider practice and that delivery experience informs ReAct research. This session uses ReAct case studies to show how you can use ALS to share and embed evidence and ideas in your own organisation. Delivered with IEP.

Implementing the Youth Guarantee trailblazers: what works for marginalised young people (Youth Futures Foundation Room)

The starting blocks to tackle acute issues impacting young people not earning or learning have been set with the Get Britain Working white paper; now join Youth Futures and key stakeholders to discuss how Government, mayoral authorities and the wider employment sector can make the Youth Guarantee trailblazers impactful for marginalised young people.

AI & Employability – How can Artificial Intelligence be used by providers to generate winning bids, tenders & proposals? (AutogenAI Room)

Explore AI's transformative potential in crafting compelling bids and proposals for the UK's employability providers. This session will unveil how providers can leverage technology to enhance efficiency and success in the competitive landscape of tenders and contracts.

Supporting a healthier place to work – key ingredients to keeping people in the workplace (Twining Hestia Room)

How does workplace wellbeing make a difference? Over recent decades there has been a building focus on the wellbeing of staff in the UK, and yet sickness absence continues to increase and productivity seemingly dwindles. This carefully selected panel will discuss what is known to work in supporting workforces, and what it means for the future of workplace health and the prevention of long-term sickness.

Effective strategies for delivering employment support tailored to local contexts (Microsoft Room)

The Growth Company will lead this session, covering best practices, community engagement, and innovative approaches to address unique local challenges, ensuring that employment services are accessible, relevant, and impactful for diverse populations.

ICONI Enspiro (ICONI Room)

Transform your support services with ICONI's new case management platform, Enspiro. Revolutionise roll out and embrace innovative tools for advisors and participants. Go live in just a few hours. See how it's done with our streamlined, user-friendly, and affordable solution.

Football and Employability – Beyond the 90 Minutes (Main Hall)

Join EFL in the Community for "Football and Employability – Beyond the 90 Minutes," featuring panelists from Arsenal, Millwall, and the Foundation of Light. Discover how professional football clubs enhance local engagement and employability through innovative strategies for social inclusion, health promotion, and community cohesion.

3:35pm – 3:45pm	Change Over	[Exhibition Area]
3:45pm – 4:25pm	Breakout Sessions	

What could be a key element to achieving 80% employment? (Geographic Solutions Room)

The new government has set a target of 80% employment, this session will focus on the key labour and skills gaps and offer insights in how to fill them through, firstly a presentation from the members of the ERSA Enterprise Works Forum on the current skills gaps in the market, followed by a Q&A panel with Local Authority representation.

Understanding Mental Health Conditions and Solutions (BDB Pitmans Room)

Explore strategic approaches to mental health challenges in employment services. This workshop examines systemic barriers, highlights inclusive practices, and draws on international research to implement effective solutions, driving meaningful outcomes for job seekers and championing sustainable workforce development.

Delivering Differently – Innovation in Practice (ReAct Room)

Sharing good practice: Two Restart providers, Jobs22 and Reed in Partnership, will present innovations in their Restart delivery. Jobs 22 will showcase their Employment Coach Companion (ECC), bridging digital insights and human expertise to create more effective, personalised interventions. Reed in Partnership will demonstrate Participant Voice; utilising real time text based feedback to elevate participant experience.

Youth Opportunities Unlocked: Lessons from Other Countries (Youth Futures Foundation Room)

Discover international strategies to reduce NEET (Not in Employment, Education, or Training) rates. We'll share findings on evidence-based interventions from other countries. Panelists will then discuss government plans, insights from similar initiatives, and practical applications for the UK.

How to innovate through collaboration: Earlybird x Belina Grow (AutogenAI Room)

Join Earlybird and Belina Grow CIC for an engaging session on harnessing the power of collaboration. Explore Earlybird's AI-powered products, hear about Belina Grow's work and the impact of Earlybird on their service, and gain practical insights on how to develop successful partnerships to drive innovation in employment support services.

Supported Employment beyond severe mental health: Key understandings for high quality delivery and outcomes (Twining Hestia Room)

There are now a range of different Supported Employment programmes running across England and Wales and with DWP's Connect to Work arriving shortly. Drawing on research, policy and evaluation work, this session will outline key elements to the distinctiveness and effectiveness of Supported Employment services and burst some common myths and misconceptions.

Driving Quality in Employability with the IEP QIF (Microsoft Room)

Discover how the evidence-based Quality Improvement Framework (QIF) empowers employability providers to enhance service quality, embed best practices, and drive measurable improvements across the sector, developing a culture of excellence and continuous development in employability services. Hosted by David Imber FIEP | Head of the Centre for Employability Excellence and Principal of The Good Employability Company.

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Increasing voluntary engagement with employment support (Main Hall)

Addressing levels of economic inactivity will require more proactive outreach to people exempt conditionality due to illness and disability. This session will be an opportunity to share ideas and best practice on how to increase levels of voluntary engagement with support at a local level, and also to discuss how central government could better support and incentivise these efforts.

4:25pm – 4:35pm	Change Over	[Exhibition Area]
4:35pm – 5:25pm	Fifth Panel Discussion – Intelligence, experience and solutions in the Employment Support Sector	[Main Hall]
	<i>Claudine Adeyemi-Adams, Earlybird (Chair)</i>	
	<i>Dr Kylie Henderson, Better Health Generation</i>	
	<i>Lady Val Corbett, The Corbett Network</i>	
	<i>Liz Sewell, Belina Grow</i>	
	<i>Sean Williams, Autogen AI</i>	
5:25pm – 5:30pm	Thank you and closing remarks	[Main Hall]
5:30 pm – 6:30pm	Exhibition Area Drinks and End of Conference	[Exhibition Area]



**Employment Related
Services Association**

ERSA RESEARCH, EVIDENCE AND REPORT

**Capturing the sector's contribution addressing
the Youth Employment Challenge**

Call for Evidence: the Sector's Contribution to Addressing the Youth Employment Challenge

ERSA is undertaking a new research project on the history of the sector's delivery of programmes and projects to address youth unemployment and economic inactivity.

At ERSA, we know that the employment support sector has the knowledge, skills and experience to address these challenges. The sector has delivered a consistent history of youth interventions. Together we have the institutional memory, ERSA will record it for policy makers and commissioners to demonstrate the rich tapestry of delivery, the evidence of what was achieved, what worked, the things we wouldn't want to repeat and our recommendations for the Youth Guarantee. Most importantly ERSA will illustrate the role the sector should play. The report will be launched in January 2025.

Register your offer to contribute.



Once you have responded to the initial survey we will follow-up with a case-study specific survey.




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