

Migrant Workers



Practitioners Forum

All slides will be available on:

www.Perthshire.com > Promoting Perth and Kinross > New Workers

Practitioners Event
27th February 2008



New Workers Partnership
Alison Seggie - Chair

Context

- In May 2005, SER (Scottish Economic Research) were commissioned by Angus Council, Perth & Kinross Council, Communities Scotland and Scottish Enterprise Tayside to undertake the Study of the Migrant Labour Population in Tayside.
- The study outlined the importance of having co-ordinated service provision for new workers coming into the area.
- Due to the SER research it was decided to set up a working group that would tackle the issues brought about by this influx of new workers for the Perth and Kinross area
- The working group now known as the New Workers Partnership was set up in March 2006.



New Workers Group



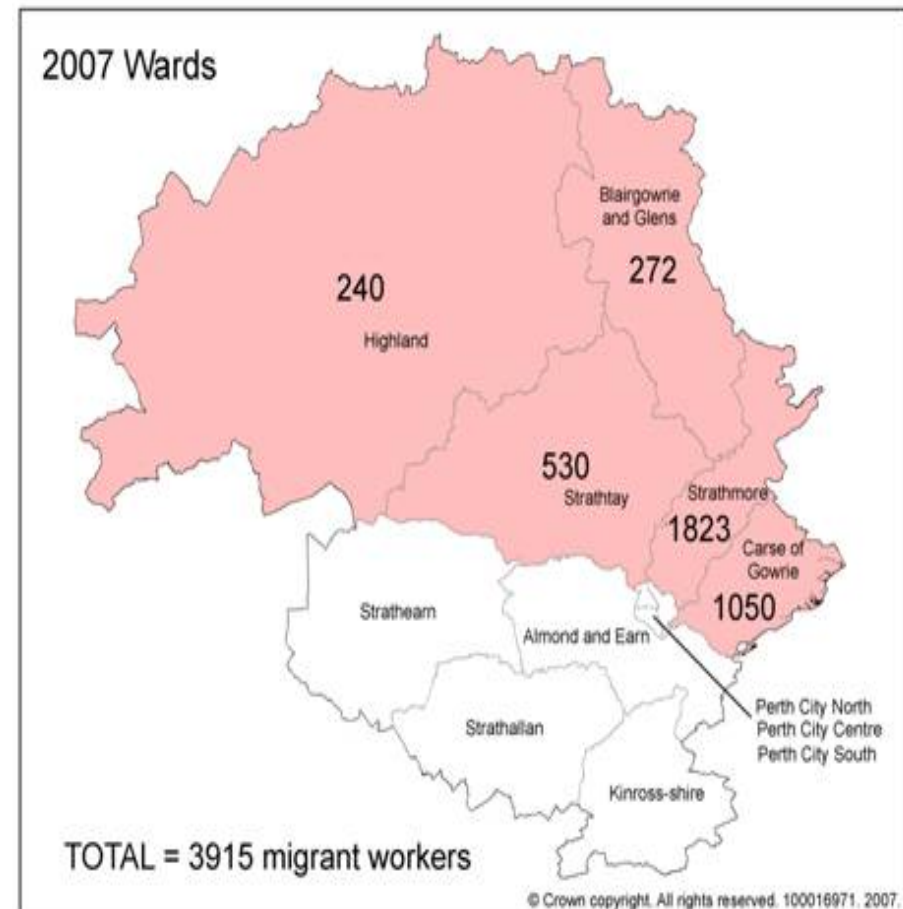
- The New Workers Partnership which includes representatives from the Council, Communities Scotland, Scottish Enterprise Tayside, PKAVS, Tayside Fire & Rescue, Tayside Police, the Polish Support Group, Perth College, NHS Tayside and Careers Scotland was established in March 2006
- An action plan has been developed which considers 4 main areas of action. These are:
 - Information Provision
 - Integration and Inclusion
 - Knowledge and Skills
 - Monitoring

Key Actions to Date

- **New Workers Booklet: July 2007**
A source of information and advice for new workers coming into the area now on its second edition and 15,000 distributed to date.
- **New Workers Roadshow: September 2007**
In order to reach migrant workers a roadshow was held in Blairgowrie and Perth City Centre providing information and advice. On the day in Perth we had around 2000 visitors.
- **ESOL Provision October: 2007**
Economic Development have funded 2 ESOL projects to help supply demand, estimated to have helped over 60 people.
- **Myth Busting Leaflet December: 2007**
Produced for the local population to dispel myths including 'they take all of our jobs' and 'They get paid less than us'.
- **Practitioners Forum: February 2008**
The event today 27th February for people who work in front line services. The event aims to help signpost and answer queries more efficiently.
- **Research and Information Study**
There is currently a study underway regarding how to monitor the number of new workers coming into the area and gaps in the information.
- **Events**
Assistance has been given to integration events in rural areas that aim to help with integration in to the community e.g. Ceilidh in Errol for strawberry pickers which was for the workers and local community.
- **Information Days**
There have been several information days across Tayside

Local Statistics

- Recent figures have estimated that we have the 3rd highest number of new workers of any Scottish Local Authority area.
- 500% increase in the number of non UK nationals registering for a National Insurance Number from 330 in 2002/03 to 1,940 in 2006/07
- The majority of migrant workers are aged between 18 and 34.
- More migrant workers are choosing to stay in the area and bring their family here.



Why is it Important?

- The longer term impact and costs of migration, in which migrants begin to settle permanently, attract dependents and make demands upon the social and physical infrastructure associated with population growth
- The key issues for public services include:
 - The Impact in Schools
 - Language Barriers & Translation Services
 - Adult Education and English for Speakers of Other Languages
 - Housing
 - Community Integration & Community Safety
 - Health
 - Pressure on New Worker Support Organisations
 - The Environment, Police and Community Safety
 - Leisure and Culture.
- We need to consider these impacts in our strategic planning.



New Workers Perspective

Renata Fraser



New Workers Practitioners Forum - 27 February 2008

English Language in the Care Sector Pilot

David McPhee Planning Officer
Housing & Community Care

Martine Clyne Senior Community Learning Worker - Literacies
Education & Children's Services



**PERTH &
KINROSS
COUNCIL**

Securing the future... • *Improving services* • *Enhancing quality of life* • *Making the best use of public resources*

Identifying the need for such a course



- Increasing number of workers from abroad employed in the local independent care sector
- Anecdotal evidence from carers and Council staff visiting care homes:
 - English language not always assessed by the employer but by employment agency;
 - Communication difficulties between staff and service users were being heightened due to language issues;
 - there was a lack of language support for workers in relation to understanding policy, procedures and specific care terminology.

Getting Started



- Questionnaire issued to all local care homes assessing potential demand (May/June 06)
- 19 care homes responded saying they employed workers from abroad, whilst 12 said they did not at that time but may do so in the future. Of those, in excess of 130 workers from abroad were employed from 24 different countries and over 100 of these said they would be interested in attending such a course.
- *Sample response “this is a great idea – especially if the course is geared for care staff. Our foreign workers are good reliable and treasured – we’d love to be able to help them improve their English, which can improve the care we give the residents and would enable us to consider taking on more foreign workers.”*

Getting Started



- Business Case put to Community Care Senior Management Team following response to questionnaires (Sep 06)
- Budget of £3,360 approved from Community Care 'Upskilling the Workforce' Budget for pilot course and transferred to Education & Children's Services (Oct 06)
- An English language tutor was recruited and prepared the core training materials for the pilot as well as liaising with interested Managers of Care Homes whose staff would be attending the course prior to it being delivered (tutor commenced Feb 07)

Course Content



- 2 Blocks of 6 weeks (between Apr – June 2007)
- 1 block delivered in Letham Community Learning Centre
- 1 block delivered in a care home
- 15 participants from 3 different care homes (employed in different types of jobs within the homes)
- Content included: your job activity; tenses; greetings and conversation activity; medical idioms; clothes; confusing words; food and drink; body and health; local terms; verbs; question tags; social activities; adverbs; missing vowels; anagrams; opposites; manual handling; health & safety; body language; discussions and debates; instructions; silent letters; pronunciation; parts of the body.....and HOMEWORK!

Course Participants



PERTH &
KINROSS
COUNCIL

-came before/after shifts
-supported each other through classes
-worked very hard during classes
-shared a lot of ideas and thoughts about this training and future training
-were great fun!





Thoughts on the Course



- Participants said:

“It will be very helpful in the future”

“Now we can help others whose first language is not English”

“Maybe it should be three hours two times a week”

- Employers said:

“We would like to take this opportunity to say how delighted we were to take part in this pilot scheme, which we felt demonstrated great forward thinking for the profession.

As we move more and more towards a multi cultural society similar courses would benefit our industry greatly .”

Sense of Achievement



PERTH &
KINROSS
COUNCIL

Perth & Kinross Council hosted a high profile Awards Ceremony for participants in August 2007 to recognise their efforts



The Future.....

- Identification of adequate resources to extend the pilot
- Expansion of the course into other areas of the care sector (e.g. care at home; child care; health)
- Consideration of where and when the course can be delivered (one size does not necessarily fit all!)
- Consideration of how we can work with employers to allow workers greater opportunity to attend e.g. back-filling of posts
- Share with other local authority areas (Tayforth Social Services Learning Consortium)



Workshops



- Tables 1 – 5 Beginners Polish Session
 - *Moncrieffe Suite*
- Tables 6 - 10 Cultural Awareness Session
- After coffee break swap over





Migrant Labour Practitioners Forum

Facilitated Exercise

27 February 2008



**PERTH &
KINROSS
COUNCIL**

Securing the future... • *Improving services* • *Enhancing quality of life* • *Making the best use of public resources*

Topic's for Discussion

- *Table 1 & 2 Racism and Exploitation*
- *Table 3 & 4 Economic Impact*
- *Table 5 & 6 Media Portrayal of Migrant Workers*
- *Table 7 & 8 Perceptions of Scotland*
- *Table 9 & 10 Access to Key Services*





A final thought.....



On Migrant Workers:

“Here to Work, Here to Earn, Here to Stay”

Lesley Riddoch (Scotsman Article 2007)