The Fife Regeneration, Health and Wellbeing Study

This session is about:

employability

About this report.

This poster shows a selection of quotes taken from the full report available at:

www.healthyhappyfife.org

The full report asks key questions of the agencies managing regeneration in Fife. It asks questions about:

- Addressing the impact of unemployment on individuals and families.
- Promoting the value of work
- Supporting the move from unemployment back into work
- Providing work that is valued
- Understanding carers
- Understanding the stigma of mental ill health
- Overcoming practical barriers
- Creating local jobs and bringing employment into communities.

What kinds of work should be available?

"There should be skilled and unskilled work. Well paid and good hours."

"More apprenticeships for trades."

"More jobs for people with a disability or learning difficulties."

"Flexible working conditions that fit around caring responsibilities."

Skills many people have:

Teamworking, decision-making, managing time, being flexible, organising.

Skills many people would like more of:

Self-confidence, planning, I.T., self-motivation, assertiveness, oral communication, numeracy.

"I'm not really a confident person. I try to act confident however I'm panicking inside..."

What would help people set up a business for themselves?

"Affordable property to let... building? or a piece of land."

"It helps to have self-belief, a passion for it."

"A safety net of income for a period would help."

"Having a mentor with business experience would help."

How people feel about work/being in work or looking for work

"I do paid and voluntary work. I feel more happy when I'm getting paid... It also gives you the chance to meet people. I feel more confident now I've got a job. My doctor told me I'd never work but I proved him wrong. I feel proud of myself."

"I feel dread. Fear of being checked into something. I will not be able to cope with it. I feel wicked, it's something that would suit me."

"It's my time away from my mother and my daughter?"

What kinds of help and support can move people closer to getting a job?

"There should be free available child care."

"Give people a pride in whatever job they do. Try to help people understand their 'bit' in society."

"More emphasis on skills and apprenticeships"

"It costs money to travel and move to get work. Help with that if they're struggling on benefits and every penny is accounted for."

"It's important for employees to feel valued - call centres are like battery farms for chickens."

"Volunteering helps you get more experience and learn new skills."

What sort of jobs are available locally and further afield?

"They are not careers, they are just jobs to make some money... they are mainly repetitive."

"Low paid and part-time. Skivvie."

"Jobs are limited, they're mainly part-time. Not enough variety, short-term contracts."

"There's lots of jobs in Edinburgh but travel from some parts of Fife is too expensive and difficult."

What impact does unemployment have on individuals and families?

"Quiet desperation becomes a way to survive."

"It has a big impact on people. It would make me depressed knowing I could do the job and people didn't want me. It's worse if you are providing for kids - how can you expect folks to live off benefits?"

"It leaves you feeling inferior, depressed. Some use alcohol or drugs to cope."

"If you have nothing to set up for, everything is the same - that really gets you down."

What impact does unemployment have on neighbourhoods?

"It ends up that the whole area goes down; there's no pride in the neighbourhood, no respect for self or others. People become labelled for living there; they have low expectations. Shops and wee businesses closed down because people don't have cash in their pockets to support them."

"The neighbourhood's under pressure. It looks bad. There's drugs, crime, anti-social behaviour."

"A lot of people have lack of community spirit."

Negative views about some people who are unemployed

"I think with some people they keep unemployed as they are getting money for nothing, they're not looking for a job."

"Some people who aren't working cause trouble; they vandalise cars. A lot of people are lazy and can't be bothered, they make excuses. Some of the time it's better to do nothing than to go to work and they turn to drugs and alcohol."

"People can't use lack of skills as an excuse as people on income benefits can go back to college and learn new skills."

What risks are there in moving from unemployment into work?

"Moving from benefits to work can be very scary - what if you become unwell? And there's lots of temporary positions so it's not so secure."

"Lack of childcare would be a problem."

"It would be a risk to have to be paying full rent and Council Tax. When I was a cleaner I was just working for my rent and gas and electricity which didn't leave much for food."

"You'd worry about not doing the job properly. You might not like the job."

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