



Apt PSP Workstreams August 2022 – March 2023

The New Workstreams

The Steering Group have confirmed that the workstreams for 2022/2023 will be:

- a. Experience Network
- b. Delivery
- c. Development
- d. Underrepresented Groups

First Meeting

The first meetings of the workstreams will be in the 3rd week of August 2022.

The meetings are expected to take place in the 3rd week of each month going forward with the Steering Group taking place the following week. We've tried to indicate the expected day and time below.

Chairs & Vice Chairs

These will be selected at the first meeting.

Joining a Workstream

You are invited to join the workstream(s) where you feel your talent, skills, experience lie, and you can contribute the most.

Workstream Descriptions:

a. Experience Network

The main purpose of this workstream is to oversee the delivery of the PSP's Lived Experience Action Plan and ensure people who have lived experience are involved in all aspects of the PSP's operations. The group is intended to bring a range of people with lived experience of disability or long-term health conditions together with people who have a passion for working with employers to develop their understanding of employing disabled people and having a diverse workforce.

We want disabled people and people with long-term health conditions to be at the center of everything we do in the Apt PSP, to inform practice, add credibility, and create opportunities. This is informed by the Scottish Approach to Service Design which aims to ensure people are supported and empowered to actively participate in the design and delivery of their services (from policy making to live service improvement).

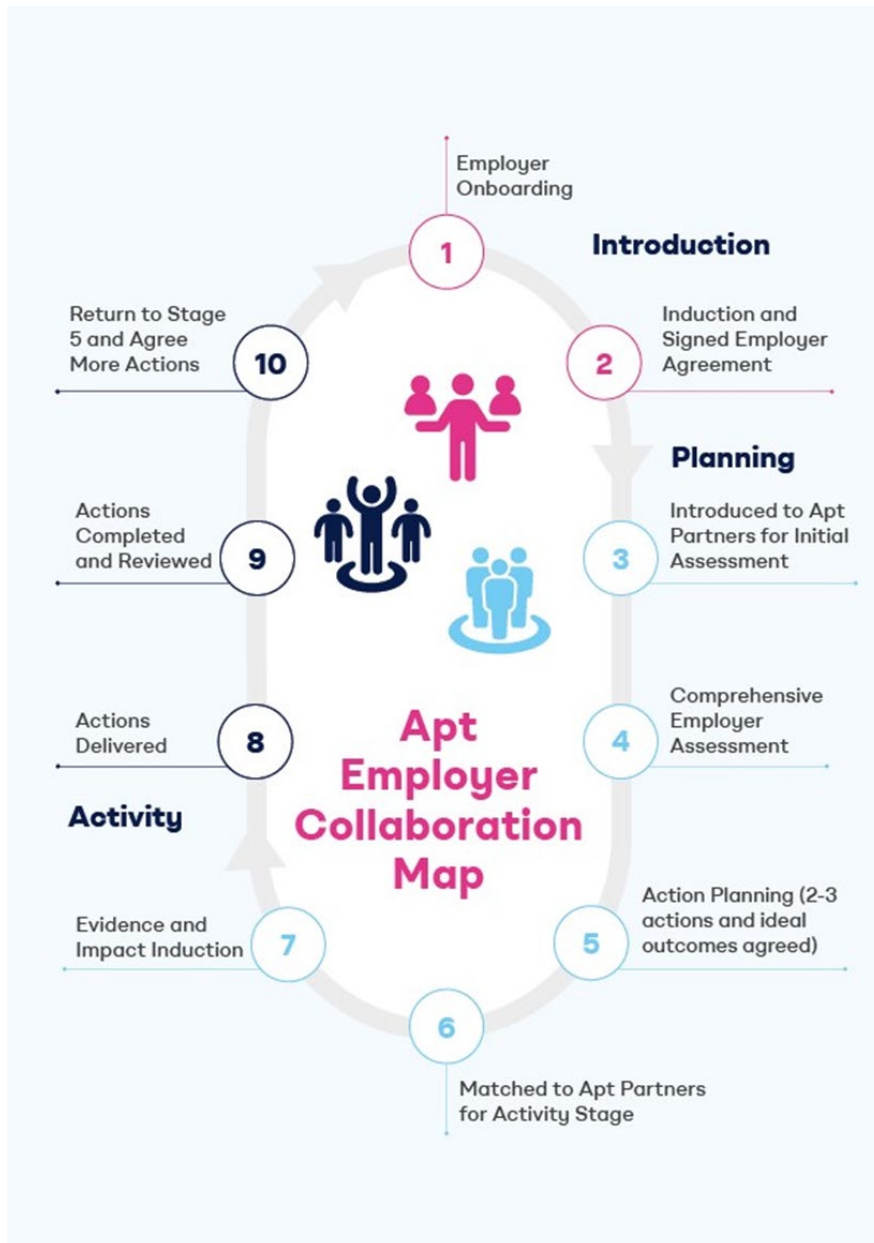
Please note: while we expect that this workstream may be of interest to people with lived experience you are of course free to join any workstream you want to participate in.

We expect the regular meeting to take place at **2.00 pm on a Thursday afternoon**. This will be a Zooms meeting.

b. Delivery

This will cover all of the activities the PSP delivers through to March 2023 – employer assessments, action planning, training courses, employer interventions and consultancy. It will allow us to share what is happening with employers and learn what is working and what has to change.

The activities carried out in the previous workstreams Attract and Recruit, Retention, Public Sector and Transitions will come under the scope of the new Delivery workstream but it is important to remember that the PSP as a whole will be working to a new model of delivery. This is summarised on the Apt Collaboration Map:



This workstream will also have a lot of input from the Evidence & Impact Manager who will feed in the progress that employers are making towards the goals we have agreed with them and how we are generating the evidence to confirm this.

We expect the regular meeting to take place at **9.30 am on a Wednesday morning**. This will be a Teams meeting.

c. Development

This workstream is intended to move us towards our ambition of creating a Centre of Excellence for Scotland's employers.

It will get lots of information on how the work with employers is progressing (similar to the Delivery workstream) but it will focus on the next stage for the PSP – how we take what we are learning from Delivery and use it to create a range of products and services that are valuable for employers. This will include developing the evidence base for our work and establishing how much things cost to deliver as part of the process of product development for Apt. There will be lots of input from the Evidence & Impact Manager as we learn what is working.

Other key areas include:

- Looking for future funding for the PSP after our current funding from the Scottish Government ends in March 2023.
- The steps we need to take to set up our Centre of Excellence, such as starting work on a business plan, how we'll recruit employers and governance and management of the new organisation.
- What we are learning from the Glasgow City Council project and how we market our services to other local authorities.

We expect the regular meeting to take place on at **9.30 am on a Thursday morning**. This will be a Teams meeting.

d. Underrepresented Groups

For the next few months this will follow on from the previous workstream of the same name. Over time we hope that this can be joined with the Delivery workstream as the same process will be followed, i.e. assessment, action plan, delivery, review etc.

This workstream will focus on underemployment of certain groups, such as people with learning disabilities, autistic people and people who have experienced sensory loss. We know that it can be harder to get employers to make the changes needed to create real opportunities for everyone, including people who are the most under-represented in workforces so we need to make sure there is still lots of delivery with employers to address these concerns.

Basically, this will cover the same areas as the Delivery workstream but with a focus on underrepresented groups. There will also be input from the Evidence & Impact Manager to ensure we are gathering evidence on what we are doing and the changes that are being made as a result. measuring

We expect the regular meeting to take place on at **1.00 pm on a Tuesday afternoon**. This will be a Zoom meeting.

Contact Us

We appreciate that there is a lot of new information on this paper and colleagues may have questions before they make a decision. Please do not hesitate to contact the PSP Development Manager, Amrit Bedi at amrit@susescotland.scot

Once you have made your decision on which workstream(s) to join please email AnnMarie Anderson at AnnMarie@susescotland.scot