SUSE Annual Conference Report 2025

Setting the Standard:

Driving Quality in Specialist Employability Support

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Conference Overview

**We were delighted to welcome so many delegates to the SUSE Annual Conference 2025, which took place at the Stirling Court Hotel on Tuesday 20th May.**

2025, the year of SUSE’s 30th anniversary, is a very significant year for Supported Employment and employability in general.

The new UK Government is planning major changes to the benefits system and likely to introduce a big national employability programme. In Scotland we have the new Specialist Employability Support services (SES) and we need to ensure that Supported Employment, Project Search and IPS is part of the vision for SES services in every Local Employability Partnership (LEP) area.

The theme was driving quality: elevating standards to make a measurable impact in your work, meeting growing demand without compromising quality, and effective strategies to meet the needs of the employability workforce.

Our panel discussion focused on success for the new Specialist Employability Support services and what that looks like.

**A new national employability programme needs to work for disabled people and promote fairness and opportunity.**

Sponsors and Supporters

We would like to thank our sponsors and supporters, who helped to make the day as inclusive, engaging and interactive as possible for all delegates.

Our sponsors not only engaged with delegates on the day, but their participation, allowed us to provide complimentary tickets and travel for our Experience Network and provide all the necessary assistive technology to ensure the day was as accessible as possible.

* **Values Into Action Scotland**
* **People Plus Scotland**
* **DFN Project Search**
* **Cole AD**
* **SUMETO Employment**
* **VoiceAbility**
* **Unite Glasgow Not for Profit Branch**
* **Fife Council’s Supported Employment Service**

The Introduction of SES

**As Scotland’s employability landscape evolves, the introduction of Specialist Employability Support (SES) services presents both opportunities and challenges. This was a major focus of our conversations and in this section we have tried to reflect some of the emerging themes.**

There is a commitment from all Scottish Government and Local Government to ensure all 32 Local Authority areas have an offer of specialist support for disabled people and those with long term health conditions. We know that disabled jobseekers continue to face persistent barriers to employment and SES could provide targeted support within the delivery of Scotland’s No One Left Behind (NOLB) approach.

However, its implementation requires a considered approach, to ensure there is continuity of services across Scotland and that existing and new Supported Employment, Project Search and Individual Placement and Support (IPS) services form part of the offer.

SES services should embody a tailored, person-centered approach to helping individuals with barriers to employment achieve sustainable work opportunities. A familiar concept to Supported Employment and IPS practitioners.

Scottish Government is keen to highlight that SES is not about creating a new model of specialist support or replacing activity that already exists. Local Employability Partnerships (LEPs) have flexibility to expand or enhance existing provision and guidance provided to LEPs from Scottish Government will not replace existing documentation.

Work is progressing with a Scottish Government led Implementation Group, made up of stakeholders including SUSE and our members, to ensure coherent guidance is in place (utilising existing products that are in place for the No One Left Behind approach).

**Potential SES Benefits**

* Increased Access to Employment: Quarterly statistical publications highlight a growing number of disabled individuals engaging with services, suggesting increased awareness and relevance of support offered. Tailored interventions could enhance job retention and long-term employability outcomes.
* Complementing Existing Frameworks: By integrating SES within NOLB, specialist support could be aligned with community needs, ensuring a person centred approach that removes employment barriers for disabled people.
* Improved data collection: through devolved employability services, ensuring a clear understanding of what SES is delivering and for whom. We want to see more disabled people accessing and sustaining employment across the country. Scottish Government advised that work is also underway to ensure measurement of impact of SES is available and factored into published statistics.
* Improved Soft Outcomes: Measuring clients’ experience in terms of increased confidence and wellbeing, which contribute to sustained employment success. SES could provide structured support to foster these softer yet critical outcomes.
* Employer Engagement: Structured SES interventions could help businesses implement reasonable adjustments, improving workplace inclusivity and long-term retention of disabled employees.

**Potential Challenges**

* Resource Allocation: Establishing SES requires investment in specialised staff, training and infrastructure. Without dedicated, multi-annual funding, there may be difficulties in scaling support effectively.
* Measuring Impact: Although evidence supports tailored employability interventions, defining and tracking SES-specific outcomes will require robust evaluation mechanisms to justify continued investment.
* Employer Buy-in: While SES could support businesses in creating inclusive workplaces, employer engagement remains a challenge. Some sectors may require additional incentives or guidance to adopt best practices.

**Considerations for Implementation**

Ultimately, SES presents a promising opportunity to enhance employment prospects for disabled jobseekers, but its success will depend on strategic implementation and ongoing evaluation. Policymakers, employability professionals and employers must collaborate to ensure the service effectively meets the needs of those it aims to support.

Emerging Themes

We heard from inspiring speakers and workshop facilitators, as well as candid discussion from our panel of experts. Here are some of the key points from the day...

1. **Ensure that disabled people and employers are consulted and involved in service design.**

There is work currently happening to get more services supporting co-design and co-production in Scotland, but there is variation across the employability landscape and there are skills and resource gaps. It is important to value the importance of effective training and support for the people who deliver employability services. There is evidence for employers that they want a ‘one- stop-shop’ for bespoke advice and training and that clients/customers want continuity of support. The focus of SES should be to work with both clients/customers and employers. There needs to be a more joined up approach across all services when talking about work.

1. **The need for more data that includes softer outcomes.**

The need for accurate data gathering and more joined up statistics across services, but also how that data is interrogated. We not only need to know that more disabled people are accessing and sustaining employment but understand more about those who are not currently engaging with services. We also need the softer outcomes, opportunities based on the principles of dignity and respect. We need to evidence e.g. increased wellbeing as a result of support and moving into work, rather than simply getting people working as quickly as possible. More accurate data links to point one above and achieving better service design.

1. **Address the increased demand for services for young** **people.**

Delegates highlighted the need for continued support beyond school leaving age to keep developing young people’s skills and independence. There is also a need for greater awareness of the opportunities available, greater links with careers services, and a better knowledge and understanding of the role of job coaches. The focus needs to be on encouraging young people to visualise their goal and follow ambition, not funding.

Breakout Sessions

There were 9 breakout session throughout the Conference and delegates were invited to register for 3 each. Topics ranged from hands-on sessions delving into digital tools to support young people, and thought-provoking discussions about the use of AI in service delivery, to examining how to work effectively with Local Employability Partnerships. This section gives you an overview of each of the sessions, along with the key discussion and learning points.

1. Harnessing Techology for Inclusive Workplaces
2. Towards the Future of Supported Employment
3. Working with Chronic Pain
4. Understanding the Demand for Services
5. Working with LEPs: Building Partnerships
6. Empowering People Effectively
7. Artificial Intelligence in Action
8. Services for All: Meeting the Needs of People with Sensory Impairment
9. Co-Production with People with Lived and Living Experience

# Harnessing Technology for Inclusive Workplaces: Ensuring Equitable Futures for Disabled Workers

**Delivered by Dr Kendra Briken and Dr Jen Remnant, The University of Strathclyde.**

This session explored how technology is reshaping the world of work at an unprecedented pace but this has not always led to more equitable outcomes for workers, particularly for disabled people. Discussion focused on offering practical steps for employers, policymakers, and support organisations to harness technology for more inclusive and accessible workplaces.

The rapid interplay of advancements in automation, artificial intelligence (AI), and robotics are transforming industries, redefining job roles, and altering the skills required for employment. Yet, these shifts have not always led to more equitable outcomes for workers—particularly for disabled individuals, who continue to face barriers to meaningful and sustainable employment.

In Scotland, Supported Employment initiatives aim to assist disabled individuals in securing and maintaining work. However, challenges persist, as evidenced by areas like Easterhouse, Glasgow, where about 44% of residents rely on benefits, highlighting significant unemployment issues. To address these challenges community hubs and employability programmes are actively working to improve job prospects and living conditions.

Concurrently, Scotland is emerging as a leader in robotics research and innovation. The National Robotarium, a collaboration between Heriot-Watt University and the University of Edinburgh, focuses on advancing robotics and AI to tackle real-world challenges. Researchers have developed robots like ARI to support patient rehabilitation, addressing shortages in healthcare professionals. Additionally, industrial investments, such as Ashtead Technology's £63 million acquisition to expand robotics and surveying operations, underscore the sector's growth. While universities collaborate with companies and employers, workers and their lived expertise are not involved in the development of technologies they have to use or work alongside.

Delegates discussed what technologies define the 5th Industrial Revolution.

The idea was to bring in technology to get rid of the low skilled jobs, but the tech was eating into higher skilled work that was still attractive. Industry 5 came in and it is all about human-centredness. If you check the European Union's directive, we need to refocus on humans, still working with these systems. People need to be included and we need to be concerned about their skills and see how the human technology works.

Delegates were asked, if you think about human centred design, what would this look like, if there were no limitations?

Discussion involved concepts of inclusion, people at the heart, reduced working hours, kindness, stop doing the boring tasks - that is what it was meant to do, reduce the boring tasks and the unsafe tasks.

Delegates were then asked, how do you get people to influence the design or whether that thing needs to be designed? A lot of technology development is, we could so we did.

**Concerns:**

* Organisations using AI in work settings just because they don’t want to be left behind, which is a dangerous reason to engage with it.
* Environmental impact, not sustainable and no one talks about that.
* Hybrid working shouldn’t remove the responsibility for accessibility from the employer.
* Desire to engage more people early in the design but there isn’t the flexibility or funds in organisations to do it.
* More work-managing systems and more measurement which has the potential to increase levels of ableism in the workplace.

**Opportunities:**

* The use of AI in Access to Work.
* The need to up-skill employers and flip the responsibility for accessible workplaces back to the employer.
* Disabled people are excluded from design and that is where we need them most. There is an opportunity to drive that change.
* Use AI to create flexible workplaces.
* Educate young people on accessible design and co-production as students to ensure they work to that method when employed.

As Scotland strives for a more inclusive labour market, it is essential to critically assess how technological advancements are built on visions of a human centric approach without giving workers a voice, and how this impacts disabled workers. By centering the voices and experiences of disabled workers, we can move beyond merely adapting to change—we can actively design work environments that maximise the potential of new technologies while ensuring accessibility, flexibility, and fairness. We discussed how harnessing technology appropriately can shape a future where innovation drives inclusion rather than continued exclusion.

# Towards the Future of Supported Employment with SUMETO

**Delivered by Annika Malm, SUMETO Employment**

This workshop was designed to demonstrate to Supported Employment professionals how digital tools can enhance their practical work to improve efficiency. SUMETO combine real-world Supported Employment practice with a smart digital platform to elevate quality, efficiency and sustainability in the sector.

Delegates were asked what the daily challenges are in their work. Their responses confirmed that the most common challenges are:

* quality assurance
* client and employer engagement
* performance aligned with the methodology.

Discussion focused on the key factors for success:

* Customised workflow
* Work guidance
* Contact management
* Quality assurance
* Customised statistics

SUMETO demonstrated how using a smart digital platform which is designed specifically to work with the Supported Employment model, can assist practitioners and manager with:

* Customised methods
* ASEE Toolkit
* SEQF (Supported Employment Quality Framework)
* Quality Standard in Supported Employment for Scotland (October 2025)
* Employment Services.

The aim of SUMETO Employment is to improve time and cost efficiency, making it easier to achieve quality assurance, which in turn increase job satisfaction and performance.

Book a free demo and read more at [www.sumetoemployment.com](https://www.sumetoemployment.com)

# Working with Chronic Pain: A Complex Affair

**Delivered by Professor Sonia Aitken and Phil Sizer, The Pain Association Scotland.**

In their workshop The Pain Association Scotland introduced their new PALM project – helping people in the workplace living with chronic pain, aimed to uniquely help both employers and employees.

Interesting questions came up from the participants including the issue of pain being misunderstood because it was invisible and that people ‘look well’. Another participant asked about how to communicate with her staff who didn’t say how they felt.



To illustrate this we used a can of paint and a roll of string to explain how pain was far more than just a medical diagnosis, that the medical label on the tin didn’t reflect the personal experience of pain on the inside of the tin. The string was used to explain how pain isn’t just pain, it’s often an invisible problem that can’t be seen and doesn’t make sense. It’s not just pain; it’s also a series of reactions and counter reactions that create vicious cycles that make pain and stress worse and impact increasingly on the individual. In this complexity there is the opportunity to improve things, to untangle the knot.

People can sign up for specially discounted live on-line lunchtime sessions using the link: [pa](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpainassociation.co.uk%2Fshop%2Fwell-being-sessions&data=05%7C02%7Cs.cottom%40yorksj.ac.uk%7C8ac1912b08a949bc653408dd97a4129b%7C5c8ae38ef85b4309b7ec862815a37aee%7C0%7C0%7C638833453133927187%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=izcmuwikFFFv%2BMDe5V%2BgzKyo53qiWX3OhJXzK5xlQVU%3D&reserved=0)[inassociation.co.uk/shop/well-being-sessions](https://painassociation.co.uk/shop/well-being-sessions)

**Pain is a series of reactions and counter reactions that create vicious cycles, increasing the impact on the individual.**

# Understanding the Demand for Services: Practical Strategies for Supporting Young People

**Delivered by Tracey Francis, ARC Scotland and Alexander Warren, AJP Dreams.**

What happens for disabled young people around their transition to adulthood has a long reach. Get support right, and young people have the best possible chance of pursuing their goals and achieving their potential. But when the right support is not available, withdrawn too soon or simply non-existent young people face additional barriers that, for many, contribute to disappointment, disillusionment and, ultimately, exclusion from the workplace that can be hard to reverse.

It doesn’t have to be like this.

This interactive workshop asked participants to reflect on what they already know makes a difference and identify actions they can personally take to make it easier for everyone to access meaningful, fulfilling, sustainable employment.

**Recipe for success:**

**Here are the workshop participants’ thoughts on what would make the biggest difference to young people...**

Keep the young person at the centre

* Encourage open expression of hopes and dreams without limitation.
* Develop a clear action plan to gain necessary skills and experience.
* Align support with individual interests, needs, and goals.

Adopt a holistic approach

* Ensure collaboration between young people, services, and families.
* Start conversations early, covering life aspects beyond just employment.
* Provide “whole family” support for emotional and practical transition guidance.

Encourage aspirations

* Introduce positive role models to inspire ambition.
* Focus on talents and strengths rather than limitations.
* Support young people in pursuing their dreams, not just available funding.

Develop transferable skills

* Prioritise soft skills like resilience, self-belief and interpersonal skills.
* Continue skill development and independence beyond school age.
* Strengthen abilities for independent travel, crucial for employability.

What effective support looks like

* Person-centred, adaptable and inclusive support systems.
* Knowledgeable, trained professionals guiding young people’s progress.
* Early discussions on employability to allow skill development over time.

Building effective careers services

* Improved access to career guidance based on individual need, not restrictions.
* Better awareness of employment and support opportunities.
* Use of pre-work experience tasters to explore diverse career paths.

Role of services

* Specialist employability support integrating GIRFEC (Getting It Right For Every Child) principles.
* Support designed based on actual needs of disabled individuals.
* Expanded training for providers, including job coaching and travel skills.
* More work with underrepresented groups to empower young people.

Building supportive workplaces

* Employers providing opportunities for individuals to demonstrate their abilities.
* Inclusive recruitment, training and career progression.
* Ongoing workplace support through mentoring, training and job placements.
* More routes to employment, e.g. supported apprenticeships, paid internships, paid work placements, tailored education and training opportunities, and better access to mainstream courses.
* Opportunities across a wider range of occupations and roles.

**“They need positive, optimistic people that
don’t write you off.”**

**Workshop participant**

# Working with LEPs: Building Partnerships to Deliver Quality Services

**Delivered by Pegs Bailey, TSI Scotland**

This workshop explored the differences between Local Employability Partnerships (LEPs) and local authorities’ responsibilities in the field of No One Left Behind (NOLB), alongside the insights and strategies needed to collaborate.

Local Authorities are the Lead Accountable Body for No One Left Behind and Specialist Employment Support. As such they are responsible for:

* Managing funding on behalf of the LEP
* Ensuring money is spent in line with Grant Offer Letter regulations
* Submitting Annual Investment Plan, provide budget forecasting, report on spend and client data quarterly
* Meeting with Scot Government implementation team, attend SLAED (Scottish Local Authorities’ Economic Development group)

Local Employability Partnerships bring together local authorities, DWP, Skills Development Scotland, Third Sector Interfaces, Colleges, Health, Employer Engagement partners and more.

**LEPs have a critical role to play** and are responsible for:

* Collectively agreeing local priorities and strategy based on evidence of need and service design
* Discussing and approving the Annual Investment Plan
* Coordinating all local resources for maximum impact
* Supporting local commissioning, governance and oversight

The work of LEPs is governed by [NOLB Employability Service Standards](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.employabilityinscotland.com%2Fmedia%2Fcxsp3uch%2Fpublication-employability-service-standards.docx&wdOrigin=BROWSELINK), the LEP Framework (which is currently being refreshed) and the annual Grant Offer Letter from Scottish Government.

Delegates discussed how to understand what challenges and issues are faced locally, and also how to ensure the evidence that providers have can be fed into the strategic planning process.

**Key points included:**

* understanding the local structures for engagement, each area is different. If there are specialist sub-groups relevant to your client group then see if you can join them.
* help map what is in the area and raise awareness of the wide range of provision
* reach out, TALK to people and also LISTEN.

Delegates explored the importance of relationships in supporting partnership working and collaboration with LEPs.

Qualities such as honesty (with tact), curiosity, patience, empathy and transparency were identified as being important. As well as approaching discussions in ways which are both solutions-focused and pragmatic. And managing the balance between informality and intentionality within a relationship.

Pegs shared details of TSI and LEP contact details for each local authority in Scotland as well as her own: pegs.bailey@tsi.scot

**In a working relationship it’s essential to approach discussions in ways which are solutions-focused and pragmatic.**

# Empowering People Effectively

**Delivered by Thiago Carmo, Passion4Social and Dr Athina Frantzana, EDI Consultant.**

This session looked at how to create an equitable, inclusive, productive and fair working culture. Delegates worked on interactive activities to uncover hidden biases and explore actionable strategies for fostering diversity and inclusion.

**Here are the top 10 tips to empower people effectively:**

* Remove bias and prejudice
* Adapt and accommodate
* Be open and accessible
* Be flexible
* Align values and ethos
* Facilitate collaboration
* Change behaviours
* Promote diversity
* Communicate
* Stimulate self-development

# Artificial Intelligence (AI) in Action

**Delivered by Andy Bell, HelpFirst**

This workshop gave delegates the opportunity to delve into AI in action and look as specific examples of AI’s role in service delivery and how it can be harnessed to benefit local authorities and third sector organisations.

The session was based on HelpFirst’s [AI Action Plan Workshop](https://www.helpfirst.ai/blog-posts/ai-action-plan-workshop).

**Pain Points**

First, pain points that front-line workers were experiencing across the Supported Employment sector were explored. The most commonly raised issues were:

* Drafting CVs and personal statements for service beneficiaries.
* Writing bids for new funding opportunities.
* Helping clients with their communication, and helping them avoid the risk of exclusion.
* Generating stats and evidence of the effectiveness of a service.
* Writing case notes and other admin.

**Digging Deeper**

Collectively, the group agreed to look further into CVs. Use of AI (most common was CoPilot or ChatGPT) seemed common practice across advisors, with only a couple saying they didn’t do it.

**Best Practice**

* Don’t use AI to write the CV. Write the base CV yourself and then use AI to polish it up.
* Feed in the job description, so that you tweak the CV for a specific job.
* Input target reading age, to create a CV that is reasonable for the client.
* AI can help ensure that you hit all the specific points on an application criteria. This is especially important when applying to recruiters who use algorithmic vetting (for instance, Indeed.com.)
* AI is great for creating mock interview questions.
* AI is useful for company search, when looking for potential employees in the area for a client.

**Risks**

* Make sure to edit away telltale signs of AI: American spellings and the ‘em’ dash (i.e. this ‘—’ rather than this ‘-’).
* There is a fear that using AI undermines the connection between advisor and client. The room was split: some saying it leads to more superficial client meetings, and others saying that it allows more time to be spent on face-to-face interaction.
* Is there a risk that AI creates CVs and personal statements that are too good, and then the client can’t live up to them at interview?
* There is something of an arms race. Thanks to AI, employees are receiving way more applications for each job (4 times more than three years ago was one stat that was mentioned) and the quality of CVs has gone up. If you don’t use AI, your clients risk getting left behind.

**A Few Observations**

* It is interesting to see how normalised AI usage is. A few years ago, the conversation at similar conferences was ‘should we use AI?’. Now it is ‘how do we use it well?’
* AI is a multipurpose, general purpose tool. At HelpFirst, we focus on building AI apps for specific purposes, often where there are hundreds or thousands of people doing a similar task. It’s interesting to see this other side of the market, where people are working out how to use off-the-shelf tools for themselves.
* Real world usage of AI tools is a great topic for a conference workshop. Many practitioners are experimenting and discovering things for themselves. A conference is a great opportunity to compare notes and share best practice.

# Services for All: Meeting the needs of people with sensory impairment in specialist employability services

**Delivered by Dr Hannah Tweed and Dr Amy White, The ALLIANCE Sensory Hub.**

This workshop outlined the new Scotland-wide campaign to improve inclusive communication. Delegates heard the latest key findings from campaign research and discussed best practice on how to support people with sensory impairments in employment.

The Health and Social Care Alliance Scotland (the ALLIANCE) with support from partners, have recently launched an Inclusive Communication Campaign called “More than Words: Communication for All”. This campaign includes:

* [A research report](https://www.alliance-scotland.org.uk/more-than-words-communication-for-all/why-this-matters/)
* [A call for legislation and regulation on the right to inclusive communication](https://www.alliance-scotland.org.uk/more-than-words-communication-for-all/get-involved/)
* [A pledge to sign up to and show your support for the campaign](https://www.smartsurvey.co.uk/s/MoreThanWords/?utm_source=website&utm_medium=campaignpages&utm_campaign=morethanwords&utm_id=MoreThanWords&utm_content=alliance+content).

Communication for All means sharing information in a way that everybody can understand. It includes all forms of communication – written, online, phone calls, and face to face.

Although both the Equality Act 2010 and the BSL (Scotland) Act 2015 offer useful protections, currently people in Scotland do not have clear a legal right to inclusive communication. This leads to a postcode lottery when it comes to communication support, and significant inequalities for people including when accessing and being supported in employment.

At this workshop, Dr Hannah Tweed presented key findings from the ALLIANCE’s campaign research. This included that most public bodies in Scotland do not track if or how they provide communication support. In addition, most people who work for these public bodies don’t complete inclusive communication training. Without proper training, it is difficult to plan for employees to be supported appropriately to ensure information is accessible, including for prospective employees during job application and interview processes.

Following Hannah’s presentation, workshop attendees were invited to reflect on a lived experience case study of a person with sensory impairment applying for a job and facing various communication barriers throughout the process. Attendees were asked to consider: What are the barriers? What would reduce those barriers, and who is responsible? Workshop attendees were also invited to share their own experiences of employment related communication barriers. Feedback included discussion of what needs to change and how to bring about these changes.

To find more information about the ALLIANCE’s Inclusive Communication Campaign, including in Easy Read and British Sign Language, and to sign up to support the Campaign, visit this link: [Communication for All](https://www.alliance-scotland.org.uk/more-than-words-communication-for-all/).

If you have any questions about the Campaign, please contact Hannah and Amy at sensory@alliance-scotland.org.uk

**Communication is a gateway to everyone’s human rights - but we all communicate differently.**

# Co-production with People with Lived and Living Experience

**Delivered by Dawn Brown, Scottish Community Development Centre.**

This session explored how to involve diverse voices and people with lived and living experience (LLE) in co-producing services that meet their needs. The session gave hints and tips on best practice in involving people in meaningful ways, highlighting the policy framework in Scotland that embeds, promotes and supports co-production practice.

Building on the “[Four Pillars of Christie](https://www.gov.scot/publications/renewing-scotlands-public-services-priorities-reform-response-christie-commission/pages/1/)” with a particular focus on People, the session explored participation and engagement standards, values, and principles, and then what co-production with people with LLE can achieve.

Giving examples of people with learning disabilities being involved in co-producing a service, and also meaningful engagement in policy consultation, there were practical suggestions given to help others effectively co-produce any piece of work, with signposting to further information and support at the [Scottish Coproduction Network (SCN) Website](https://www.coproductionscotland.org.uk) - and the recently launched [Coproduction Guide](https://www.coproductionscotland.org.uk/guide) that was co-produced with people from a range of backgrounds across Scotland.

We also spoke about the challenges and opportunities to pay people with LLE for their time and input to processes. Scottish Government guidance is available here - <https://www.coproductionscotland.org.uk/resources/paying-participant-expenses-and-compensating-for-time-scottish-government-guidance>

The Social Care Institute of Excellence (SCIE) has their advice here - <https://www.scie.org.uk/co-production/supporting/paying-people-who-receive-benefits/>

hrough the SCN, we also host [Ideas Clinics](https://www.coproductionscotland.org.uk/ideas-clinics) where people can come and talk about their experiences of coproduction and pose questions or ask for help from the wider network members. We run these around 3 times a year.

**Other materials:**

[First Follower](https://www.youtube.com/watch?v=fW8amMCVAJQ)

The Scottish Co production Network (a part of SCDC) have the [Coproduction Explainer](https://www.youtube.com/watch?v=IpCMKkvUvEE) video

There are also some fabulous other materials about coproduction and design:

A story about Systems thinking, and not rushing to action – [Cats in Borneo](https://www.youtube.com/watch?v=17BP9n6g1F0)

Coproduction, and the power of people having different skills - [The Parable of the Blobs and Squares](https://www.youtube.com/watch?v=eJDO1rcJbBw)

**For further information please contact:**

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Delegate Feedback

100% of delegates enjoyed the Conference

98% of delegates stated that they learned something new

92% found the workshops to be useful or very useful

“Full day, very interesting, enjoyable and relevant.”

“Had a great day and learned a lot.”

“It was a fabulous event with a varied and interesting agenda, with some great speakers.”

“Very good event. Great networking opportunities.”

“Enjoyed everything about the day.”

Contact Us

Thank you for joining us at the SUSE Annual Conference 2025.

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