

EAST RENFREWSHIRE COUNCIL

CABINET

20 June 2024

Report by Director of Environment

No One Left Behind Employability Activity 2024/25

PURPOSE OF REPORT

1. The purpose of this report is to inform Cabinet of the No One Left Behind (NOLB) grant award from the Scottish Government to East Renfrewshire Council and seek approval for the Annual Investment Plan in 2024/25, as well as to highlight potential funding challenges and associated risks.

RECOMMENDATIONS

2. It is recommended that the Cabinet:
- (a) Note the progress of projects funded in 2023/24 in Appendix 1;
 - (b) Approve the continuation of existing projects outlined in Appendix 2 for 2024/25;
 - (c) Delegate to the Director of Environment to approve new projects, subject to the remainder of 2024/25 Scottish Government funding being confirmed;
 - (d) Delegate to the Director of Environment to adjust proposals depending upon the detailed costs of projects becoming available to ensure full spend of the award; and
 - (e) Note that further reports will be submitted to the Cabinet in due course to report on the progress of these programmes as well seeking approval for projects in future years.

BACKGROUND

3. NOLB is a partnership approach between the Scottish Government and Local Authorities to transform employment support in Scotland. Since 2020, Phases 1-3 of the policy have been rolled out with the transfer of funding being made direct to local authorities through the Local Employability Partnerships (LEP).

4. NOLB programmes have been a key strand of employability services within East Renfrewshire since 2020 and have delivered a wide range of activity such as the Young Person's Guarantee and the Parental Employability Support Fund. The core purpose of NOLB is to provide a person-centred approach to employability that is more flexible and responsive to the changing labour market, tackles inequalities and grows Scotland's economy. NOLB supports those at risk of being left behind to move closer to and into fair and sustainable jobs.

5. In 2023/24, Work EastRen, the Council's Employability Services, ran a number of NOLB funded programmes in partnership with local employability partners and with internal Council Departments. These included: the Funded Work Placement Programme; Youth Employability Programmes; Employment Recruitment Incentives; and the East Renfrewshire LEP grant

funded employability programmes aimed at parental priority groups. Please refer to Appendix 1 for NOLB outcomes achieved for 2023/24.

FUNDING UPDATE

6. An Annual Investment Plan for NOLB has been submitted to the Scottish Government for 2024/25. Funding is normally allocated on an annual basis. To date, East Renfrewshire Council has been awarded funding for the first quarter April-June 2024 only:

Grant Commitment	Amount Quarter 1
All Age Employability Support	£104,000
Tackling Child Poverty - Parental Employability Support Fund	£111,000
Totals	£215,000

7. Given the uncertainties around funding allocations for the remainder of 2024/25, the funding will cover the continuation of existing programmes only. This includes programmes for Youth Employability, Care Experienced and Positive Pathways. The programme of activity is detailed in Appendix 2. Any new proposals are on hold until the 2024/25 full year allocation is confirmed and agreed by the Scottish Government.

8. It should be noted that Q1 allocation of £215,000 will allow NOLB activity to continue until the end of Quarter 2 and Parental Employability Support activity to the end of Quarter 3.

FINANCE AND EFFICIENCY

9. As this is in-year funding, any delays in funding awards will impact on delivery timescales. Delegated authority is sought to award funds for new projects when and subject to the remainder of Scottish Government funding being confirmed.

10. The Council must comply with the conditions of the grant, as set out in Scottish Government guidelines.

CONSULTATION AND PARTNERSHIP WORKING

11. Consultation has taken place with a range of internal and external partners via the LEP Strategic and LEP Executive Groups. The LEP represents an extensive list of partner services and organisations supporting people back into work or training. Consultation will take place with the Convenor for Environment on any new awards or adjustments to existing awards.

IMPLICATIONS OF THE PROPOSALS

12. A recruitment and selection process will need to be undertaken to staff the Tackling Child Poverty proposal. This will be for one post for an In-Work Client Adviser. If full year funding is not confirmed, there will be implications for staff and services that will need to be fully assessed.

13. There are no property, legal, IT, Subsidy Control, equalities, sustainability or climate change implications associated with this report.

CONCLUSIONS

14. The NOLB programme provides an excellent opportunity to ensure continuation of core employability programmes that support our residents into sustainable employment and the extension of the Parental Employability Support programme will help mitigate child poverty in East Renfrewshire.

15. Appendix 2 provides a list of those projects where approval is sought. As noted previously, NOLB funding is normally awarded to local authorities on an annual basis. However, for 2024/25 funding allocations have only been confirmed for Quarter 1 (April-June 2024) to date. Delegated authority is sought to approve new projects subject to and when full funding is awarded for the current year by the Scottish Government and adjust funding across projects as appropriate, to ensure full spend of the annual allocation.

RECOMMENDATIONS

16. It is recommended that the Cabinet:

- (a) Note the progress of projects funded in 2023/24 in Appendix 1;
- (b) Approve the continuation of existing projects outlined in Appendix 2 for 2024/25;
- (c) Delegate to the Director of Environment to approve new projects, subject to the remainder of 2024/25 Scottish Government funding being confirmed;
- (d) Delegate to the Director of Environment to adjust proposals depending upon the detailed costs of projects becoming available to ensure full spend of the award; and
- (e) Note that further reports will be submitted to the Cabinet in due course to report on the progress of these programmes as well seeking approval for projects in future years.

REPORT AUTHOR

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June 2024

APPENDIX 1: No One Left Behind Outcomes 2023-24

April 23 to March 24	Registrations	Supported into Employment including apprenticeships	Supported into Further or Higher Education	Supported to complete vocational training
No One Left Behind Employability Support (Youth Employability Programme, Care Experienced Employability Programme, Enable Next Steps Programme, Positive Pathways Programme, Employment Recruitment Incentives, Funded Work Placements)	174	117	44	25
Parental Employability Support Funding/Tackling Child Poverty (Core Parental Employability Support Key Worker Programme; Grant Funded Programmes with SAMH, Street League, Enable Works, Barrhead Housing & TLP)	131	43	5	17
Totals	305	160	49	42

APPENDIX 2 - TOTAL BUDGET 2024/2025 - £215,000 (Q1)

NOLB Q1 Allocation - £104,000

Activity	Delivery Partner	Delivery Route	Q1/Q2 Budget	Rationale
Youth Employability Programme	The Lennox Partnership	ERC Framework to 2026	£20,250	Young People not in Employment, Education, Training In place since 2019
Care Experienced Employability Programme	VERG Ltd	ERC Framework to 2026	£20,250	Care Leavers/Care Experienced In place since 2019
Next Steps Programme (ASN)	Enable Works	ERC Framework to 2026	£31,500	Young People with Additional Support Needs In place since July 2023
Positive Pathways Programme	Education	Internal	£32,000	School Leavers with no positive destinations or with emotional based absences In place since 2020
Sub-Total			£104,000	

PES Q1 Allocation - £111,000

Activity	Delivery Partner	Delivery Route	Q1/Q3 Budget	Rationale
Financial Inclusion Officer PES/MART	Money Advice & Rights Team/Work EastRen	Internal	£27,375	Financial inclusion support for parents
In Work - Client Adviser	Work EastRen	Internal	£20,466	Support to clients experiencing in-work poverty
PES Marketing	Work EastRen	Via LEP	£5,500	Targeted campaign for in work parents to help engage with services
Specialised Programme – Parents with disabilities or parents of children with disabilities	Enable Works	In partnership with Work EastRen	£40,000	Employability support for Parents with disabilities or parents of children with disabilities

Vocational training	Work EastRen	Internal	£17,659	Vocational training for upskilling of clients
Sub-Total			£111,000	
Totals			£215,000	