



Fairer Delivery Plan

Delivering the outcomes of the East Renfrewshire
Community Plan

**Residents have the right skills,
learning opportunities and
confidence to secure
and sustain work**



East Renfrewshire
COMMUNITIES
 **TOGETHER**
Stronger & fairer communities

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About this document

This Delivery Plan is a short, focused document, setting out how partners will work together on employability to ensure residents have the right skills, learning opportunities and confidence to secure and sustain work.

Pages 4 and 5 contains some information about why this outcome is important to our partners and communities.

Page 6 sets out an “outcome diagram” which shows the “critical activities” partners will carry out.

Page 7 shows the data that will be gathered and reported on to monitor progress.



Why this outcome is important to our partners and communities

The East Renfrewshire Community Planning Partnership is committed to ensuring that residents have the right skills, learning opportunities and confidence to secure and sustain work and the Local Employability Partnership (LEP) will take forward the delivery of this outcome. The following partners are invited to attend the LEP: East Renfrewshire Council (Education Department and WorkER); East Renfrewshire Health & Social Care Partnership; East Renfrewshire Chamber of Commerce; Skills Development Scotland; Scottish Enterprise; Department for Work and Pensions (Jobcentre Plus); Voluntary Action East Renfrewshire; West College Scotland; Glasgow Clyde College and the University of the West of Scotland.

This priority outcome of the Community Plan is based on extensive engagement with residents and communities in 2017, which highlighted the lack of job opportunities locally, particularly within the Lovern Valley area. Employment issues such as increasing support for people from ethnic minority backgrounds and those with a disability or poor mental health, were also raised.

East Renfrewshire has a population of 95,170 – an increase of nearly 6% over the last ten years. Slightly over 60% of its population are of working age.



With an economically inactive population of nearly 14,000 in 2018, almost 40% were students and 23% were retired. Compared to the previous year, these rates have increased substantially from 30% (students) and 19% (retired). The proportion of economically inactive residents looking after the family/the home, however, has decreased

to just over 15% from almost a quarter in the previous year. The residents available/looking for work has also decreased from almost 20% to 15.4% in 2018.

Although there are comparatively high employment levels within the authority compared with Scotland as a whole, local socio-economic data shows that there are areas of higher unemployment in our most deprived areas. There is a significant gap in employment rates and earnings between disabled and non-disabled residents, for example, just over half of working age disabled people are in employment – almost a 24 percentage point gap between disabled and non-disabled residents.

The number of 16-64 year olds claiming out of work benefits has increased over the last year from 1.2% in March 2018 to 1.5% in March 2019, however as a broader span of claimants are required to look for work under Universal Credit than under Jobseeker's Allowance, this rise is expected.

In terms of young adults (16-24), 175 claimed Jobseeker's Allowance/ Universal Credit in February 2019 – 25 fewer than in each month in 2018. Whilst it is acknowledged that employment remains the best route out of poverty, it is not a protection against poverty, for example, around one third of people working in East Renfrewshire continue to earn less than the living wage. There has been very little fluctuation in this rate over the past five years. Almost 97% of 16-19 year olds are participating in education, employment or training – that's more than 5,100 young adults, the majority of whom are in education. This compares well to the national figure of 91.8%. It is acknowledged, however that the participation rates will vary in different communities within the authority.

East Renfrewshire Council and its Community Planning Partners are continuing to develop pathways for employability support for residents who face barriers to secure and sustain work, for example, through 154 modern apprenticeships, 147 foundation apprenticeships in addition to careers advice for nearly 2,800 people. However, it is also acknowledged anecdotally, that there is a hard-to-reach cohort of residents who are experiencing complex barriers to employment.

...continued

Ongoing participant surveys and pre/post self-evaluations for our vocational and pre-employability training course are just some of the tools we use to help measure the success of interventions. Our service provision is designed in response to client needs/demands as well as the changing socio-economic factors, for example, the Addressing Health Barriers to Employment Programme was introduced in April 2019 following the wide range of health barriers to employment faced by a significant number of local residents.

For learners, an Individual Learning Plan and Review is used to ensure that each individual is involved in any decision making processes and for all our West College Scotland courses, we carry out a consultation in partnership with the college to ensure that local people are deciding which courses are on offer as progression routes. From 2019 onwards, local authorities will have even more autonomy in shaping local provision to meet local needs as a result of the new Scottish Government's 'No One Left Behind Strategy' funding model.

Sourcing data on particular employment barriers such as disability and mental health can be difficult due to lack of available data. Employability partners will continue to consider available data to inform the delivery of services.

At a national level, the Scottish Government's Strategy, "No one left Behind: Next Steps for Employability Support", sets out a range of activities to better integrate employability provision with other key statutory services such as health (including mental health), justice and housing. Having a more joined up, flexible and co-ordinated approach helps individuals to access services more easily, tackle barriers to employment and improves labour market outcomes. East Renfrewshire's outcome delivery approach will contribute to national efforts around employability.

The Fairer Delivery Plan contributes to the delivery of the wider Employability Strategy for East Renfrewshire, which sets out how East Renfrewshire Council and its Community Planning Partners will deliver the whole range of employability services.

East Renfrewshire's Local Employability Partnership (LEP) supports the delivery of all employability services and reports to the Community Planning Partnership. It oversees the development and delivery of the Employability Strategy to ensure resources and services are appropriate to meet the needs of all service users in order that they achieve appropriate progression on their journey to work.

The Employability Strategy also links into the East Renfrewshire Developing the Young Workforce Implementation Plan, City Region Skills Investment Plan and the Glasgow Region City Deal which will result in over £1.13 billion being invested in East Renfrewshire, Glasgow and Clyde Valley.

£1.13 billion



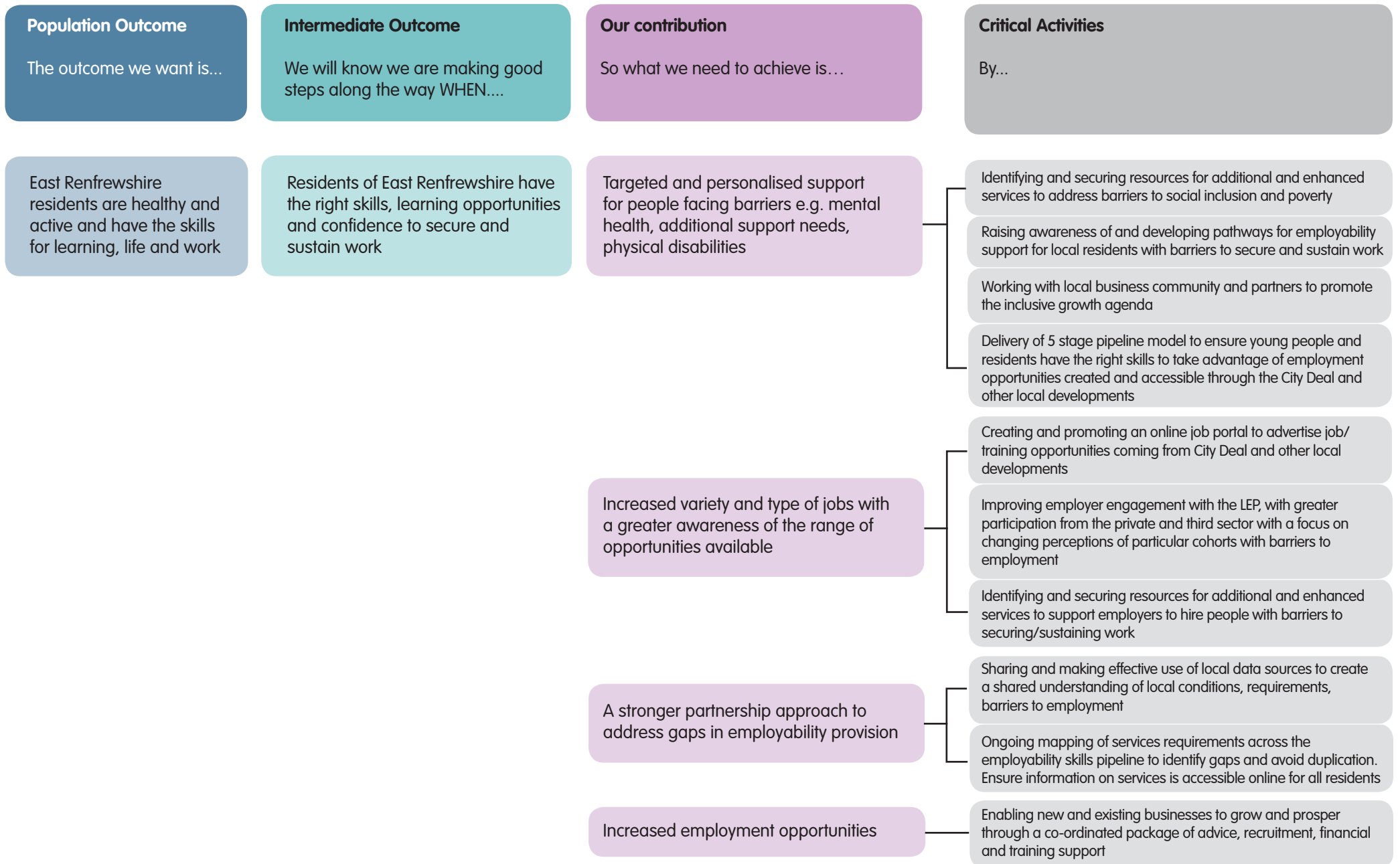
The LEP also has an important role to play to ensure that the Inclusive Growth agenda is considered and mainstreamed across a wide range of Council and partner activities. Inclusive Growth means economic growth that combines increased prosperity with greater equality, creates opportunities for all, and distributes the benefits of increased prosperity fairly. This is done by:

- promoting fair work and good-quality jobs, promoting equality and tackling inequality; and
- ensuring that success and opportunity is shared across the whole of East Renfrewshire.

We need to consider the importance of inclusive growth as a 'preventative' measure. If, for example, a development helps a vulnerable group or community to improve its skills and access to jobs, evidence shows that demands on a range of key services – social work, housing, criminal justice, health etc. – will be reduced.

East Renfrewshire's approach to employability is linked closely with the priority outcomes of tackling poverty and promoting positive mental health and wellbeing.

2.1 Residents of East Renfrewshire have the right skills, learning opportunities & confidence to secure & sustain work



Critical indicators

	Indicator	Previous Value	Current Value	2019-20 Target	2020-21 Target	2021-22 Target
1	The proportion of S4 pupils with school meal entitlement that achieve 5 or more National 5 qualifications in S4	40%	Due Sep 2019	55%	not yet set	not yet set
2	% of workless households	12.3%	12.9%	12.7%	12.5%	12.5%
3	% of East Renfrewshire's working age population in employment	74.5%	73.7%	74.0%	74.2%	74.2%
4	% of 16-19 year olds participating in education, employment and training	96.2%	96.8%	97%	97.2%	97.2%
5	% of 16-64 year olds claiming out of work benefits	1.1%	1.3%	1.1%	1.0%	1.0%

Reporting on our progress

The Performance and Accountability Review (PAR) is a group of senior representatives from partner organisations. It has responsibility for overseeing our progress towards a Fairer East Ren and we will report on progress twice per year and publish updates on our webpages at eastrenfrewshire.gov.uk/communityplanning

As we continue to deliver a Fairer East Ren we will create opportunities for working together with local people to ensure the plans meet their needs.

Notes

If you are part of a community group and are delivering, or would like to deliver activities that contribute to this outcome, we would like to hear from you. You can use this space to make any notes and develop ideas. Our contact details to the right.

Contact for further information

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