

EAST RENFREWSHIRE COUNCILCABINET27-April 2023Report by Director of EnvironmentNO ONE LEFT BEHIND EMPLOYABILITY PROGRAMMES 2023/24**PURPOSE OF REPORT**

1. The purpose of this report is to inform members of the No One Left Behind (NOLB) award from the Scottish Government and seek approval for programmes in 2023/24.

RECOMMENDATIONS

2. It is recommended that the Cabinet:
- a) Note the progress of projects funded in 2022/23 in Annex 1;
 - b) Approve the projects outlined in Appendix 2 for 2023/24;
 - c) Delegate to the Director of Environment to make adjustments to the proposals depending upon the detailed costs of projects becoming available; and
 - d) Note that further reports will be submitted to the Cabinet in due course seeking approval for projects in future years.

BACKGROUND

3. No One Left Behind is a partnership approach between Scottish and Local Government to transforming employment support in Scotland. Since 2020, Phase 1 and 2 of the policy have been rolled out with the transfer of funding direct to local authorities and through the Local Employability Partnerships (LEP) in each area.

4. No One Left Behind programmes have been a key strand of employability services within East Renfrewshire since 2020 and have delivered a wide range of programmes through 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. Most importantly NOLB supports those at risk of being left behind to move closer to and into fair and sustainable jobs.

5. In 2022/23, 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 Young Person's Traineeship Programme within the Environment Department and East Renfrewshire Culture and Leisure Trust; employability programme aimed at tenants delivered through Barrhead Housing Association; a programme aimed at assisting the long-term unemployed back into work was delivered via the Council and partners and continuation of an all age Key Worker support within the Work EastRen Team. Please refer to Appendix 1 for NOLB outcomes achieved for 2022/23.

6. Socio-economic data for East Renfrewshire shows lower claimant rates (1.7%) than the national average (3.2%) in January 2023 (Nomis). Likewise the unemployment rate is recorded as 2.8% again below the national average of 3.4% but there remain priority groups within this. East Renfrewshire's economic inactivity rate sits on par with the national average (22%) driven by more people out of work due to ill health and fewer older people in work. Our child poverty rate is lower than the national average at 16%; however, while low, there are still parents living in areas of deprivation whose life chances are impacted.

7. For 2023/24 East Renfrewshire Council has been awarded No-One Left Behind funding as follows:

Grant Commitment	Amount	Grant Information
All Age Employability Support	£259,000	Includes Young Person's Guarantee
Tackling Child Poverty (previously Employability Fund)	£659,125	Delivery of Programmes Staffing Costs – will be paid via General Revenue Grant (GRG) to allow for more flexibilities

REPORT

8. The grant is split into the two separate commitments of (a) All-Age Employability Support and (b) Tackling Child Poverty, on which activity and spend must be reported separately.

9. The funding is now linked to the Best Start, Bright Futures Delivery Plan which aims to tackle child poverty within Scotland.

10. The Local Employability Partnership (LEP) must provide written confirmation that the offer of grant and proposed activity has been approved. The LEP is the strategic employability partnership group which coordinates and supports employability provision across East Renfrewshire and is facilitated by East Renfrewshire Council as the Lead Partner. One of its main priorities is to oversee alignment and integration of the No One Left Behind policy intention. Partners include Education, HSCP, SDS, the Third Sector Interface, Further Education, Chamber of Commerce, Scottish Enterprise, Business Gateway and DWP.

11. In 2022-23, LEPs submitted and published their 3-year Delivery Plans covering the period from April 2022 to March 2025 which set out local priorities, challenges and interventions as well as outlining the support required to meet individual needs and labour market demands. The Plans should continue to be updated as required and Scottish Government notified of relevant changes. As the lead partner within the LEP, all funding is managed through the local authority and it has responsibility for the delivery of the annual investment plan. Final sign off of the investment plan will be sought from the LEP once cabinet paper has been approved.

12. In addition, the grantee must submit an Annual Investment Plan, as described in Appendix 2, which sets out proposals for delivery of services and support in 2023-24. A copy of the Terms of Reference for the LEP will also be submitted with the Annual Investment Plan. Notwithstanding the conditions set out above, the funding for 2023-24 should be utilised flexibly and local decisions made regarding its use, driven by the LEP Delivery Plans and the use of both local and national data and meeting local needs.

Objectives

13. The high level main principles which underpin the No One Left Behind approach are: to provide flexible and person centred support; Is straightforward for local residents to navigate; Is more integrated and aligned with other services and; Provides pathways into sustainable and fair work.

14. The main objectives of the All-Age Employability Support are: to deliver an all age, needs based, person centred approach to those seeking to move towards, enter, sustain and progress in employment; regularly assess delivery of services identifying and implementing any improvements necessary for the on-going benefit of participants; and commit to the Fair Work Framework.

Tackling Child Poverty

15. The child poverty activity will be delivered through the No One Left Behind all-age employability model. The additional funding to tackle child poverty through employability activity must be used to complement and build on the range of existing provision that is in place in the locale.

16. Given the range of barriers parents may face to entering the labour market or increasing income from employment, eligibility criteria has been set at a high level. However, specific attention should be paid to the 6 priority family groups: Lone parents; Parents with a disability or families with a disabled child; Parents who have 3 or more children; Parents from a minority ethnic background; Parents who have a youngest child under 1 and Families with a young parent (under 25).

17. Appendix 2 of this report lists those projects that we are seeking approval for from the Tackling Child Poverty grant funding for 2023/2024 grant allocation. All No One Left Behind provision has been commissioned via our Local Employability Framework to ensure continuation of embedded programmes within the employability service.

18. The All Age Employability Support will be greatly enhanced by our UK Shared Prosperity provision for 2023-25 which includes dedicated support for people with mental health and addiction issues, people with criminal convictions and those who have a health barrier to employment.

19. The Child Poverty/Parental Employability Support for 2023-24 will continue to fund Key Worker support (employability and financial advice) for parents from our priority groups. This programme will be delivered in partnership with the Council's Money Advice and Rights (MART) team who will provide essential financial advice, including debt, benefits and appeals.

20. A requirement of the funding is the recruitment of a Child Poverty Employability Coordinator who will be based in the Work EastRen team and will work closely with the Council's Child Poverty Lead and other internal and external strategic partners.

21. Funding has been ring-fenced for a small grants award programme which will be run via our Local Employability Partnership (LEP). The Work EastRen team will work with partners to identify suitable projects which meet the ambitions of the Tackling Child Poverty Funding. In prioritising proposals, particular consideration will be given to: the deliverability of the project within the tight timescale – programmes will have a hard stop of 31st March 2024; the geographical spread of grant across the Council area; and the impact of the programmes on parents from our identified priority groups.

22. The small grants programme will be launched in April 2023 and will be evaluated by strategic leads from the LEP.

23. A proposal has also been submitted from the Council's Housing service for the development of an Intermediate Labour Market programme which will look to employ a small number of trainees from the parental priority groups. This is a new programme that will aim to provide paid work placements for six months with accredited training and learning. All trainees will be allocated a dedicated Key Worker to support with job applications, interview skills, support into work and in-work support.

24. Given the tight timescales associated with this programme in terms of when the grant is awarded by the Scottish Government and the length of time it takes to develop projects, it should be noted that there may be some challenges with timings and timeous expenditure of funding, given that the only flexibilities are around staffing costs which will come through General Revenue Grant (GRG).

FINANCE AND EFFICIENCY

25. There are no financial implications arising directly from this report. Project implementation will be funded through the No One Left Behind (NOLB) funding from Scottish Government – however it must be noted that the majority of the funding is single annual funding which brings with it particular challenges around delivery and timescales.

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

CONSULTATION AND PARTNERSHIP WORKING

27. Consultation has taken place with a range of internal and external partners via the LEP.

IMPLICATIONS OF THE PROPOSALS

28. Recruitment and selection process will need to be undertaken for additional staffing from the Tackling Child Poverty proposal. A small grants award programme will also need to be undertaken via the LEP.

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

CONCLUSIONS

30. The NOLB programme provides an excellent opportunity to ensure continuation of core employability programmes that support our local residents into sustainable employment and the extension of the Parental Employability Support programme to help mitigate child poverty in East Renfrewshire. This engagement which will help provide direction for future investment and collaborative working.

31. Appendix 2 provides a list of those projects which are considered best placed to deliver the most benefit to a spread of areas in accordance with the guidance accompanying the Scottish Government grant offer.

RECOMMENDATIONS

32. It is recommended that the Cabinet:

- a) Note the progress of projects funded in 2022/23 in Annex 1;
- b) Approve the projects outlined in Appendix 2 for 2023-24;
- c) Delegate to the Director of Environment to make adjustments to the proposals depending upon the detailed costs of projects becoming available; and
- d) Note that further reports will be submitted to the Cabinet in due course seeking approval for projects in future years.

Director of Environment

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No One Left Behind Outcomes 2022-23

APPENDIX 1

	Proposed Starts	Actual (cumulative) Numbers: 1st April 22- March 23	Proposed Numbers: Entering Employment, self-employment, MA	Actual (cumulative) Numbers: 1st April 22- March 23	Proposed Numbers: Entering FE/ HE/ accredited training	Actual (cumulative) Numbers: 1st April 22- March 23	Proposed Numbers: Supported by an ERI*	Actual (cumulative) Numbers: 1st April 22- March 23
24 & under (including YPG)	140	162	70	49	30	31	10	19
25 & over (including NOLB delivery)	100	206	50	84	10	32	10	7
25 + LTU ILM	24	31	11		1			
Parents (including PESF)	40	124	14	45	6	14	10	0

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TOTAL BUDGET 2023/24 - £938, 125

APPENDIX 2

Service Delivery Requirements and Approach Template

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No One Left Behind					
Target Group	Rationale for Intervention	Delivery Partner	Budget	Number of People Assisted	Expected Outcomes
Young people who are not in employment, education or training (15 years 6 months to 24 years old)	Support is essential for young people who are not in education, employment or training post-school especially for young people who have stopped engaging with services. The programme is well established within East Renfrewshire and works closely with education, DYW, SDS, DWP and VAER	The Lennox Partnership (commissioned through the Local Framework)	£45,000	55 young people 23-24	20 job outcomes; 10 vocational training; 10 into FE/HE; wraparound employability support and progression along the skills pipeline for young people who are not in education, employment or training.
Care Experienced Young People (CEYP 15 years 6 months to 25 years old)	Essential component of our Corporate Strategy and 'The Promise' to support CEYP in transition to adulthood. Well established programme within East Renfrewshire working with key stakeholders.	VERG Ltd (commissioned through the Local Framework)	£45,000	30 young people 23-24 including unaccompanied minors	Wraparound, resource intensive, long term employability support for our CEYP up until the age of 25. 10 job outcomes; 5 vocational training; 5 into FE/HE. Development of softer skills within employability e.g. confidence building, work coaching, breaking down barriers, working in partnership with specialist agencies
Young people with Additional Support Needs (15 years 6 months to 24 years old)	Support for one of our priority groups of young people. Specialised, targeted and long term support required working in partnership with HSCP and other colleagues	Enable (commissioned through the Local Framework)	£59, 971	40 young people 23-24	10 volunteering/work placement/supported activity, opportunities on offer; 10 qualifications; 5 FE/HE; 5 employment. Softer skills developed alongside work coaching and preparation for work.

Young people 15 years 9 months school leaving age to age 19 at risk of being NEET	To maximise young people's participation in learning, addressing their needs to prepare them for employment, education or training. Providing targeted support and opportunities within the Positive Pathways Programme, which will attempt to reengage those that are at risk of leaving with no positive destination.	Based within Education Department, uses a variety of local and third sector partners	£70,000	37 Young people 23-24	Young people who are not engaged in employment, education or training (NEET) face multiple health, economic and psychosocial challenges, our aim is for each young person to achieve at least one of the undernoted outcomes. Improved self-esteem; Improved Health and Wellbeing; Increased skills; Achieved qualification; Employment; Training
Employment Recruitment Incentives (All Age)	Employer incentives using ERI Framework to provide support for employers to employ clients with barriers to employment. Please note that we will prioritise 25+ group where possible. RLW.	Delivered by Work EastRen	£26, 4000	4 posts 23-24	4 employment posts with local businesses and/or social enterprises. Progression of client along the strategic skills pipeline.
Clients with barriers to employment or furthest away from the labour market (All Age)	Vocational courses to tackle local skills shortages and fit in with sector demands.	VERG Ltd (commissioned through the Local Framework)	£12, 629	2 courses with 10-20 participants	Accredited learning; qualifications and training; development of employability skills; financial inclusion input; well-being input.
Total			£259,000		

Parental Employability Support/Child Poverty

Target Group	Rationale for Intervention	Delivery Partner	Budget	Number of People Assisted	Expected Outcomes
Parents from all priority groups	Part of our Parental Employment Support provision which aims to tackle child poverty within East Renfrewshire. Range of provision will be offered via our LEP partners to meet local needs and demands.	Small grants award process to be launched in April 2023 to all partners within the LEP	£200,000	100	Holistic approaches to parental employment. Job outcomes; upskilling; accredited learning; qualifications and training; development of employability skills; financial inclusion input; wellbeing input etc
Parents from all priority groups	Part of our Parental Employment offer - to support both in-work parents and unemployed parents. Individual Training Fund including travel, one off child care and resources	Application process on a case by case basis through PES Key Worker.	£30,000	50	Wrap round support for parents re-entering the work place or progressing within the work place.
Parents from all priority groups	Part of our Parental Employment offer - to support both in-work parents and unemployed parents. Part time and full time Employment Recruitment Incentives (ERIS) will be on offer at Real Living Wage.	Delivered by Work EastRen	£79,200	12	12 p/t or f/t employment posts with local businesses and/or social enterprises. Progression of client along the strategic skills pipeline.

Parents from all priority groups	Part of our Parental Employment offer - to support unemployed parents into 6 month long placements at RLW.	Delivered by Work EastRen	£100,000	10	10 work placements created with accredited learning and training. Will be allocated a dedicated employability adviser. Progression into employment.
Parents from all priority groups	Part of our Parental Employment offer - to support unemployed parents into 6 month long placements at RLW.	Housing / Mixed Tenure / Work EastRen	£71,800	5	5 trainee placements (6 months) created with accredited learning and training. Will be allocated a dedicated employability adviser. Progression into employment.
Sub-Total (delivery)			£481,000		
Parents from all priority groups	Staffing and resourcing to meet key ambitions of the PES/CP agenda	Delivered by Work EastRen	£198,125		1 Child Poverty Employability coordinator; 2 f/t Employability Key Workers; 1 f/t Money advice Key Worker
Total (including delivery and staffing)			£679,125		