Edinburgh and South East Scotland City Region Deal

Integrated Regional Employability Skills

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- The IRES programme is the skills element of the City Region Deal
- Jobs

- It aims to bring about change to respond to skills agenda
- Across the City Region there will be 290,200 job openings between 2018 and 2028
- Almost 44,000 of these will be new roles, with the remainder consisting of replacement demand
- Rise in non-standard work in Scotland continues, mostly part time jobs (50,000); self-employed (35,000); temporary (13,000) lowest growth is in full time jobs (9000)
- Increasing levels of under-employment and under-utilisation
- Raising productivity within existing workforce
- Hour glass labour market is a limiter on progression, and move towards higher skilled occupations
- Technological change (automation) will remove, create / alter current jobs
- Many people can't afford to live in Edinburgh, or travel in









Labour Market Analysis

Better understand what is going on

Integrated Knowledge Systems

• One client journey, job matching, data intelligence

Intensive Family Support

Working with 144 most disadvantaged families long term

Skills Gateway Housing Construction

Creating courses and qualifications with pathways to higher end jobs

Skills Gateway Digital Data Innovation

Creating courses and interventions to better data understanding

Integrated Employer Engagement

Unified branding employer offer, extending Recruitment Skill Centres, better Community Benefits

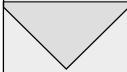
Workforce Mobility

Alignment of travel support, changing how we work and reducing travel



Edinburgh's Strategic Skills Pipeline (Updated May 2019)

Referral Routes



Schools and Community

Specialist Agencies

Client Self-Referral

Stage 1: referral, engagement and assessment

Outreach, supporting people into regular activity and positive routines

Stage 2 – needs assessment and barrier removal

Assessment of clients needs, addressing barriers to employment/training

Stage 3 – vocational activity
Delivering accredited training,
employability training and job
search advice

Stage 4 – employer engagement and job matching Arranging work or volunteer placements, matching jobready clients to jobs

Stage 5 – in-work support and aftercare
Supporting individuals to maintain and progress within the workplace

Third Party Grants (Stage 1-5): People requiring specific barrier removal or with niche needs. 957 places per annum.

NOLB/Activity Agreements (Stage 1): Young people leaving school without a positive destination. **141** places per annum.

Edinburgh Guarantee & Joined up for Business (Stage 4-5): Collaboration with Employers and developers to unlock opportunities and supports for job seekers (Inc. Community Benefit delivery support and Recruitment Centres).

YEAP (Stage 1-5): captures city-wide services for supporting young people, with 729 places per annum outside of the Third-Party Grants and Employability Fund.

Intensive Family Support (Stage 1): Targeted poverty and social inclusion support for low income families. 60 Edinburgh families supported. "Data Innovation" and "Construction" Skills Gateways (Stage 2-5): Sector focused career enabling and development programmes.

Integrated Employer Engagement (Stage 4-5): Collaboration between regional partners to the maximise benefits from employer relationships.

EnCompass (Stage 1-4): People with a history of substance misuse, criminal justice and homeless. **240** places per annum.

Activity Agreements (Stage 1): 1-1 Case management service for vulnerable young people working with third party services to deliver a positive outcome. 183 people per annum.

All in Edinburgh (Stage 2-5): Those with a disability (including mental health) or long-term health condition, with focus on work progression under Supported Employment framework. (supported by European Social Fund). 500 places per annum

SDS Employability Fund (Stage 3-4): Unemployed people requiring support to develop skills and confidence. **505** places per annum.

Modern and Graduate
Apprenticeships (Stage 5): 1250
MA starts per annum.

Start Scotland (Stage 2-5): Long-term unemployed to remove barriers to employment. **897** places per annum. In-work support limited to those they secured jobs for from earlier pipeline stages.

Project SEARCH (Stage 3): Council/NHS work experience for individuals with a disability. 26 places per annum. NOLB/SERI (Stage 4): Unemployed young people with the greatest barriers to employment, 30 places per annum.

Modern Apprenticeships (Stage 5): Development roles in various Council disciplines. 100 places per annum.

ESES City Region Deal Pilot Activity (in development)

CEC Direct Delivered Provision: 339 places

CEC Funded Externally Delivered Provision: 3148 places

Other Funded Provision: 3381 places

ETIES NEXT STEPS (stage 4-5): Short-term unemployed, those facing redundancy, and those requiring in-work support, focusing on regeneration areas. **1100** places per annum (supported by European Social Fund).

Social Childcare (Stage 4-5): Provides childcare options where private providers are limited/don't exist, with a focus on regeneration areas. **210** new families per annum.