

Working Capital



Special feature on closing the Disability Employment Gap



@WorkingCap_JUFJ



Councillor Kate Campbell, Convener of the Housing and Economy Committee

Welcome to the latest edition of *Working Capital*

This issue focuses on how the Fairer Scotland for Disabled People Employment Action Plan can help half the disability employment gap.

David Cameron from SUSE explains more about the Disability Employment Action Plan on page 6, with more articles on the theme of supported employment and inclusiveness on page 7.

In May, International Women's Day was marked by the launch of Business Gateway Edinburgh's Women in Business Growth Programme by First Minister Nicola Sturgeon. More about this inspiring programme can be found on page 2.

Page 8 provides an update on the Next Step Project and an exciting new partnership for East Lothian schools with Exeter College. There is also an article about a new memorial award that will be presented in honour of a former Edinburgh Project SEARCH intern.

EnCompass, complex needs employability support programme, has delivered real successes over the last 2 years by delivering flexible, person centred support - on page 10 you can find out about the achievements of the programme, which is surpassing targets to help more people into further education, training and employment

These and many more interesting articles can be found in this issue of Working Capital.

Editorial Group

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To amend or add to mailing lists log in to the member area at www.joinedupforjobs.org. To contribute or respond to Working Capital magazine, email workingcapital@edinburgh.gov.uk. We strive to reflect the diverse views of a voluntary partnership and while every effort is made to ensure that all information is accurate, no legal responsibility is taken by the City of Edinburgh Council for any errors, omissions or misleading information.

The Mentoring Circle



The Mentoring Circle programme offers young people the opportunity to meet and be mentored by an employer. Jobcentre Plus (JCP) Mentoring Circle initiative is intended to support young people aged 16-24 by giving them an opportunity to build on their employability skills through facilitating an interaction with employers.

The main aim of Mentoring Circles is to increase confidence, motivation and job search skills to help jobseekers move closer to employment by raising their aspirations and fostering a can-do approach.

A Mentoring Circle is a type of action learning set focusing on the personal development of those involved, including the mentor. Action learning is a process which enables the mentees to bring issues or challenges to the group and work and learn together, take action and reflect on outcomes. Action learning can enable young people to talk to others who are facing the same barriers and show them they are not on their own.

During the Mentoring Circles employers will share their experiences with mentees who will receive advice on their CVs, job applications, a chance to practice

interviews and employability skills. Where possible, the last session of the Mentoring Circle will be held at the employer's premises.

The employer will offer participants support with CV writing, application forms and building their profiles. They will also have an opportunity to discuss and prepare for interviews.

Employers commit to three structured two-hour meetings with the participant over a 3-week period. They will also practise mock interviews and deliver feedback.

If you are an employer who would like to get involved and can commit to mentoring a young person contact [Ursula Edmond](mailto:ursula.edmond@dwp.gov.uk).

For more information

ursula.edmond@dwp.gov.uk



Women In Business

First Minister Nicola Sturgeon and Cllr Kate Campbell, Convenor of the Housing and Economy Committee, launched Business Gateway Edinburgh's first Women in Business (WIB) Growth Programme at an International Women's Day event held in the City Chambers.

The aim of the event, attended by over 150 women, was to celebrate women in business and highlight their significant contribution to the economy. The day featured panel discussions with some of the city's most entrepreneurial and inspiring women, including Alison Grieve, founder of [G-Hold](#), Jill Henry, founder of [Meander Apparel](#), Celia Hodson, founder of [Hey Girls](#) and Alice Thompson co-founder of [Social Bite](#).

Business Gateway Edinburgh's Women In Business Growth Programme will provide support to help women to grow their business and develop skills in areas including pitching for investment, accessing international markets and developing innovative approaches to business.

The programme will support 40 women each year to realise their growth ambitions whether they are at the early stage of their business or as an existing business, working closely with them to take their company to the next stage of their growth journey.

For more information

Susan.harkins@edinburgh.gov.uk

JUFB Build Your Knowledge Event

Joined Up for Business partners regularly come together for a variety of network and information sharing events, the latest being held Wednesday 15 May for a 'Build Your Knowledge' event at the City Chambers.

The event was hosted by Rhona McLinden, Employer Relationship Manager at [Capital City Partnership](#) who introduced Susan Harkins, [Business Gateway Edinburgh](#) Manager to give an overview of 'What Joined Up for Business is?' and how the organisations link together.

Rona Hunter, Chief Executive, Capital City Partnership, highlighted the programme plan for City Region Deal, the impacts and benefits on the Employability sector in Edinburgh as well as several CPD opportunities for colleagues over the next few months.

Stephanie Lang, [FUSE](#) Recruitment and Skills Manager closed the first session by giving an overview of the FUSE Recruitment Offer and progress on development.

The workshop session was very well received by attendees who were given an opportunity to hear from each partner, update their knowledge on new services and explore ways that colleagues can work together to support employers across the city.

Lorna Syme, Customer Service Leader for DWP, commented "It was fantastic to see colleagues from a variety of public and third sector organisations networking and updating their knowledge on services available across the JUFB partnership. The benefit of events such as Build Your Knowledge can't be underestimated, and they are always time well spent for



colleagues. I was particularly pleased to hear the enthusiasm from colleagues and hope we will see similar events in the future."

For more information

www.joinedupforjobs.org

Maximise! Family Support Project

The family support and advice project Maximise! is delivered with cross-sector support from Children 1st, Community Health and Advice Initiative (CHAI), Edinburgh Health and Social Care Partnership and the City of Edinburgh Council's '1 in 5' project, working with schools who contribute to the service via Pupil Equity Funding (PEF).

Aiming to reduce the attainment gap between higher and lower income families and increase children's positive participation in school life, Maximise! is embedded within the Liberton school cluster, working alongside families to address the wider issues impacting those affected by poverty.

Maximise! offers parents holistic support delivered in schools, homes and the local community by an integrated team of specialist workers - Family Support, Advice and Employability - around income maximisation, debt and housing advice, prevention work, employability and whole family support.

The project has been active in Liberton since August 2018, supporting just under 100 families - 13 families have received 1:1 intensive support, 18 parents have engaged in employability 1:1's and courses, and a total of £143,393.00 in financial gains have

been secured for families.

Maximise! continues to grow and has secured PEF to roll out the service to school clusters in each of Edinburgh's localities.

Regional Approach

Also focusing on the provision of holistic, whole family support, the Intensive Family Support Service (IFSS), part of the Edinburgh and South-East Scotland City Region Deal is beginning to take shape. The IFSS will tackle intergenerational disadvantage by targeting significant pockets of persistent, entrenched worklessness and poverty evident throughout the ESES city region.

Capital City Partnership are holding co-production workshops with clients, service providers and stakeholders to support the shape and design of the IFSS. Upcoming workshops will be advertised via local employability outlets such as the [Joined up for Jobs](#) website.

It is anticipated that the new service will begin operating across the wider city region in early 2020.

For more information

✉ Sylvia.Baikie@nhslothian.scot.nhs.uk

TCAC Job Club success

The Throughcare and Aftercare Job Club has been running for almost three years and operates from a dedicated base in 249 High Street every Thursday afternoon. The sessions attract care experienced young people who are looking to take the next step towards a positive destination.

Over the last three years, 170 young people have used the service, with 38

college starts, 55 moving into training and 12 onto an Activity Agreement. There were 103 job starts, two young people signing up to a volunteering opportunity, five into a Community Jobs Scotland vacancy and four onto the international exchange programme, Going Dutch.

Contact Joanne.holmes@sds.co.uk or Kirsty.black@edinburgh.gov.uk to promote your opportunities.

Retrain in Retail Celebration Event



Retrain in Retail is a free programme funded by Fort Kinnaird owners, British Land, and delivered by Fort Kinnaird Recruitment and Skills Centre (FKRSC). The programme is aimed at people aged 30 and above living in the city and surrounding areas who are looking to kickstart a career in retail.

In addition to a two-week work experience placement at one of Fort Kinnaird's retailers, including Smyth's Toys Store, Currys PC World and Odeon, the training is designed to equip students with a wide range of skills. These include health and safety, interview techniques, driving customer satisfaction, communication skills and CV writing. All students who complete the course are awarded an SVQ Retail qualification which is recognised by employers across the industry.

Presenting certificates to the most recent participants, Councillor McVey commented;

"Despite pressures from online shopping nationally, Edinburgh's retail sector is buoyant. It's great to see the owners of Fort Kinnaird investing in the future with training courses at the Recruitment and Skills Centre, equipping graduates with the right skills to help ensure that retail in Edinburgh continues to be a success. I wish the trainees every success in their future careers."

Fort Kinnaird and the RSC will continue to work with the students to support them with job applications and practical advice ahead of interviews.

Retrain in Retail follows the success of Fort Kinnaird's Bright Lights programme, a free training programme for unemployed 18-24 year olds in the city which has ran over the past four years.

For more information

✉ enquiries@rscfortkinnaird.co.uk

Work Ready?

On the Wednesday 22 May, the regional Developing the Young Workforce (DYW) team brought together industry, young people, educators and careers advisors for a one-day conference focusing on Work Readiness. The focus was on exploring what it means, how young people can get work ready and how we can all be involved.

The conference kick started with some words from Michelle Fenwick, DYW Regional Programme Director, Edinburgh, Midlothian and East Lothian: 'Today is not about waiting for opportunities to land on your lap, it is not about waiting for work ready young people to land on the doorstep of your workplace and it's not about somebody else's job, today is about a team effort – everyone being involved, we all have

our own work ready story, it's time to support young people to create theirs.'

A definition was identified to bring all delegates on the same page when talking about work readiness. Skills, attitude and attributes were explored and the challenges young people face when working towards being work ready. The conference closed with some words from John Loughton of Dare2Lead, and a reminder that we are best placed to develop others when we develop ourselves.

A call to action to #CreateDontWait with a campaign running through June, ensures the learning and momentum from the day continues.

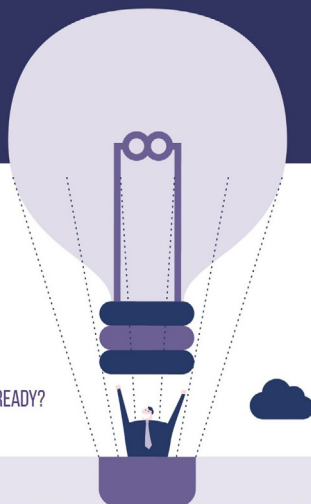
For more information

www.dyw-edinmideast.com

WORK READY?

RESEARCH SHOWS YOUNG PEOPLE, EMPLOYERS AND EDUCATORS ARE NOT ON THE SAME PAGE WHEN THEY TALK ABOUT WORK READINESS.

WHAT DOES THIS MEAN IN REALITY?
HOW CAN YOUNG PEOPLE WORK TOWARDS BEING WORK READY?
AND WHAT CAN EMPLOYERS AND EDUCATORS DO TO HELP YOUNG PEOPLE BECOME WORK READY?



Midlothian Foundation Apprenticeships

Midlothian Council will deliver Foundation Apprenticeships (FAs) for the first time as part of the 2019-2021 contract funded by Skills Development Scotland. A Foundation Apprenticeship (FA) is a blended learning experience combining school, college and work-based activities. It is a two-year course for S5 and S6 pupils and is delivered over two half-days during the academic year. The qualifications are delivered at SCQF Level 6 which is the same level as a Higher.

Midlothian FAs will be delivered using a school-hub model which is aimed at reducing the amount of travel time for pupils between their school and the training or workplace site. There are three FAs on offer in Midlothian for 2019-2021. Business Skills, IT Software Development and Social Services (Children and Young People) with 20 places available in each skill area.

The FA's will be delivered by Midlothian Council's Lifelong Learning and Employability (LLE) team along with internal and external partners. The details of the FA's on offer are:

Business Skills

Pupils will work towards a National Progression Award (NPA) in Business Skills at SCQF Level 6, a contemporary Business Issues unit, and core units from the SVQ in Business and Administration at SCQF Level 6. Training will be delivered at Lasswade High School on Tuesday and Thursday afternoons in year 1. In year 2 the pupils will attend a work experience placement and gather evidence to complete the SVQ core units. The programme will be delivered by the Lifelong Learning and Employability team.

IT Software Development

Pupils will work towards a National Progression Award (NPA) in Software Development at SCQF Level 6 and core units of a Diploma for IT & Telecommunications Professionals at SCQF Level 6. Training will be delivered at Newbattle High School on Tuesday and Thursday afternoons in Year 1, some training will also be delivered at Edinburgh College (Midlothian Campus). In year 2 the pupils will attend a work experience placement and gather evidence to complete the Diploma core units. The programme will be delivered by Edinburgh College.

Social Services

(Children and Young People)

Pupils will work towards a National Progression Award (NPA) in Social Services (Children and Young People) at SCQF Level 6 and core units of a Social Services (Children and Young People) at SCQF Level 6. This FA will be delivered in a blended model with pupils attending work experience placements for one afternoon per week along with one afternoon of theory related to their qualification. The programme will be delivered from two School-hubs: Beeslack and Dalkeith High Schools. Placements will be offered by Midlothian Council's Early Years teams to allow the pupils to gain relevant experience. The programme will be delivered by Midlothian Council's Social Services SVQ team from the Beeslack and Dalkeith High School hubs.

For more information

www.midlothian.gov.uk/info/1084/jobs_and_training/588/foundation_apprenticeships
www.apprenticeships.scot

Fair Work and the Living Wage

JUfJ May Update

Edinburgh's Joined Up for Jobs (JUfJ) May Forum followed the theme of 'Fair Work and the Living Wage'. Hosted by co-chair Lucy Pearson (AIE Delivery Manager), the JUfJ Forum welcomed speakers from across the Scottish employability landscape.

First up, Rona Hunter (CEO at [Capital City Partnership](#)) gave an update on the regional Strategic Skills Pipeline, showing the range of service provision. Highlighting the achievement of the Job Strategy Group of senior officers from SDS, DWP, NHS, Edinburgh Universities, Edinburgh College, and the Council.

Stephanie Lang explained that [FUSE Retail & Hospitality Academy](#) will assist with the expected 3000 job opportunities created as a result of the new Edinburgh St James opening in Oct 2020 and will also help support employers within the city centre Business Improvement District (BID).

Better Social Outcomes

Alistair Hunter from Training and Business Development Director (UK) Esher House, demonstrated how Esher House and YMCA Scotland can partner with you to help you win public contracts & improve the return on investment for your organisation and most importantly achieve incredible social outcomes and create a solid evidence base for your work.

Jon Mennie gave an overview of the new [Next Step](#) contract and highlighted difficulties for their client groups in gaining fair work and living wage positions and why this is more important than ever before in regards to Edinburgh's economic profile.



Ryan King from [StartScotland](#) discussed the promotion of fair work and touched on the challenges that some employers face while making the commitment to embed the fair work principles.

Hattie Chandler, Strategic Programme Manager explained the Innovation Centre + Careers Club – an exciting project focusing on life after school for young people in Edinburgh. This project is for people aged 15-25 years, young people can explore a variety of careers, with an emphasis on digital careers, and develop valuable employability skills.

Frontline Training

Dr Norma Clark explained the NIDMAR programme. The NIDMAR programme aims to deliver on the Ministerial commitment to train 300 frontline supported employment specialists across Scotland over the next 5 years. This will be achieved through the provision of intensive case management training utilising the National Institute of Disability Management and Research (NIDMAR) internationally-recognised training, with the objective of strengthening staff's case management skills in delivering supported employment services across the broad employability pathway to people with disabilities and/or mental health conditions which are impacting on their ability to stay in or to progress into employment.

John Beaton gave information around the new Meadowbank development and noted they have identified CCP as the single point of contact (SPOC) for any queries in relation to potential upcoming employment opportunities.

Lucy Pearson concluded the Forum by extending thanks to Lesley Morrison ([Create](#)) for her work as the Chair of Joined Up for Jobs Providers Forum. Lesley has resigned after 2 years in the Chair position to focus on the development of Create Digital Skills. (see page 11)

Presentations are available on the [Joined Up for Jobs Website](#).

The JUfJ Steering Group are keen to hear from new members and topics for discussion at the next forum.

For more information

www.joinedupforjobs.org

Halving the disability employment gap: time to act

Published in December 2018, the **Fairer Scotland for Disabled People: Employment Action Plan** sets out the Scottish Government's ambitions to halve the disability employment gap.

Significant new funding for the supported employment sector is expected, particularly for local services for people who face the greatest barriers to paid work, but it does require providers to be proactive in creating solutions.

ISSUE 28 WORKING CAPITAL JUNE 2019



There's a big emphasis on employers rising to the challenge in providing more inclusive workplaces, and in working in partnership with better resourced intermediary organisations who provide the vital face-to-face support for clients. Going forward, Scottish Union for Supported Employment is encouraging government to ensure there is more effective partnership working across the existing range of services which support people with disabilities.

Scottish Union for Supported Employment (SUSE) chief executive, David Cameron, explains what DEAP means for people with a disability to Working Capital.

The Fairer Scotland for Disabled People: Employment Action Plan lays out a range of actions to reduce the disability employment gap which currently stands at 36%. SUSE was able to influence the development of the plan and welcomed the commitments it makes to employers, disabled jobseekers and young people in transition.

There is a great deal to be enthusiastic about and the plan undoubtedly offers a range of opportunities to make real progress. It does not include everything we would have liked to have seen or give firm commitment on the significant additional resources required in years ahead. There are a few key areas of particular interest to SUSE members:

1. The creation of the Public Social Partnership to address the gaps in employer knowledge and expertise. To make progress disabled jobseekers who can do need to be able to move into work without specialist support. This requires a fundamental change from employers, but we recognise the challenges and anxieties they have. Sometimes it's easier to do nothing at all than to risk getting it wrong. The PSP could be a first step to improving this situation.



2. A review of supported employment will be commissioned this year, an opportunity to take stock of current provision, establish how much supported employment actually costs, the resources required to deliver it effectively and how we can ensure it is available for those who need it.
3. The plan includes the commitment to train 300 healthcare and other professionals in disability management and return to work support. We urgently need a similar commitment to invest in employability practitioners who work face-to-face with clients and who often do so without access to properly planned and funded training, mentoring and professional development.
4. Building on the Seven Principles of Transition to improve outcomes for disabled school leavers. Employability specialists can get young people onto an employment pathway if they are invited to work in education settings with pupils, teachers and parents. We need to see a lot more of these successful initiatives.

For more information

✓ David@SUSEScotland.scot



Duo Day 2019

Scotland's political leaders joined with trainees from All in Edinburgh supported employment programme to promote Duo Day on 16 May 2019.

Each participant shadowed an MSP as they went about their normal routine. This allowed them to have real workplace

experience, to get involved as much as possible in the day to day life of the MSP and to ask questions.

Highlight of the day, was a photo call with the First Minister, Nicola Sturgeon MSP, and other party leaders: Willie Rennie MSP, Richard Leonard MSP, Ruth Davidson MSP and Patrick Harvie MSP, taken on the steps of the Garden Lobby staircase.

Alex Perry from IntoWork met with Greens

leader, Patrick Harvie, and Lothian MSP, Andy Wightman. Lynsey McKay from Forth Sector met with Lothian Labour MSP, Kezia Dugdale, and Stephen Griffiths had a day with Willie Rennie, the Scottish Lib Dem leader. Spencer Reid from the Action Group met with the Edinburgh Central MSP and Scottish Conservatives leader, Ruth Davidson.

Employability Minister, Jamie Hepburn MSP, even managed to meet with the group and a member of his own staff talked about her experience of completing a Modern Apprentice with the Civil Service as a person with a disability.

Duo Day, also known as Shadow Day, started in Ireland in 2008 and now takes place in 9 countries across Europe. Scotland has joined this European movement in support of equal working rights for disabled people.

For more information

www.suse.org.uk/duo-day/duoday2019/

Blackwood Care Partnerships

Blackwood Homes and Care are committed to helping people live their lives to the full and provide high quality housing, care and support for disabled people across Scotland. Blackwood are award-winning investors in innovation and their digital care system CleverCogs™ is at the heart of allowing their customers to be as independent as possible.

The services that Blackwood offers across the city has resulted in a required workforce expansion over the next 18 months. Through working with [Joined Up for Business](#), Blackwood have worked hard to set up new employability partnerships to support this

anticipated growth of the service.

Recruitment and attraction of candidates into social care remains a major driver for all providers and Blackwood have taken progressive steps in developing their recruitment initiatives through working closely with [Joined up for Business](#) and [Capital City Partnership](#).

As a Disability Confident employer and values-driven organisation, Blackwood Care place great emphasis on equipping their workforce with the skills and capabilities required now and for the future. By working with employability teams from [ENABLE](#), [Cyrenians](#), [Into Work](#) and [All In Edinburgh](#), they have developed placement

programmes, workshops and shadowing opportunities which has led to supporting people back into work with flexible and permanent job opportunities.

Blackwood aspire to make their service a great place for their employees to work and employment co-ordinators from partner groups have accompanied and supported new team members at Head Office as they go from interview to induction and training. Blackwood remain committed to working with the employability teams to identify assistive technologies and adjustments that can allow new team members to fulfil their potential and develop their career.

For more information

ShawnM@blackwoodgroup.org.uk

Balfour Beatty wins Inclusive Workplace Award

Scottish Union for Supported Employment (SUSE) introduced the Inclusive Workplace Award in 2017 to promote the employment of people with disabilities in all sectors of the economy. The team at [ENABLE Scotland](#) supported them through the process by identifying their current good practice and the further steps needed to achieve full accreditation.

This year, the award was won by [Balfour Beatty](#). Hector MacAulay, Balfour Beatty's Regional Managing Director of Scotland and Ireland, said: "We are delighted to have won the 'Inclusive Workplace' employer award.

"As a major employer and contributor to the Scottish economy, we have a responsibility to promote social inclusion; breaking down the barriers in recruitment and providing support through employment. We are proud to be recognised for the work we are doing at Balfour Beatty to create a truly inclusive workplace."



Hector MacAulay and Jackie Archer from Balfour Beatty are presented with their award by Jamie Hepburn, Minister for Business, Fair Work and Skills.

Connar Coghill Inspirational Award

Connar Coghill was an **Edinburgh Project SEARCH (EPS)** intern who took part in the **2016/17 programme**. He was an extremely well liked young man and was always full of fun. Growing up, he struggled with health issues but never let that get in the way or take away his cheeky grin.

Connar applied for the programme after being at college for a short time - he decided he wanted a job and felt that EPS offered him the right structure. His time on the programme wasn't always easy and, at times, his future on EPS was in doubt.

However, with the help of the team and his work place buddy, Terry, Connar realised his goal of employment and secured full time employment as a Porter at Edinburgh Royal Infirmary. For Connar, the best thing about his job was gaining an understanding of how much help he could be to others.

Sadly, Connar passed away in June 2018. To honour his memory, we have chosen to award the 'Connar Coghill Inspirational Award'. This recognises Connar's



© Courtesy of McAteer Photo

achievements on the programme and will also be presented to one intern each year who has overcome adversity to remain and achieve on the programme.

For more information

✉ Project.search@edinburgh.gov.uk

New partnership with Exeter College



East Lothian Council has announced a partnership with Exeter College, University of Oxford, to provide a fully-funded immersive residential experience for twelve S3 pupils.

Two pupils from each of East Lothian's six secondary schools had the opportunity to participate in the initiative during June. This is the first partnership of its type between an Oxford college and a Scottish local authority.

The selected students lived on Exeter College's historic main site, in the very heart of Oxford, where they were given a taster experience of what makes an Oxford education. This included individual tutorials on a subject of the pupil's choice; interactive seminars, and visits to Oxford's many museums and cultural institutions.

Core teaching in Oxford is based around conversations between a student and a tutor on a weekly basis during term-time.

These tutorials enable students to explore ideas and gain new perspectives through talking in-depth about subjects and receiving constructive, individual criticism from world class tutors, who are experts in their areas of research.

This was an exciting opportunity for East Lothian pupils to immerse themselves in a truly world-class educational institution.

Fiona Robertson, Head of Education, East Lothian Council, said: "We are keen to provide all of East Lothian's children and young people with a variety of individual pathways into further education, higher education or into sustainable long-term employment. This was a fantastic and exceptionally rare opportunity for East Lothian young people to study at one of the world's top universities."

For more information

✉ jhenderson2@eastlothian.gov.uk

The Next Step Project

The Next Step Project commenced on 1st April 2019 and is delivered in partnership between Community Renewal Trust, Citizens Advice Edinburgh, Cre8te Opportunities and One Parent Families Scotland.

Delivery of the service is underway across 17 locations in Edinburgh with a single point of contact number **0300 365 0025**. The purpose-built website went live on 31 May

and can be found at nextstepedinburgh.org where employers, providers and residents can access support through the live chat service, make a referral or get more details on service provision and understand the pathways to other organisations.

Next Step provides high-quality integrated support to help people achieve better work. Their work aims to transform people's lives

through person-centred one-to-one support and they are also engaging with employers to access under-used talent amongst Edinburgh's residents.

People will be able to drop in to any of the centres during the week, which will be open some evenings and weekends to better support people in-work, tackling low income

and supporting unemployed work ready people.

Appointments can be made by self-referral or any professional in one of the city's agencies or third sector organisations. They operate a no wrong door approach in the centres which are open for anyone with any query.

For more information

W <http://nextstepedinburgh.org/>

✉ jon.mennie@communityrenewal.org.uk

☎ 0300 365 0025



New Employability Grants Programme

After an extensive period of co-production with stakeholders, providers and clients, CEC's new employability Third Party Grants programme was agreed by Council in March. The fund (previously known as the 'Challenge Fund') supports specialist employability delivery to Edinburgh residents and projects are focussed on supporting people to progress within the Skills Pipeline.

In all, seventeen new projects have been funded. New projects include LinkNet's mentoring programme for Black and Minority Ethnic people; Working Rite's New Pioneer project for young people and Access to Industry's new service for young people

experiencing mental health difficulties, EdinMe.

The fund, which will run for three years, aims to support just over 1000 people per year and we are expecting over 150 new job entries and at least half the participants will progress toward or in employment each year.

All projects will record their client's progress via the online Management Information System, Caselink. Over the coming months we hope to gather a wealth of data about what barriers participants face in their journey to work and, crucially, what services are best placed to help them.

For more information

✉ Kate.Kelman@capitalcitypartnership.org

Jobs Kingdom Live

Around 1300 primary five pupils from across East Lothian had an insight into a range of careers and industries at a unique event held in May.

Jobs Kingdom Live took place on 29th and 30th May at Queen Margaret University. The event, the first of its kind in Scotland, gave children the chance to try out three 'jobs' from a diverse range of industries. The activities raised awareness of different jobs and helped children think about their skills and those required in the workplace. Pupils received credits for their work to exchange for a Jobs Kingdom Live goodie bag.

Around 30 industry exhibitors provided hands-on experiences showcasing the world of work. Among them, Edinburgh College offered a range of sessions covering commerce, hospitality and event

management, broadcast media skills, technical theatre, acting and special effects make-up. Morrison Construction and Hart Builders led construction-themed activities while Dynamic Earth and Astrostat explored careers in space.

Jobs Kingdom Live was developed in a partnership between East Lothian Council's employability service, East Lothian Works, Developing the Young Workforce Edinburgh, Midlothian and East Lothian, Edinburgh College, Queen Margaret University and Napier University. The event was sponsored by Santander Universities, Morrison Construction and Canon.

For more information

✉ Jallen1@eastlothian.gov.uk

Employability Grants in Numbers

17 projects

771 people engaged per year

157 expected job outcomes

56% of participants will be aged under 24



Primary 5 pupils tried jobs in a wide range of industries at Jobs Kingdom Live.



Begin here... Go there... with EnCompass

The EnCompass project, managed by Access to Industry, provides a range of supports to people with complex barriers to accessing and sustaining education, training or employment. The service is for those in recovery from substance misuse, previous offending behaviour, homelessness and other complex issues.

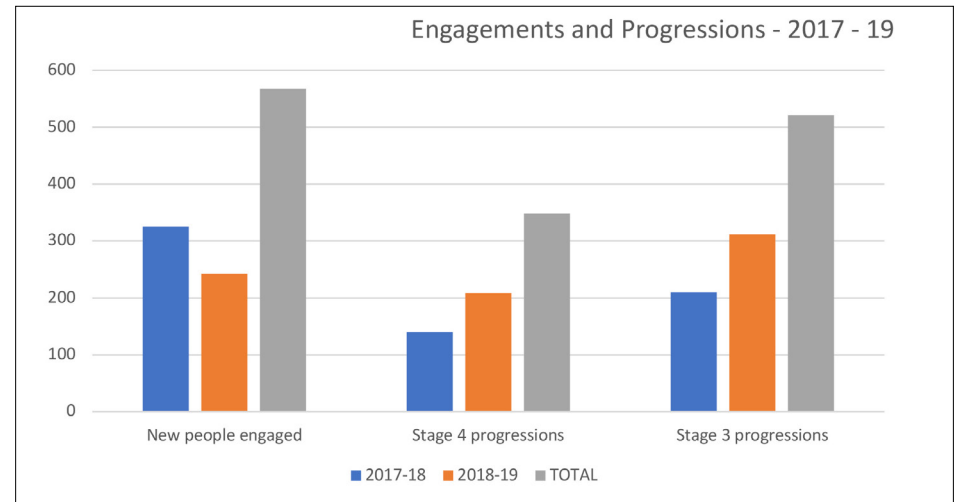
Delivering a flexible, person centred approach, EnCompass is funded by City of Edinburgh Council – Criminal Justice, Economy Service and Edinburgh Alcohol and Drugs Partnership and has recently completed its first two years of operation.

A recent report by [Smart Consultancy](#)

highlighted that, although the project began before the advent of the Scottish Government's 'No One Left Behind' strategy, it is an excellent example of improved integration between employability, criminal justice, housing and health agendas.

The project has built upon Access to Industry's experience of delivering previous programmes and works on the ethos that: "If we really want to include previously excluded people, we need to start from where they are, not where we'd like them to be."

A number of key strengths have helped the project to surpass its targets. These strengths include:

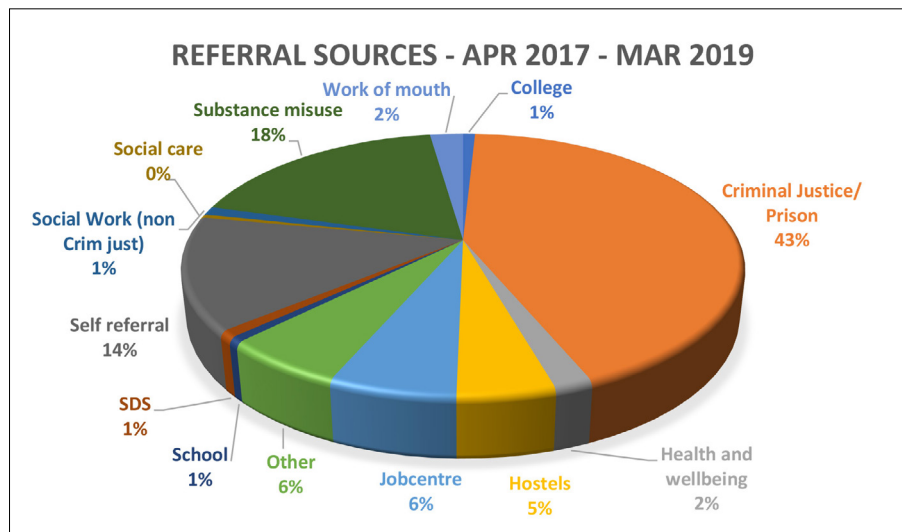


- Flexibility of both response time and participant engagement;
- The range of supports on offer – which includes therapeutic, learning, employability and holistic approaches;
- Open ended engagement – no fixed time limit and the ability to re-engage with the service;
- City centre and locality based delivery; and
- The use of peer workers to support participants.

encouraging, with one participant commenting on the holistic approach: "I've not come across support like this before – it sort of sits in the middle of my life, helping me deal with my health issues whilst also helping me think about getting back into work".

The recent midpoint review of the service showed that the majority of referrals came through Criminal Justice or Prison service, self-referral and word of mouth alongside those who had been supported through recovery of substance misuse. Other referral sources include Jobcentre, hostels, health and wellbeing support services and schools and colleges.

Outcomes for the first two years have been very positive, with the number of engagements, qualifications and progressions surpassing expectation. The funding partners are happy with the model of delivery and the outcomes that EnCompass have achieved over the initial two years and look forward to the continued success the next two years will surely bring.



Through a well-established partnership with Edinburgh College, EnCompass participants have access to AI's Community College. This offers the opportunity to gain skills and qualifications to help progress into education, further training or employment.

Whilst the project has an employability focus, staff recognise and don't push directly on harder outcomes. They very much recognise that this challenging group require a number of therapeutic interventions and non-confrontational support to allow them to progress at a pace which suits them and their recovery.

Service user feedback is also very

For more information

www.accesstoindustry.co.uk

A job well done



Lesley Morrison, Manager at Create Digital Skills Academy, recently stood down as Chair of the Joined Up for Jobs Providers Forum but Working Capital tracked her down to ask her to reflect on her time in the role, what she gained from it and if she had any advice for her successor.

Why did you stand down as Chair of Joined up for Jobs?

Apart from the fact that I only agreed to take it on temporarily, Create were unsuccessful in securing funding we had applied for, so I really need to concentrate my time on addressing that.

I built up the steering group membership and it's probably been the thing I'm most pleased with. It's a strong group with an excellent range of experience who will be able to take JUFJ forward. People attend steering group meetings and really contribute so it's great to know that I am leaving it in safe hands, with passionate and committed people taking it forward.

It's probably good timing too, as Create are a partner in the new Edinburgh Targeted Integrated Employability Service contract and with the revised Challenge Fund, it's time for a change.

What have you enjoyed most about your term as Chair?

It's been great personal development – I would recommend it. It pushed me out of my comfort zone particularly with getting to know employability on a more strategic level (and the 'public facing' aspect), which I hadn't before.

What would be your advice for the future leadership of the Forum?

Not sure I necessarily have advice. One of the priorities that has emerged is to continue the integration work started by JUIP. The JUFJ Forum could really make an impact in ensuring that employability providers work in a more integrated way with other services.

Former vice chair, Grant Thoms, summed up the appreciation felt for Lesley Morrison's leadership of JUFJ Forum on behalf of the current steering group: "To be fair, Lesley was a bit hesitant in filling her predecessor's shoes but, to her credit, she has been a real driving force in taking forward JUFJ focus over the past two years. Developing themes and structure for the Forum's quarterly meetings were well received and she has single-handedly re-shaped the steering group to ensure its role within the employability landscape in Edinburgh."

A job well done! Many thanks for all you've done, Lesley, and best wishes for whatever new challenges are ahead.

For more information

 www.joinedupforjobs.org

FIND OUT MORE

PUBLICATIONS

Where next for Universal Credit and tackling poverty?

This briefing from the Joseph Rowntree Foundation seeks to answer 3 questions:

1. What impact will UC have on families locked in poverty?
2. How can the Government make the delivery of UC a success?
3. How will we know when UC is ready to be rolled out to all claimants?

<https://www.jrf.org.uk/report/where-next-universal-credit-and-tackling-poverty>

City of Edinburgh Equality Summary

A summary of National Training Programme Equality data for the City of Edinburgh in 2017/18.

<https://www.skillsdevelopmentscotland.co.uk/media/45611/city-of-edinburgh-equality-summary-2017-18.pdf>

Increasing employment of disabled people in public sector: analysis of consultation responses

This document provides a full, detailed analysis of the consultation responses. The responses include all those submitted on-line and by email over the duration of the consultation which ran from 30 April to 15 August 2018. In addition, six workshops were held across Scotland and were attended by 218 third sector and public sector organisations and individuals.

<https://www.gov.scot/publications/analysis-consultation-responses-scottish-government-consultation-increasing-employment-disabled-people-public-sector/>

**Analysis of Consultation Responses:
Scottish Government Consultation
on increasing the employment of
disabled people in the public sector**

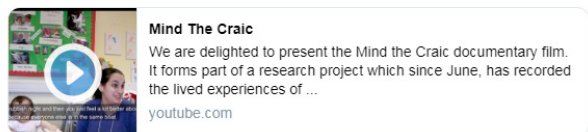
April 2019

 Scottish Government
Riaghaidh na h-Alba
gov.scot

Stacey Cuthbertson
@StaceyJUFJ

Following

Adore this film on the community empowerment research project Mind the Craic. It gives voice to the people of Edinburgh and captures so much - but for me, the importance of relationships shines through. ❤️
youtu.be/Xv7_3OXL9S0 via @YouTube
@evoc_edinburgh @VolunteerEdi



PrincesTrustScotland
@PrincesTrustSco

Following

If you know someone who would benefit from funding to help cover costs such as: course fees, transport or equipment to help them live, learn and earn then get in touch, our Development Awards can help 16-30 year-olds to get into education, training or employment 🙌🙌



Smart Works Edinburgh
@SmartWorksEDI

Following

SHE GOT THE JOB! Our clients are incredibly brave, and we hope that every woman to pass through our doors gains the confidence she needs to get the job she deserves. Best of luck to Anne with her new job at the bank!
💙 #charity #employment #dogood #Mondaymotivation



MeganS_ENABLE
@MeganS_ENABLE

Following

Looking for support to find work? Get in touch with us and we can talk with you about how we can help 😊 @AllinEdinburgh #EnableWorks

All in Edinburgh

We can help you if:

- You are over 16 years old
- You live in Edinburgh
- You have a disability or long-term health condition

Types of support we can offer:

- Looking for jobs and applying
- Writing a CV and cover letter
- Getting in touch with employers
- Interview guidance
- Organising work trials and experience
- Support specialised for you
- Advice and signposting
- Continued support in employment
- Help you progress in your employment

If you would like any information about All in Edinburgh, contact:

- Call: 0300 0200 101
- Call: 0131 220 8255
- E-mail: info@allinedinburgh.org.uk

All in Edinburgh
@AllinEdinburgh

Following

This is why we love to use caselink!! It is brilliant to have such a detailed reporting system for employability provisions. Measuring & analysing client journeys allows continuous improvement to service delivery.
@ICONIssoftware



Joined Up for Jobs
@JoinedUpForJobs

As our final post for #WorldAutismAwarenessWeek we would like to look back on #GetDigitALL which included a 16-week coding course for young people on the autistic spectrum @CodeClanScot @IntoWork57 youtube.com/watch?v=hzZcdn...

