



# Working Capital

## How JUFJ Are Making Work Fair For All



@WorkingCap\_JUFJ



Councillor Kate Campbell, Convener of the Housing, Homelessness and Fair Work Committee

## Welcome to the latest edition of *Working Capital*

**Edition 30 of Working Capital contains lots of exciting developments from the winter months, including the No One Left Behind Winter Health and Wellbeing Programme on page 2.**

On page 3 we learn about the impressive Mums Into Business group, which is successfully supporting women to set up as self-employed.

The progress of Next Step is highlighted on page 4. The event held in October celebrated their success at supporting people with barriers into employment, while also addressing the growing issue of in-work poverty by seeking living wage employment opportunities.

The Key Feature follows on from this by looking at the wider Fair Work Agenda, as set out by the Scottish Government. We hear about how the Joined Up For Jobs network and the City of Edinburgh Council are working towards fair work for our citizens.

All In Edinburgh's Evaluation Launch event is on page 7. I was pleased to be able to open this event and hear about the key findings from the evaluation and how the service is supporting our citizens with a disability.

This, and lots more, is included in this edition of Working Capital, which I hope you enjoy.

## Editorial Group

This magazine is edited and published by the Economic Development Service, the City of Edinburgh Council, and is supported by the following editorial group, representing the key partners in Edinburgh's Jobs Strategy:

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[www.nhslothian.scot.nhs.uk](http://www.nhslothian.scot.nhs.uk)

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## Get in touch

To amend or add to mailing lists log in to the member area at [www.joinedupforjobs.org](http://www.joinedupforjobs.org). To contribute or respond to Working Capital magazine, email [workingcapital@edinburgh.gov.uk](mailto: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.

Cover Photo: Katherine Jackson (Fort Kinnaird Recruitment and Skills Centre), Fiona Thomson (Enable) Joseph Mountford Smith (Enable) and Siobhan Mackenzie (Enable)

# Social Security Scotland

**Social Security Scotland is an Executive Agency of the Scottish Government. In Scotland, they have several devolved benefits and it's their responsibility to ensure that they are managed correctly and fairly, delivering those benefits to the 1.4 million people who rely on them.**

The **Pregnancy and Baby Payment**, the **Early Learning Payment** and the **School Age Payment** are part of Best Start Grant, a package of three payments that will give extra money to low income families during the early years of a child's life. These grants are broken down as follows:

A £600 payment for a first child and £300 for other children with an extra £300 for multiple births

A £250 payment made between the ages of two and three and a half years old to help with the costs of early learning for eligible families who have a child

A £250 payment made around the time a child normally starts Primary 1 to help with the costs of a child starting school.

The Pregnancy and Baby Payment can be applied for from 24 weeks pregnant up to the day your baby is 6 months old. For the



Social Security Scotland  
Tèarainteachd Shòisealta Alba

School Age Payment, applications are open until 29 February 2020. Parents who have deferred entry to August 2020 should still apply in the 3 June 2019 to 29 February window.

**Carer's Allowance Supplement** is an extra payment for people getting Carer's Allowance from the DWP. The **Young Carer Grant** is a new yearly payment of £300 for young carers aged 16 to 18 who live in Scotland. It's a cash benefit for them to spend as they choose, and they can apply if they are at school, in further education, employed or unemployed.

Social Security Scotland have prepared stakeholder resources, including factsheets, leaflets and posters.

#### For more information

[www.socialsecurity.gov.scot/what-we-do/stakeholder-resources](http://www.socialsecurity.gov.scot/what-we-do/stakeholder-resources)

# Winter Health and Wellbeing Programmes

**A Health and Wellbeing Programme is operating in each of the No One Left Behind (NOLB) Stage 1 (Activity Agreement) Hubs from mid-January until the end of March 2020. The programme is suitable for young people aged 16 - 19 who left school this winter or have left school but are not currently in a positive destination – whether they have dropped out of college, failed to sustain other provision, or just need a little more support to take the first step.**

The hubs are based at Canongate Youth, Slateford Green, Valley Park Community Centre, Wester Hailes Library, Community Renewal Bingham and Citadel Youth Centre. The courses will each run for between 10 and 12 weeks and eligible young people can join at any time.

Each hub's programme will be unique, but their main aim is to:

- Improve the mental health of participants and their coping mechanisms by reducing anxiety and stress

- Increase participants' confidence, resilience and self-esteem, and develop responsibility, compassion and empathy
- Engaging in physical activities to improve the participants' general health and wellbeing
- Develop social skills through opportunities to bond as a group, experience team work and problem solving
- Develop the participants' employability skills and provide direct experience of work they may wish to progress towards.

Referral is through the NOLB Stage 1/ Activity Agreement referral form. More information and the referral form can be found on the [Joined Up For Jobs noticeboard](#).

#### For more information

[activityagreements@edinburgh.gov.uk](mailto:activityagreements@edinburgh.gov.uk)

0131 469 3332

## DuoDay 2020

**DuoDay is back on Thursday 14 May 2020.**

The Europe-wide initiative aims to bring together people with disabilities, supported employment agencies and employers to promote equal employment opportunities and move disabled

jobseekers into positive destinations. It highlights the positive contribution people with disabilities make at work. This year, 24 jobseekers will take up a work taster in an occupational sector of their choice.

In past years, the Scottish Union for Supported Employment (SUSE) have focused on charities, the public sector and political leaders but 2020 will target private sector employers – big and

small – as they are key to improving the employment situation for disabled people.

Some big-name employers, like John Lewis PLC, have already agreed to participate around the theme of "Play Your Part". As in previous years, the aim is to

achieve a 60% success rate for moving jobseekers to positive destinations that progress their employment aims.

To find out more about how you can help promote the initiative, sign up for the SUSE newsletter at: [www.suse.org.uk/duo-day](http://www.suse.org.uk/duo-day)

#### For more information

[www.suse.org.uk/duo-day](http://www.suse.org.uk/duo-day)

@SUSEscotland



# Employability Partners visit Edinburgh St James

**Edinburgh St James is due to open its first phase in October 2020. Anticipated to bring 3,000 jobs to the city, the scale of the project is inconceivable until you walk around the project site to see the development progressing.**

In November, FUSE invited a range of partner organisations from Universities across Scotland, [Joined Up for Jobs](#), DWP and [Capital City Partnership](#) for a tour of the Edinburgh St James site. Irene Gibb ([Laing O'Rourke](#) Community Liaison and Sustainability Lead) led the three groups around the site to see the walkways taking shape and the Galleria roof being finalised. The groups were also shown the progress of the 5-star [W](#) Edinburgh, the main Galleria, the residential development, as well as the units that [Next](#) and [Zara](#) will occupy.

The tours recognised the importance of the collaborative employability network in the success of FUSE. Stephanie Lang, FUSE Manager, commented: "Partners across Edinburgh are key to FUSE supporting the Employers across Essential Edinburgh and Edinburgh St James. We are already working together with organisations to provide opportunities across the city centre and the opening of the development will provide even more fantastic opportunities for those seeking work. We are keen to share the excitement of Edinburgh St James with partners to inspire colleagues to promote the project to clients across the city".

#### For more information

[www.edinburghfuse.com](http://www.edinburghfuse.com)

[@FuseEdin](https://twitter.com/FuseEdin)



# Mums into Business

**Mums into Business was set up at Whale Arts in late 2018 after a chance meeting between the project worker (Kirsty Frankland) and a small group of mums who were waiting to pick up their children with nowhere for themselves to go. The result was 'Friday Mums' - run and facilitated by Kirsty where the women could share problems and support one another. From there, 'Friday Mums' became 'Mums into Business'.**

Kirsty facilitated creative workshops, supported the women in building their confidence, approached [Business Gateway](#) who collaborated with the group and delivered 4 sessions on how to start a business and forging strong links with the [Department for Work and Pensions](#). The big challenge was finding a way around the benefits system - how to make the jump from surviving on benefits to thriving through growing a business. While this

remains an issue, along with the lack of affordable premises and flexibility in how leases are made available, the group has moved forward. Some women have started trading at in-house markets - something they themselves set up - and several markets have been held at Whale Arts and Westside Plaza throughout the year.

One of the group members, Sinda Santos, recently took over running the group and has forged links with a number of community-based business groups, including [Wevolution](#), and is planning trips to visit these in 2020.

There is still a long way to go but these mums mean business. The group is positive and determined to achieve success for themselves and their families. In doing so, they also open the door for others looking for a way off benefits and into business.

#### For more information

[www.facebook.com/Mumsintobusiness](https://www.facebook.com/Mumsintobusiness)

# Christmas time at FKRSC

**During the festive period, Fort Kinnaird Recruitment and Skills Centre (FKRSC) supported approximately 435 Vacancies across 56 employers. By 10 December, 122 of these had been filled. This includes Tessuti, who took on 16 permanent staff for the opening of their new store at the beginning of November.**

FKRSC have also looked at increasing their interaction on social media, including a brand new [Instagram](#) account to compliment the Facebook and Twitter accounts. This is proving to be a popular way of letting jobseekers know about live vacancies.

In addition, FKRSC have completed their

third Bright Lights Course of the calendar year. This saw 12 candidates from varying backgrounds successfully complete the course, 9 of which moved into employment. More courses will run in the new year and will be advertised through [Joined Up For Jobs](#) and FKRSC's social media.

#### For more information

<http://rscfortkinnaird.co.uk>

[@RSCFortKinnaird](https://twitter.com/RSCFortKinnaird)

[www.facebook.com](https://www.facebook.com)

[RecruitmentSkillsCentreFortKinnaird](https://www.facebook.com)

[www.instagram.com/recruitmentskillsfortkinnaird](https://www.instagram.com/recruitmentskillsfortkinnaird)

# Successful Next Step

**Next Step and Capital City Partnership were joined by Jamie Hepburn MSP at Out of the Blue Drill Hall on 23 October to celebrate helping over 500 people to start their journey towards fair work in Edinburgh since its launch in April 2019.**

Next Step is a free service delivered by anti-poverty charity [Community Renewal Trust](#) through funding from the [City of Edinburgh Council](#) and the [European Social Fund](#). It supports clients with a wide range of employment-related requirements, including insufficient income, unemployment, training needs, career stagnation and work and personal issues. Their CEO – Paul McColgan – described what makes the project stand out:

*“The project isn’t just about getting people into work or into better work – it is about transforming an individual’s life. Our*

*highly experienced Employment Advisers collaborate with each individual and together they identify their needs. We stick with the client, offering bespoke advice, one to one support and links with employers until they have achieved the outcome they want.”*

One such client, Kevin Gibbons, discussed his experience of Next Step:

*“I approached Next Step because I was looking for work. Thanks to their advisers, I have attended digital training and received funding for a bookkeeping course. Once I got to the stage of applying for work, I also received help with writing my CV, interview coaching and improving my confidence.”*

Kate Kelman, Deputy Chief Executive at Capital City Partnership, explained why the project was funded:

*“This service is potentially innovative, providing holistic support, tailored to the individual and ultimately empowering people. We have high hopes that the approach will result in genuine long-term and sustainable improvements to people’s lives.”*

Also speaking at the event was the Minister for Business, Fair Work and Skills - Jamie Hepburn MSP, who congratulated the project on its success:

*“It is fantastic to see how well Next Step has taken off. The providers also tackle a range of employability matters including in-work poverty. I welcome this because it helps create fairer work and helps people with other employment-related issues.”*



#### For more information

[www.nextstepedinburgh.org](http://www.nextstepedinburgh.org)

[@NextStepEdin](https://twitter.com/NextStepEdin)

0300 365 0025

## Helping Employees Save Through Castle Community Bank



**With employee welfare becoming more of a focus for employers, the importance of the financial wellbeing of staff has never been greater. Under the [Credit Union Consortium](#), [Castle Community Bank](#) are offering the facility for employers in Edinburgh to join as payroll saving partners.**

This free staff benefit is easy for employers to set up and is increasingly popular with responsible employers across the UK, as well as being recommended by the [Scottish Government](#) in the 2016 [Scottish Business Pledge](#).

The process is simple and involves the employer helping staff save directly into their Castle Community Bank account directly from payroll, in the same way as pension contributions.

Loan re-payments can also be made via this method and loans can attract better rates due to the extra security of being paid directly from payroll, helping keep employees away from high cost credit alternatives.

Payroll saving has been proven to reduce stress and absenteeism, making employees more productive, safe in the knowledge that they have access to regular saving and affordable credit. All monies are protected by the Financial Services Compensation Scheme, bringing peace of mind to savers.

#### The benefits to employees:

- It’s an easy way to save.
- It’s easier for employees to put some money aside before receiving their pay.
- Savings can be withdrawn at any time as long as they are not secured as part of any loan agreement.

- Employees will have special access to low cost credit union loans

#### Advantages for employers:

- Positioning the service as an employee benefit.
- It may help to reduce requests for pay advances.
- Knowledge that the credit union is an ethical financial services organisation.
- As the credit union is local this helps to retain and circulate money in the local economy.
- Employees also have access to low-cost loans, and this helps avoid the new breed of pay day loan companies and money, reducing the risk of debt.

Castle Community Bank was formed in 2015 following the merger of two credit unions: Castle and North Edinburgh. It also includes the members of the Water of Leith Credit Union Study Group, which was set up with the aim of establishing a Credit Union in Leith.

As well as being a financial co-operative, they are also a social enterprise. This means appealing to those who want to benefit their neighbours, improving the financial understanding and empowerment of people in the use of money and the management of their financial affairs, as well as reaching out to those excluded from accessing affordable financial products and have no option but to use high cost credit.

#### For more information

[info@castlecommunitybank.co.uk](mailto:info@castlecommunitybank.co.uk)

[Castle Community Bank](#)

# November's JUFJ Forum

Lucy Pearson, the Joined Up for Jobs Forum Chair, welcomed everyone to the November forum, where the theme was "Training and Development Across the Joined Up for Jobs (JUFJ) network".

Attendees were introduced to Calum Nicol, the Employer Engagement Executive at FUSE Recruitment & Skills, who provided an update around FUSE. John Beaton-Hawryluk from Capital City Partnership then presented on the Trams to Newhaven project and the opportunities this may provide forum beneficiaries.

Wolfgang Spenke from The Springboard Charity & Springboard UK Ltd discussed an exciting opportunity with Diageo - Diageo Learning for Life: Bartending and Hospitality. It is a six-week course and consists of four weeks of training and two weeks work placement. This course prepares clients for a career within a bartending or a front of house role.

Lauren Cargill from Action for Children came to discuss the new construction programme they are offering women

between the ages of 16 and 24. They offer both physical and virtual training, links with role models already working within the industry and work experience within a relevant role.

Julie MacDonald, the Domestic Abuse Awareness Training Officer at Edinburgh Women's Aid, attended the forum to discuss a project which educates employers around issues relating to violence and domestic abuse and the barriers it creates to women moving forward in life and work.

This forum also included a networking session, based around skills and training across the JUFJ network. During the session, attendees worked in small groups to identify training needs in their organisation and map training available across the network, creating a training bank to be utilised by the JUFJ network.

#### For more information

[www.joinedupforjobs.org/service-providers/jufj-providers-forum](http://www.joinedupforjobs.org/service-providers/jufj-providers-forum)

# Meet Lucy Pearson

#### Q: What attracted you to take on the role as Chair of the JUFJ Forum:

When I became Delivery Manager for All in Edinburgh in June 2018, I became a member of the JUFJ Steering Group. I was impressed at the enthusiasm around the table - people clearly driven to build on the partnerships across the network and ultimately put the beneficiaries of employability services at the heart of every discussion and decision the network makes. With my experience of local and national consortium management, I felt I could bring my experience of partnership-working to the JUFJ Chair role, whilst using it as a development opportunity for my professional practice by getting more involved with the network.

#### Q: What do you see as the opportunities and challenges for the JUFJ Forum going forward:

The ever-changing employability landscape will always be a challenge, due to various funding streams feeding into the sector, funding cuts, fluctuating lengths of contract awards and large volumes of compliance. However, I see the JUFJ network as a way to turn these challenges into opportunities.



My main aim during my time as Chair is to further align and integrate JUFJ network providers across the region - allowing all providers the opportunity to upskill, network and learn from each other and to ensure the network continues to grow as a valuable support for JUFJ providers.

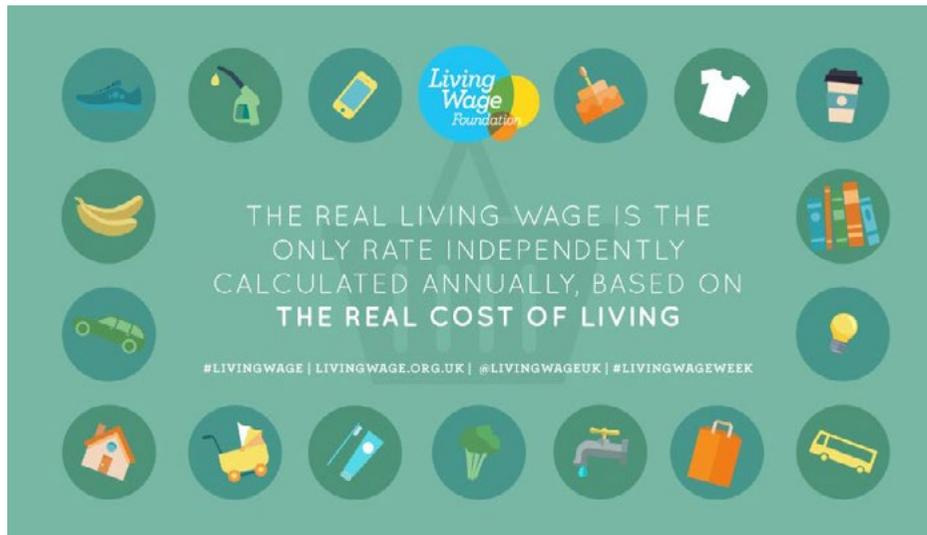
#### Q: How do you see the JUFJ Forum progressing over the next few years:

I am working in re-designing the layout of the JUFJ Forum due to feedback from a recent survey we sent out across the network. I am keen to make sure the forum is relevant and has purpose for all attendees. Top of my priority is to get more providers attending and networking and to provide an inspiring and thought-provoking agenda!



Edinburgh Women's Aid

- Est. 1973 - Grassroots Feminist movement to support survivors
- 40,000 (approx.) reported incidents in Scotland last year
- Police Scotland respond to Domestic abuse call every 9 minutes
- 1 in 4 women & 1 in 5 children under 18's experience DA
- £2.3 billion - cost to the public purse in Scotland per year



## Making Work Fair For All

**The Fair Work Convention, which independently advises the Scottish Government on Fair Work, published its Fair Work Framework in 2016. The Framework defines Fair Work as “work that offers effective voice, respect, security, opportunity and fulfilment; it balances the rights and responsibilities of employers and workers, and can generate benefits for individuals, organisations and society.”**

The Scottish Government’s [Fair Work Action Plan](#) sets out a number of steps that need to be taken, including Fair Work First, where they will work with employers across Scotland to encourage equality for all.

**Fair Work First will ask employers to commit to:**

- investment in skills and training
- no inappropriate use of zero hours contracts (for example using zero hours contracts when people are working regular hours; exclusive contracts that stop flexible workers working for other people)
- action to tackle the gender pay gap
- genuine workforce engagement such as trade union recognition, and
- payment of the real Living Wage

This is only one aspect of a large action plan that will hopefully make the workplace a more equitable and inclusive environment.

### How are the Joined Up For Jobs network making work fair?

November 2019 saw both [Living Wage Week](#) and [Purple Tuesday](#). The new UK Living Wage hourly rate of £9.30 per hour (an increase of 30p per hour) was announced on 11 November and a number of organisations in the Joined Up For Jobs (JUFJ) network celebrated their continued status as an accredited Living Wage employer, taking to social media to share their celebrations.

On 12 November, [Enable Scotland](#) were the Purple Tuesday partner for Scotland, leading the [#purpletuesday](#) campaign for Scotland and visiting nearly 300 employers. Purple Tuesday focuses on improving the awareness of the needs of disabled customers and making the customer experience accessible for all. Participating organisations make public commitments (a minimum of one new activity or initiative) to ensure sustainable changes are made. [FUSE](#) were visited by [Enable Scotland](#) and got on board with [#purpletuesday](#) by making three pledges around training and awareness raising for staff and partners, as well as promoting the recruitment of people with disabilities to all of the employers that they work with. [Capital City Partnership](#) recognised [#PurpleTuesday](#) with a celebration breakfast with partners and were also visited by [Enable Scotland](#) to hear their pledge to provide disability awareness training to all staff to ensure best practise is achieved across the employability sector.

Another initiative that contributes to the Fair Work Agenda is the [Disability Confident](#) scheme which encourages employers to make the most of the talents that disabled people can bring to the workplace. There are already over 15 members of the JUFJ network that are official Disability Confident Employers, including [Access To Industry](#), [Forth Sector](#), [Street League](#), [Fort Kinnaird Recruitment and Skills Centre](#) and [Into Work](#). [Capital City Partnership](#) are now a Disability Confident Leader, achieved by

committing to being a champion to support other organisations to ensure that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations.

As part of the Fair Work Agenda, the [Scottish Business Pledge](#) has been refreshed to align more closely with the agenda. There are already a number of organisations in the Joined Up For Jobs (JUFJ) network who are Pledge Partners and hopefully this number will increase in the future.

As one of the largest employers in Edinburgh, the City of Edinburgh Council, as a Living Wage employer, is committed to inclusion and equal opportunities for all and champion key internal projects including Edinburgh Project SEARCH and the Modern Apprenticeship programme. The Business Growth and Inclusion team (formerly Economic Development) fund a number of external employability project all with a focus around fair work and inclusion, our Business Growth team including Business Gateway deliver inclusive growth programmes including Women in Business and Social Enterprise. The Council has recently co-ordinated a cross-departmental task force to fully address the areas around the Fair Work Agenda, including the development of fair work pledges and proposals to ensure fair work through all future tenders and contracts. This will be a key focus for the Council in 2020.

### THE FAIR WORK CONVENTION’S VISION:

*“By 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and for society.”*



## All in Edinburgh Launch Their Evaluation

**All in Edinburgh (AIE) celebrated the launch of the evaluation of the first four years of their programme at the City of Edinburgh Council's City Chambers on Wednesday 13 November.**

AIE is the City of Edinburgh's Supported Employment consortium, consisting of [ENABLE Scotland](#), [Forth Sector](#), [Into Work](#) and [The Action Group](#). They support more than 800 residents of Edinburgh every year who have disabilities and health conditions to find, retain and progress within employment.

The event, led by the All in Edinburgh Consortium Manager, Lucy Pearson, invited key stakeholders, project staff and clients to share the findings and celebrate the success so far. Councillor Kate Campbell, Convener of the [Housing, Homelessness and Fair Work Committee](#), opened the event, followed by David Smart from [Smart Consultancy](#) who discussed the key findings of the evaluation and recommendations for the remainder of the contract.

Key themes arising included the success and volume of employment secured for clients, the consortium partnership

working model and the quality of ongoing support. Overall the fidelity to the Supported Employment model was transparent from the findings. Four clients supported by their Employment Coordinators also shared their journeys to employment and discussed barriers they faced to employment prior to receiving All in Edinburgh support.

Employers involved, such as [Leonardo Hotels](#) and [Blackwood Care](#), also shared their experience of working in collaboration with All In Edinburgh to recruit and support a diverse workforce.

Finally, Jamie Rutherford, Chair of All in Edinburgh, summarised the success and thanked the City of Edinburgh Council and the [European Social Fund](#) who fund the project, as well attendees and Councillor Kate Campbell. The full All in Edinburgh Evaluation is now available online at <http://allinedinburgh.org.uk/index.php/evaluation-report>.

**For more information**

<http://allinedinburgh.org.uk>

[@AllinEdinburgh](https://twitter.com/AllinEdinburgh)

## Canongate Youth chosen as Charity Partner at SFE Awards

**Canongate Youth, an organisation working with vulnerable children and young people to gain education and employment, was the charity partner for this year's [Scottish Financial Enterprise Annual Dinner](#) held on 24 October in Edinburgh.**

More than 650 guests from across financial services, associated business services and government attended the SFE Annual Dinner, where the winners of the Scottish Financial Services Awards 2019, sponsored by [EY](#), were announced.

Donations received at the SFE Annual Dinner will help fund the expansion of Canongate Youth's services to young people in Edinburgh's city centre.

Graeme Jones, Scottish Financial Enterprise Chief Executive, said: "Scottish Financial Enterprise is extremely proud to have Edinburgh's Canongate Youth as the charity partner for this year's SFE Annual Dinner. The careful and comprehensive work they do to support some of the most vulnerable young people in Scotland's capital is truly inspiring.

Ellie Hutchison, CEO of Canongate Youth, said: "We are enormously grateful to be chosen as the charity partner of Scottish Financial Enterprise for their Annual Dinner and Awards. Canongate Youth provides essential support to enable the children and young people we work with to have the confidence, empowerment and opportunity to progress in the most positive way they can, ensuring they get the maximum benefit from their educational years before continuing on to further education and employment.

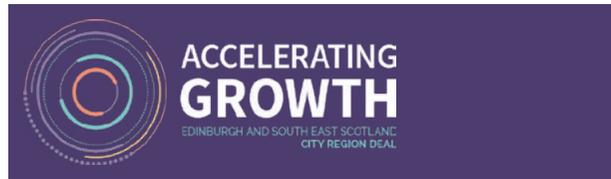
"With this vital support from SFE we will be able to expand our services and ensure more of the young people across Edinburgh reach their potential, secure their path into employment and find their place within their communities and society as a whole."

**For more information**

<https://canongateyouth.org.uk>

[@Canongateyouth](https://twitter.com/Canongateyouth)

# A Good Deal of Collaboration



**Ken Shaw (former Skills Lead for the Edinburgh & South East Scotland City Region Deal) and Adam Dunkerley (Opportunities Fife Partnership Manager and member of the City Region Deal's skills team) explain how the City Region Deal is supporting integrated approaches to employability and skills programmes across South East Scotland.**

It has been a year since the [Integrated Employability and Skills \(IRES\)](#) business case was approved by the [Edinburgh and South East Scotland City Region Deal](#) and within that year, all seven project propositions have been approved and are being implemented.

#### **The seven IRES projects:**

- Integrated knowledge management systems (IKS)
- Labour market analysis & evaluation
- Integrated employer engagement (IEE)
- Intensive family support (IFS)
- Housing construction & innovation (HCI) targeted skills gateway
- Data-driven innovation (DDI) targeted skills gateway
- Workforce mobility

The IRES programme is using the City Region Deal to improve the way we all deliver employability services across the city region. This is an opportunity to work together more effectively to combat poverty and support inclusive growth. The Deal has given us a chance to be innovative, responsive and collaborative, maximizing the knowledge and expertise from all regional partners.

As of January 2020, we will embark on an eight-year journey of change. 2019 laid the foundations for regional partnerships, through the creation of relationships, governance and processes to support pilot activities.



*Where it benefits our citizens, our aim is to improve cohesion between employability, education and health provision, putting people at the heart of delivery.*

Our seven projects are test-beds for delivery partners to work together in new ways, developing more joint projects through changes in Government policy such as [No One Left Behind](#), [Delivering the Young Workforce](#) and the potential replacement to ESF ([UK Shared Prosperity Fund](#)).

Building on insights gathered at a workshop in November 2019, we'll do even more stakeholder engagement in 2020 to ensure activity initiated by City Region Deal projects is not stand-alone but is a catalyst for more opportunities for integrated working across traditional boundaries, whether geographic or thematic. Where it benefits our citizens, our aim is to improve cohesion between employability, education and health provision, putting people at the heart of delivery to make a step change in combatting poverty.

The seven components are testing different aspects of regional working, whether supporting how services are delivered, such as IEE and IKS, or delivering specific activity, such as the Skills Gateways. Each project is supported by a board with project leads spread across different local authorities and Universities and colleges in the region.

To get involved in these discussions and discuss how your organisation can contribute knowledge, expertise and ideas, please get in touch with the City Region Deal team.

#### **For more information**

[www.accelaratinggrowth.org.uk/ires](http://www.accelaratinggrowth.org.uk/ires)

[ESESCR.CityDeal@edinburgh.gov.uk](mailto:ESESCR.CityDeal@edinburgh.gov.uk)

## CEC Modern Apprentices celebrate their success

The Council's [Modern Apprenticeship \(MA\) Team](#) hosted a Graduation Event at the City Chambers on Tuesday 10 December to celebrate their graduating apprentices for 2019. The event was a great opportunity to recognise the hard work and dedication of the apprentices in achieving their industry qualifications. There were **18 apprentices graduating this year, including three previous participants of the [Edinburgh Project SEARCH](#) programme for young people with a disability.**

The apprentices, their guests and the MA delivery partners all attended the event. The Royal High School Fiddle Group played as the guests settled in their seats and Harris Wilson, a piper from Boroughmuir High School, helped to make the event special by piping the apprentices in to receive their awards.

Councillor Eleanor Bird, Young Person's Champion for the Council, set the scene by speaking about the Council's ongoing commitment to offer apprenticeships, thereby ensuring workforce development for the future. The audience also heard from one of the apprentices, Hannah Layden, who described her experience of completing her housing apprenticeship and her progression onto a permanent post as a Housing Assistant. Chief Executive, Andrew Kerr, also attended the graduation and spoke of his personal appreciation for the apprenticeship programme and the excellent apprentices that work in his office.

#### **For more information**

[www.edinburgh.gov.uk/info/20061/work\\_for\\_us/77/modern\\_apprenticeship\\_programme](http://www.edinburgh.gov.uk/info/20061/work_for_us/77/modern_apprenticeship_programme)

[apprenticeships@edinburgh.gov.uk](mailto:apprenticeships@edinburgh.gov.uk)

# Progress for NEST

Earlier this year, the former Challenge Fund was replaced by a new third-party grants funding stream branded the Network of Employability Support and Training (NEST).

A total of 17 projects began delivering support on 1 April and six months on, they have made progress.

As the table shows, the service is on track to meet the engagement targets set at the start of the year, along with the targets for progressions. Job entries are slightly lower, however given the need for 4-week sustainment and with Christmas recruitment coming in the third quarter, we would expect this to increase significantly over the next few months.

Targets	New clients engaged	Individual clients supported	Job Entry (Sustained 4 Weeks)	Other Progressions (Sustained jobs, educ., training, volunteering etc.)
Annual Target	771	1023	157	448
Actual no. at 6 months	420	727	50	199
% of total	54.47%	71.07%	31.85%	44.42%

The figures are encouraging and start the three-year programme well. The Council and Capital City Partnership will continue to work with providers over the three years to ensure they are supporting those most in need. The NEST providers are working in partnership to ensure that provision is joined-up, reaching every corner of the city.

# ESF Challenge Fund to Support Jobless People in East Lothian

East Lothian Council has been approved a European Social Fund 2014-2020 grant to administer a local Challenge Fund which will take forward projects in the East Lothian area to support the strategic employability skills pipeline. One of the successful projects was Access to Industry's East Lothian Offenders Recovery Service which offers assistance to people who have had involvement with the criminal justice system and are looking to return to work, education or training.

Covering all of East Lothian and working with individuals to break down the barriers preventing them from developing and improving their work skills. The service provides one-to-one support with practical steps in getting 'work ready', from CV writing, interview preparation, through to writing disclosure letters.

Working in partnership with Edinburgh College, they deliver a number of SQA accredited classes in IT and communications. Support Worker, Leesa Hay, said, "Our support continues well into an individual's employment, providing a continuation of on-going assistance whilst they re-adjust to working life, helping them to maintain and sustain their employment. The project aims to focus on self-esteem, barrier removal and give individuals a positive sense of self, reducing the risk of re-offending."

For more information:

For more information

<https://accesstoindustry.co.uk>

[mail@accesstoindustry.co.uk](mailto:mail@accesstoindustry.co.uk)

[www.facebook.com/accesstoindustry](http://www.facebook.com/accesstoindustry)

# Maximising Support for Families

Jane is a single parent who lives with her four children in Edinburgh and supports her family by working in a local café. The family have lived in a private let for over three years within their local community.

Jane found herself facing immediate eviction from her home and turned to her children's school for help. The Head Teacher immediately put Jane in contact with Maximise!, who support families with financial, housing, employment and social issues.

Maximise!'s Family Support Worker, Catherine, visited Jane, who explained she had been struggling to support the family on her limited budget. Jane spoke of the impossible financial decisions she had to make after her welfare support changed. She was not sure who to ask for help and despite her best efforts, she struggled to cover the bills, resulting in rent arrears.

Catherine sought legal advice and found that Jane had no legal rights to remain in the property. Catherine advocated for Jane and

it was agreed that the family could remain in their home if the arrears were addressed.

The Advice Worker carried out a financial health check and supported Jane with budgeting to set up a payment plan and linked the family into the local food bank and the Edinburgh School Uniform Bank. It was also discovered that Jane's eldest child was entitled to Education Maintenance Allowance of £30 a week and supported the application for this. The family were also helped to apply for a clothing grant.

The Employability Worker supported Jane to engage in a part-time course at college. A discretionary fund form was processed to cover bus fares to and from the campus.

With the team's help, the family are financially stable and remain within their home and community. Jane is excited about future work opportunities that will be available to following college.

For more information

[www.chaiedinburgh.org.uk/maximise](http://www.chaiedinburgh.org.uk/maximise)

# The Living Wage in Edinburgh

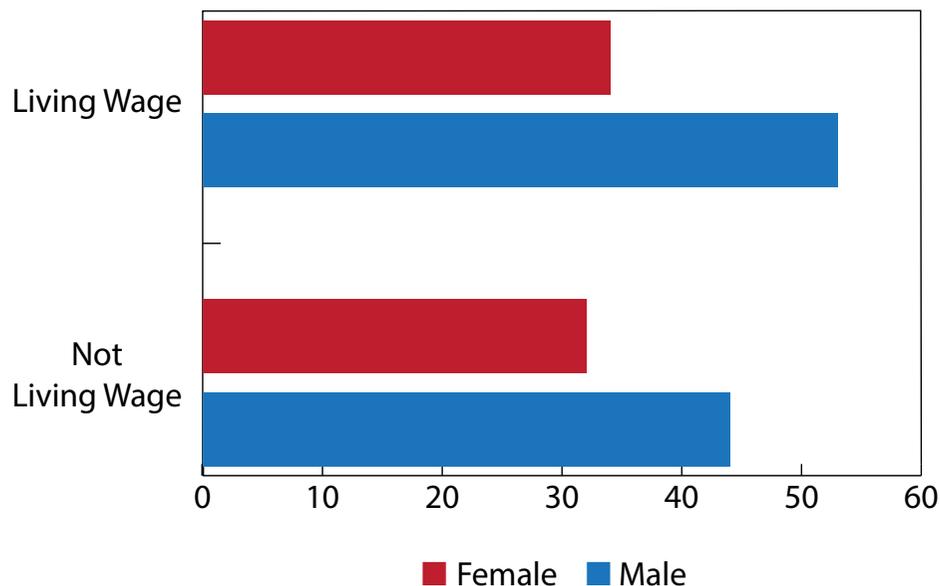
The employment rate in Edinburgh has increased from 71.1% in June 2016 to 76.7% in June 2019. However, in-work poverty is increasingly an issue. The **Edinburgh Poverty Commission** reported that 59% of all working adults are in poverty and 66% of children in poverty live in households where at least one adult is in work.<sup>2</sup>

Currently, Scotland has 1,702 accredited **Living Wage** employers. The Joined Up For Jobs (JUFJ) providers support people into work and increasingly are looking to help people into employment that pays a living wage.

Caselink, the Management Information System used in Edinburgh by the JUFJ network, provides data on employment outcomes. For those that have recorded a wage rate, we can see that the percentage of job outcomes recording a living wage has increased from 19% in 2016 up to 42.5% in 2019.

Figure 1 looks at the job outcomes for the following projects: **Next Steps**, **All in Edinburgh**, **EnCompass** and the **NEST** projects (funded through the Employability Third Party Grants). Between April and November 2019, 241 verified job outcomes were recorded on Caselink. Of these, 163 have recorded a wage rate and from these we can look at how many were Living Wage jobs: 66 were achieved by females and 97 were achieved by males. Overall, 87 were Living Wage and 76 were not marked as Living Wage.

**Figure 1 Job Outcomes with a Wage Rate Recorded Between April - November 2019**



Particular sectors are less likely to pay a living wage than others. Table 1 looks at the number of outcomes with a wage rate recorded in the City between April and November 2019. From this we can see that 34% of jobs in Sales and Customer Service were Living Wage and 24% of jobs in the Elementary Services sector were Living Wage. This causes difficulty in trying to achieve Living Wage job outcomes as these two sectors alone have been responsible for 36.5% of all jobs recorded.

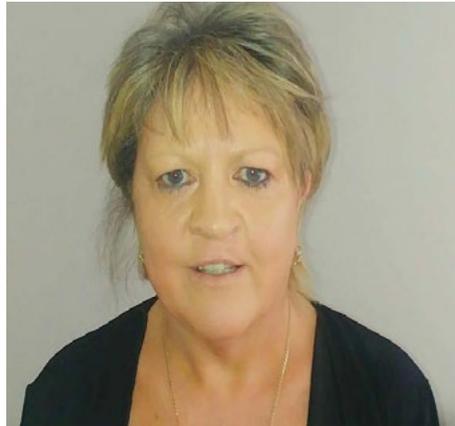
**Table 1 Living Wage by Sector**

Sector	Living Wage?				Recorded Wage Total		Total No. of Jobs
	No		Yes		Count	%	
	Count	%	Count	%	Count	%	
Administrative and secretarial	5	26	14	73.9	19	63.3%	30
Associate professional and technical	0	0	3	100	3	42.9%	7
Childcare	0	0	2	100	2	40.0%	5
Don't know	0	0	2	100	2	40.0%	5
Elementary services	19	76	6	24	25	71.4%	35
Managers and senior officials	0	0	1	100	1	100.0%	1
Other personal services	15	37	26	63.4	41	75.9%	54
Process, plant, machine operatives	1	25	3	75	4	57.1%	7
Professional Occupations	1	25	3	75	4	26.7%	15
Sales and customer service	27	66	14	34.1	41	77.4%	53
Skilled trades	8	38	13	61.9	21	72.4%	29
Total	76	47	87	53.4	163	67.6%	241

Whilst there has been an increase in the number of jobs that have been recorded as Living Wage, there is still work to be done, including balancing the desire to get people into work and ensuring the Living Wage when over a third of jobs achieved by clients have been into sectors where pay rates tend to be lower. Increasing the recording of wage rates for outcomes on Caselink will allow better monitor uptake of Living Wage jobs going forward.

1. Annual Population Survey, NOMIS December 2019  
 2. Edinburgh Poverty Commission Phase 1 Emerging Findings May 2019

# Pamela Aims to simplify the system



ISSUE 30 WORKING CAPITAL JANUARY 2020

**After 32 years with Falkirk Council's Economic Development service, Pamela Smith has been seconded to a new role with SLAED as the Employment Partnership Manager, hosted by the Improvement Service. Working Capital talked to Pamela about her move.**

## What is the purpose of your new role?

The purpose of the post is to help lead Scottish Local Government's input to the shared ambition of establishing an employability system in Scotland which is flexible, person-centred and more straightforward, delivering improved outcomes for our most vulnerable citizens.

## Why is this role needed now?

Further to the [Partnership Working Agreement for Employability](#), the post is required to support the joint commitment of Scottish and Local Government to work together through a joint action plan in order to better align and integrate services to deliver improved outcomes.

## How will your work impact on Councils and employability providers?

Hopefully the post will have a positive impact ensuring that the shared policy intent declutters the employability landscape, enabling a more collaborative approach to service design and delivery across all sectors by transforming the system, not just changing programmes.

## What does this mean for people who use local services?

People who use local services should be better able to access joined up support that meets their individual needs and circumstances and those organisations providing support will be more able to spot, refer and advise. People who use local services should feel more empowered and have more control over their journey towards and into employment in an environment of trust and respect.

## What will success look like when you have completed this role?

The ultimate success will be a system that ensures the varying needs of individuals can be supported through the one public system of support that is all age and needs-based, without imposed limits of time and unnecessary levels of bureaucracy. It will enable people to access quality, sustainable employment, improving their health and well-being.

## FIND OUT MORE

### EVENTS

## SUSE Annual Conference 2020

Tuesday 26 May 2020

Hilton Edinburgh Carlton Hotel, North Bridge, Edinburgh

The Scottish Union for Supported Employment (SUSE) will be holding their annual conference in Edinburgh in May. It is a chance for organisations to come together to discuss the issues around employment for people with a disability or long-term health condition to improve how they support disadvantaged jobseekers into paid employment.

[www.suse.org.uk/suse-hub/events/suse-conference-2020](http://www.suse.org.uk/suse-hub/events/suse-conference-2020)



## Holyrood Insight: Employability in Scotland

Monday 27 April 2020

Central Edinburgh

Holyrood Insight's second Employability in Scotland Conference will explore the achievements and opportunities of the Government's flagship policy, Fair Star Scotland and its main objectives towards incorporating vulnerable groups into meaningful employment. You will review innovative strategies that are transforming Scotland into a Fair Work Nation. Gain insight from key stakeholders on the strategies that bridge the disability employment gap, reduce youth unemployment, reintegrate recovering individuals and stimulate the social enterprise sector.

[https://holyroodinsight.com/event/3467/Employability\\_in\\_Scotland\\_A\\_One\\_Day\\_Conference](https://holyroodinsight.com/event/3467/Employability_in_Scotland_A_One_Day_Conference)

### PUBLICATIONS

## Influencing employers so more people break free from poverty through work

We all want to live in a society where work provides a reliable route out of poverty, but currently one in eight UK workers are trapped in poverty: that's just over 4 million people being held back. Employers have a role to play in solving in-work poverty, as a vital part of other systemic changes. This research from Strathclyde Business School explores the responses of employers to in-work poverty and recommends ways that businesses might – and might be influenced to – make work a better route out of poverty.

[www.jrf.org.uk/report/influencing-employers-so-more-people-break-free-poverty-through-work](http://www.jrf.org.uk/report/influencing-employers-so-more-people-break-free-poverty-through-work)





Our partners attended the @JoinedUpforJobs forum this morning to network with other employability providers in the city. Lots of conversations w/ @FuseEdin @EdinWomensAid @actnforchildren @DWPScotPartners @PrincesTrustSco @OPFS @VolunteerEdi @SmartWorksEDI & many more!

**RealJobs@TheActionGroup** @RealJobsTheAct1 · 29 Nov

Catching up with consortium partners Enable at Joined up for jobs forum meeting! #allinedinburgh #supported #employment #inclusion #joinedupforjobs #networking



**Joined Up for Jobs** @JoinedUpforJobs

Great to receive our #DisabilityConfident Leader status alongside @RSCFortKinnaird @FortKinnaird and @EDI\_Airport who both received their Disability Confident Employer status!



**Joined Up for Jobs** @JoinedUpforJobs

The new UK Living Wage hourly rate is £9.30 per hour - an increase of 30p per hour! #LivingWageWeek

**Living Wage Foundation** @LivingWageUK · 11 Nov

Our new 2019/20 rates are out! Both our UK and London #LivingWage rate has risen - Find out what the new rates are! #LivingWageWeek livingwage.org.uk/news/real-livi...



**DYW Edinburgh, Midlothian & East Lothian** @DYWEdinMidLast

Great #inclusion #diversity by one of our #DYW partners #ajobforeverybody

**YoungEnterpriseScot** @YE\_Scotland · 12 Nov

Lucy found that there was #AJobForEverybody when she joined us through @scvotweet in 2016. By making adjustments for her health condition, she was able to succeed in her role and become part of a supportive team. @Glasgow\_Chamber @ffworkscot @DYWScot @DYWGlasgow #NoWrongPath

**JobForEverybody**

Lucy joined the YE Scotland team in 2016 through SCVO after graduating from University.

Due to her health conditions, YES were able to support her with flexible working options to minimise the negative impact that could have on her health.

At the end of her contract funded by SCVO, Lucy has joined us on a permanent basis and benefited from a supportive team.

**Joined Up for Jobs** @JoinedUpforJobs

If you are struggling to make your money last or are worried about how you'll pay bills, a financial health check can help ensure you are receiving the money you're entitled to & not paying over the odds for services. #ChallengePovertyWeek @CitAdviceScot

**Get a financial health check**

- > Concerned about your finances?
- > Struggling to heat your home?
- > Difficulties feeding your family?
- > Think you're eligible for support but don't know where to start?
- > Want to save money by switching energy or other supplier?

If the answer to any of the above is YES, why not contact us and have a free confidential chat with one of our Citizens Advice Bureau Advisors.

**Call the national helpline: 0800 085 7145**

**citizens advice scotland**

**DYW Edinburgh, Midlothian & East Lothian** @DYWEdinMidLast · 13 Nov

Anna Pentony from @Royal\_High\_Sch has shared with us her #AJobForEverybody story!

Anna has Spinabifida and Hydrocephalus and she is currently volunteering at Davidson Mains Primary School.

