

Working Capital



Councillor Kate Campbell, Convener of the Housing and Economy Committee

Welcome to the latest edition of *Working Capital* Edition 26 of *Working Capital* contains updates on lots of exciting events and developments from the autumn months, including the new Navigator service on page 2.

Our key feature on page 6 focuses on the new Edinburgh Poverty Commission which aims to identify the root causes of poverty in Edinburgh and develop actions to help address these.

Many people are concerned about the roll-out of Universal Credit and the impact this could have on vulnerable households. On page 4 we detail the service that the council has set up to support residents facing difficulties, including help with personal budgeting and digital support.

Page 7 highlights an excellent project at Venture Trust called the CashBack Change Cycle programme. This supports young people facing challenging circumstances through a three week project, including employability, a residential experience and building their own bike to take home with them.

An update on the funding of Edinburgh Project SEARCH is included on page 9, alongside a great case study from Volunteer Edinburgh who receive funding through our Challenge Fund.

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

Editorial Group

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To amend or add to mailing lists visit 'Join our Network' at www.joinedupforjobs.org.uk. To contribute or respond to *Working Capital* magazine, phone 0131 529 6154 or 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.



Navigators supporting patients in Edinburgh

Navigator is a support service for patients who are hospitalised with violent and chaotic lifestyle-related injuries or complex social issues. It is a Scottish Violence Reduction Unit programme and was first rolled out in Glasgow Royal Infirmary in December 2015. After a successful 10 months, the Scottish Government awarded additional funding for a second site at the Royal Infirmary in Edinburgh.

Working weekend nightshifts in the Emergency Department, Navigators offer support interventions to patients who are caught in a revolving door of violence and chaos or those prone to being in violent situations.

Navigators will spend time with patients, building trust, being understanding and listening to their social requirements. They talk about what support is available, where it can be found and how positive engagement

with relevant support teams could make real change to the patient's lifestyle. Navigators offer post-discharge support and continue to help patients in the community, always reassuring and encouraging change. The Navigator goal is to create stability through partnership working and being consistent in supporting people away from violence.

As an action from the 'No One Left Behind' publication, the Scottish Government has created an [Employability Toolkit for Navigators](#) so that they are able to signpost people to national and local employability support.

On Wednesday 26 September, [Capital City Partnership](#) hosted the launch of the Navigator Toolkit. Jamie Hepburn MSP officially handed the toolkit over to Tam Begbie, the Navigator for Edinburgh.

For more information

<http://actiononviolence.org/projects/navigator>

New training courses at FKRSC

Fort Kinnaird Recruitment and Skills Centre (FKRSC) plan to run several free training courses over the next 2 years for jobseekers looking for a career in retail and customer services. Forthcoming courses include 'Bright Lights - Starting Out in Retail' and 'Bright Lights -Retrain In Retail', both of which offer participants the chance to gain an SCQF level 4.

All participants secured a job following the first training course. Funded by DWP, it offered the participants retail skills training, work experience and a guaranteed interview with a local employer.

John Gibson at FKRSC said: "Our training programmes offer a great chance for people

in Edinburgh and the surrounding area to gain nationally recognised qualifications, as well as gain valuable experience of what it's like to work with some of the UK's biggest retail brands. We are actively seeking referrals from all agencies who work with jobseekers. Self-referrals will also be considered. A full schedule of training programmes will be available on the [RSC website](#) in early in 2019."

For more information

[0131 669 9883](tel:01316699883)

johnhgibson@rscfortkinnaird.co.uk

www.rscfortkinnaird.co.uk

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

Another successful Christmas Recruitment drive at Fort Kinnaird

The 2018 Christmas recruitment drive at Fort Kinnaird Retail Park recently finished. Co-ordinated by the Recruitment and Skills Centre (FKRSC), it was led by a social media recruitment campaign to attract jobseekers into 568 seasonal posts to deliver the retail park's festive trade.

John Gibson, Business Development Manager at FKRSC, said: "The number of seasonal jobs in retail and hospitality at Fort Kinnaird has certainly kept pace with previous years. Our expectation was that we would deal with around 500 seasonal vacancies by the end of November.

"Over recent years we have seen an increase in digital technology being used in recruitment. This year, 58% of applications have been required to be submitted online

and 42% of businesses recruiting have accepted CVs with a covering letter. The FKRSC staff have been committed to supporting job seekers and have offered 1:1 appointments for CV Preparation and support to complete online applications.

Although the focus of this recent campaign has been to support jobseekers into seasonal posts, from recent experience many are retained beyond the festive season - In 2017/18, 52% of jobseekers recruited for the festive trade were retained as core members of staff.

For more information

[0131 669 9883](tel:01316699883)

www.rscfortkinnaird.co.uk

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

Industry Insights Event

On 30 October, **Joined up for Business** hosted the annual **Industry Insights Event**. It was attended by 60+ **Joined up for Jobs** and **Joined up for Business** partners who heard directly from professionals across three key recruiting industries.

The event was opened by Jim Galloway, Head of Enterprise and Innovation at the **City of Edinburgh Council** who highlighted Edinburgh's low unemployment rate and the challenges that provides for employers recruiting across the city.

Blackwood Care Group presented their new **CleverCogs** digital care platform and explained the new and exciting digital roles that will be available across the company. They also explained the challenges they

face meeting service demands due to the struggles with recruiting frontline care workers.

Royal Bank of Scotland demonstrated the different ways customer interaction has changed over the last couple of years with the drive to digital banking. This has opened a wide variety of roles in the Finance and Technology sector.

Standard Life Aberdeen (SLA) is a Financial Services company where 8% of the workforce is under 25. Liam Begbie, Communications Consultant, joined SLA through the **Edinburgh Guarantee School Leaver Programme**. He spoke of his background from a Muirhouse Council Estate, his experience of completing a summer **Career Ready Internship**

with **Scottish Gas** and how he now sees his career in Financial Services. When recruiting for their Early Careers Programmes, SLA do not consider a candidate's qualifications.

Saty Kaur, **Joined up for Integration** Project Manager, commented "It's great to hear direct from professionals in three industries that have traditionally carried stereotypes. It is very clear that there are opportunities for candidates from all walks of life and different experiences."

Rhona McLinden, **JUFB** Employer Relationship Manager, and Rona Hunter, **Capital City Partnership** Chief Executive Officer, closed the event by giving an overview of Community Benefits, the opportunities currently being advertised on the **Joined up for Jobs** Noticeboard and a look ahead to the types of roles that will be available when the new **Edinburgh St James** opens in 2020 and the **City Region Deal**.

The progress of FUSE



The Edinburgh St James redevelopment continues to progress towards its October 2020 opening, providing the City and beyond with a new retail and leisure complex and an accompanying hotel in 2021.

As part of this, **FUSE** was launched in March 2018 by Housing and Economy Convenor Kate Campbell. This is the vision for a centre of excellence that creates the environment for a world-class customer care experience within retail, hospitality and leisure in Edinburgh. It will offer a high-quality recruitment, training and business development service to all businesses within Edinburgh St James and the surrounding areas.

FUSE will support the recruitment of 3000 new jobs being generated by the Edinburgh St James development. A new FUSE Recruitment and Skills manager has been appointed and will be in place in January 2019, with a further team being developed over the next few months. A FUSE Steering Group has also been formulated to be responsible for the strategic direction and will ensure the influence of FUSE is felt across Edinburgh and related regions. For updates on progress, [sign up online](#) and more information will be in the next edition of Working Capital.

Gain a degree and stay in work through Graduate Apprenticeships

New Graduate Apprenticeships (GAs) give employees the opportunity to gain a qualification up to masters degree level whilst still working and offer employers a solution to upskill their workforce.

Developed by **Skills Development Scotland** (SDS) with support from the European Social Fund, GAs have been introduced to offer more advanced work-based learning opportunities in growth sectors.

SDS develops GAs in partnership with universities, colleges and industry, with Cyber Security, Data Science, Civil Engineering and Business Management just some of the 12 different types on offer.

Graduate Apprenticeships provide a new

way into degree-level study for individuals who are currently employed, or who want to go straight into work. They are designed around the needs of industry, so employers will have confidence that what their staff are learning will directly contribute to the success of the business.

SDS Director of Critical Skills and Occupations, Diane Greenlees said: "Participating employers design academic study to their industry needs, so as well as delivering quicker and better returns in productivity they can also aid recruitment, retention and succession planning."

Fourteen universities and colleges across Scotland offer Graduate Apprenticeships with more employers, universities and

colleges expected to get involved as part of an expanded programme for 2019.

Companies with employees undertaking Graduate Apprenticeships are from a wide range of sectors, such as digital firm **Cortex Worldwide**, **Scottish Water** and **JP Morgan**.

Scottish Government has committed to the expansion of work-based learning opportunities through Foundation, Modern and Graduate Apprenticeships and is increasing the number of Modern Apprentices, including Graduate Apprentices, to 30,000 by 2020.

For more information

www.apprenticeships.scot

For more information

www.edinburghfuse.com

The Council provide additional Universal Credit support to residents

In addition to the Universal Credit (UC) support the Department for Work and Pensions (DWP) are providing, the City of Edinburgh Council are offering two services to support residents. The Personal Budgeting Service (PBS) and Assisted Digital Support (ADS) launched on 5 November and are available to help all Universal Credit claimants. The services are delivered face to face across the locality offices, as well as over the phone through the Customer Contact Centre.

The Personal Budgeting Service (PBS) will support claimants who are moving into UC so they are able to: work out monthly income and outgoings; recognise priority bills such as rent; identify and cut back on non-essentials; complete and maintain a budgeting plan; maintain a bank account and associated direct debit payments; be aware of additional support available (signposting).

Service Providers can arrange a Personal Budgeting Service appointment for any Edinburgh resident who is receiving Universal Credit by emailing the Council's Universal Credit team with the client's name, contact details and specific requirements.

The Assisted Digital Support (ADS) provides support for claimants so they can access the service online and: be security aware: to ensure they keep log-in



credentials safe; set and manage their own email account; access, navigate and understand the information required to gather data and complete online UC claims; navigate and update online, diaries, 'to do' lists, and journals; upload documents, including curriculum vitae (CVs) and medical certificates; notify change of circumstances; use online account for enquiries; print documents.

Staff at the locality offices will deliver the ADS service. If they identify that the customer needs a deeper level of support, they'll offer these customers a face to face appointment in a more suitable setting.

In addition to this, the Council have created a map of all Council and DWP Digital Access Points across the city where people can access digital services. This provides information on location and facilities available at each of these buildings.

For more information

✉ UniversalCredit.CustomerHub@edinburgh.gov.uk

🌐 <https://edinburghcouncil.maps.arcgis.com/apps/webappviewer/index.html?id=2992a0509850449ca460053be42f83dc>

JUIP Update – As the CPD programme ends, the new Integration Charter Launches



A new Integration charter which replaces Capital City Partnership's current Customer Charter has now been developed. It promotes best practice for partnership working and integration across the network, developing the joined up approach that ensures that barriers to employability are tackled collaboratively and employment opportunities for all are increased.

The Integration Charter has six commitments that have been developed in consultation with partner organisations and Joined Up for Jobs partners. It is open to all providers who work in the sector and applications are now being received. For more information please contact Nick Coull – nick.coull@capitalcitypartnership.org.

The Certified Personal Development (CPD) programme aimed to train frontline employability workers to better understand their individual clients' needs and promote increased joint working and integration of services across the employability sector

has come to an end. The programme was delivered through a mix of standalone training and networking events, led by employability workers in Edinburgh. The programme focussed on key themes related to employability, such as:

- Physical, emotional and mental health and wellbeing,
- Volunteering,
- Youth employment,
- Employment rights,
- Finances and benefits,
- Funding opportunities,
- Support for those in the criminal justice system,
- Social media and
- LGBTI.

In total, 352 frontline employability workers have taken part in the training.

For more information

✉ saty.kaur@capitalcitypartnership.org

🐦 [@JoinedUpForJobs](https://twitter.com/JoinedUpForJobs)

🐦 [#JoinedUpForIntegration](https://twitter.com/JoinedUpForIntegration)

JUFJ's Farewell to Peter and Bert

Sometimes within the employability sector you come across someone who installs real passion about what the aims are truly about. Nobody achieved this more than Peter Purves from Into Work.

He was always supportive and encouraging, especially to smaller organisations and never afraid to take issues to the highest quarters. His endless work and knowledge went a long way to assist the Joined Up For Jobs Forum (JUFJ) Steering Group and I am sure his employers, Into Work, will also sadly miss him.

In addition to Peter retiring, JUFJ are losing an outstanding adviser with the retirement of Robert (Bert) Craig. A real

people person, he always took the time to get alongside people and learn how he could help them.

Bert came into the JUFJ network after a career in industry and enjoyed spells with Working Links, Edinburgh Chamber of Commerce and latterly Self Start. His contribution to JUFJ as a steering group member and voice of reason will be sorely missed.

Overall, Edinburgh and the employability sector will sadly miss their knowledge, enthusiasm and care for those we are all here for: CLIENTS! From all in the Joined Up For Jobs Forum Steering Group and the wider network, we wish Peter and Bert a wonderful retirement.



Joined Up For Jobs Providers Forum

As part of the drive to ensure that support services in Edinburgh continue to be 'joined up', the November Forum theme was 'Health and Employability'. The group heard presentations on different support for people with health conditions, including Ruth Barr from The Works who described the Individual Placement Support model they use to support people with complex mental health conditions.

Suzanne Crichton from [Lothian Work Support Services](#) outlined the support they give to people struggling to retain employment due to ill-health. This combines support from Working Health Services Scotland, MacMillan Cancer and

Work and a case management approach.

Anne Crandles, the Community Link Worker Network Manager outlined the new service. Based in GP practices and local community health initiatives, they aim to target patients most in need of support with non-medical support and signposting. The aim is to reduce pressure on GPs.

Kate Kelman, [Capital City Partnership](#), then gave an update on the current position with funding in Edinburgh. She also outlined the Intensive Family Support Service which will cover the City Region Deal area and aims to start in July 2019.

Kerry from [CHAI](#) outlined a pilot project which they are running in partnership with Children 1st in Liberton area schools which aims to work with families to maximise their

income and support children to attend and achieve at school.

Rhona McLinden gave an update on [Joined Up For Business](#), highlighting the main areas of recruitment in Edinburgh, particularly around construction. She also outlined NHS recruitment and reminded the group that training support was available for the application process. Other highlights are Remploy training, HMRC entry level administration posts and the Bright Lights training at Fort Kinnaird to be run after Christmas.

Avril Cameron, [Department for Work and Pensions](#), updated on Universal Credit full service, which was followed by Emma Jewson of [Smart Works](#) who gave a reminder of the work they carry out, supporting

women with interview clothing and 1-1 interview practice.

The meeting ended with a fun 'advent calendar' activity where participants had to answer questions on provision in Edinburgh. It was very useful mapping out services and got everyone chatting about specific support they otherwise might not have thought of, highlighted gaps in people's knowledge. The Steering Group plan to distribute this information to participants to see if they can fill those gaps.

Presentations are available on the [JUFJ website](#).

The Steering Group are keen to hear from new members and any suggestions for topics for discussion at the Forum meetings.

For more information

 www.joinedupforjobs.org.uk/service-providers/jufj-providers-forum

Rising to the poverty challenge: A new Edinburgh Poverty Commission is launched

The new Edinburgh Poverty commission met for the first time in November this year.

Edinburgh is well known as a thriving city and a great place to live. Despite this success, though, too many people in the city live in poverty, struggling to get by, and making difficult decisions about how to heat their homes, pay their rent, and to feed and clothe their children.

An estimated one in five of all children in Edinburgh grow up in poverty, with this rate

rising to as high as one in three in some areas.

These levels of poverty affect everyone in Edinburgh, regardless of where they live. The public sector in the city spends around £400m a year tackling the effects of poverty – on health, on education, on housing and other services. Most of all, though, poverty represents a waste of potential. People in poverty die sooner, have poorer health, and deal everyday with unnecessary pressures on their relationships, on their

education, work, and life choices. This is bad for everyone and deprives our society of the talents of people who have a valuable contribution to make.

It is for these reasons that earlier this year the City of Edinburgh Council and Edinburgh Partnership agreed to establish a new Edinburgh Poverty Commission to help the city rise to the challenge of making poverty less common here, and less damaging to lives.

The Commission is an independent group made up of 12 individuals with strong skills and experience across a wide range of fields including business, housing, trades unions, third sector, project delivery, health, and education. The commission also includes members who are citizens of Edinburgh who have themselves struggled with the realities of life in poverty.

Over the next year the commission will work with citizens to understand the root causes that drive people into poverty in Edinburgh, to shine a light on and recommend ways to address the challenge. This will mean developing new actions for the public sector, for businesses, and for communities in the city to deliver. Throughout its work, the commission's focus will be intensely practical - paying attention to what's working well in Edinburgh, what needs to improve, and what's needed for the long term to improve the lives of Edinburgh citizens.



Jim McCormick, Associate Director for Scotland of the Joseph Rowntree Foundation, will lead and chair the Edinburgh Poverty Commission. The City of Edinburgh Council Deputy leader Cammy Day will be vice-chair.

The commission met for the first time on 27 November 2018. It will meet a further four times throughout the next year before delivering final recommendations in December 2019.

The work of the commission is supported by the City of Edinburgh Council and the Edinburgh Partnership.

The Scottish Government is also supporting the Commission to ensure that people with experience of poverty can participate fully in its work and shape its thinking.

Get involved:

Use [#edinpovertycommission](#) to keep up to date and share your thoughts on poverty in Edinburgh.

For more information

www.edinburgh.gov.uk/povertycommission

strategyandinsight@edinburgh.gov.uk



The Commissioners: (from left to right) - Celia Tennant, Betty Stevenson, Craig Sanderson, Zoe Ferguson, Jim McCormick, Cammy Day, Diana Noel Paton, Carol Tannahill, Chris Kilkenny, Mary Alexander (not pictured, Sandy MacDonald, and Stephen Kelly)

Venture Trust: Breaking the cycle of long-term unemployment

An innovative employability programme is making a difference for young people aged 16-24 in Edinburgh area. The programme is supporting those not in work, education or training, facing long term unemployment and disadvantage as well as potentially at risk of (re-)offending or anti-social behaviour.

Venture Trust's CashBack Change Cycle programme is a free three-week vocational training course (work experience) that is seeing young people facing challenging life circumstances ride off with the skills to get into work, education and training and a new mountain bike that they have built themselves.

The programme includes: employability sessions; bike construction and maintenance including workshop experience; a short wilderness residential that has work-related tasks; and biking. Participants learn about responsibility and getting up to be at work from Monday to Friday. They get to keep the bike they have built and use it for job hunting, accessing services, training, getting to work, and leisure.

It is delivered in partnership with The Bike Station in Edinburgh.

During the course, each participant will develop the tools to strengthen personal and employability skills, participate in an outdoor volunteering conservation project, receive certified health and safety and first aid training, and combine all of this learning and experience into a "fit for purpose" CV.

Organisations and social workers supporting young people into work are welcome to get in touch with Venture Trust's employability team to make a referral.

The next programme will run in Edinburgh from 25 February - 15 March.

For more information

www.venturetrust.org.uk/programmes/cashback-change-cycle

changecycleinfo@venturetrust.org.uk

0131 228 7700

Get DigitALL celebrates its success

Capital City Partnership hosted an event for the JUFJ network and employers from the tech sector in CodeClan's offices to celebrate the end of the Get DigitALL project.

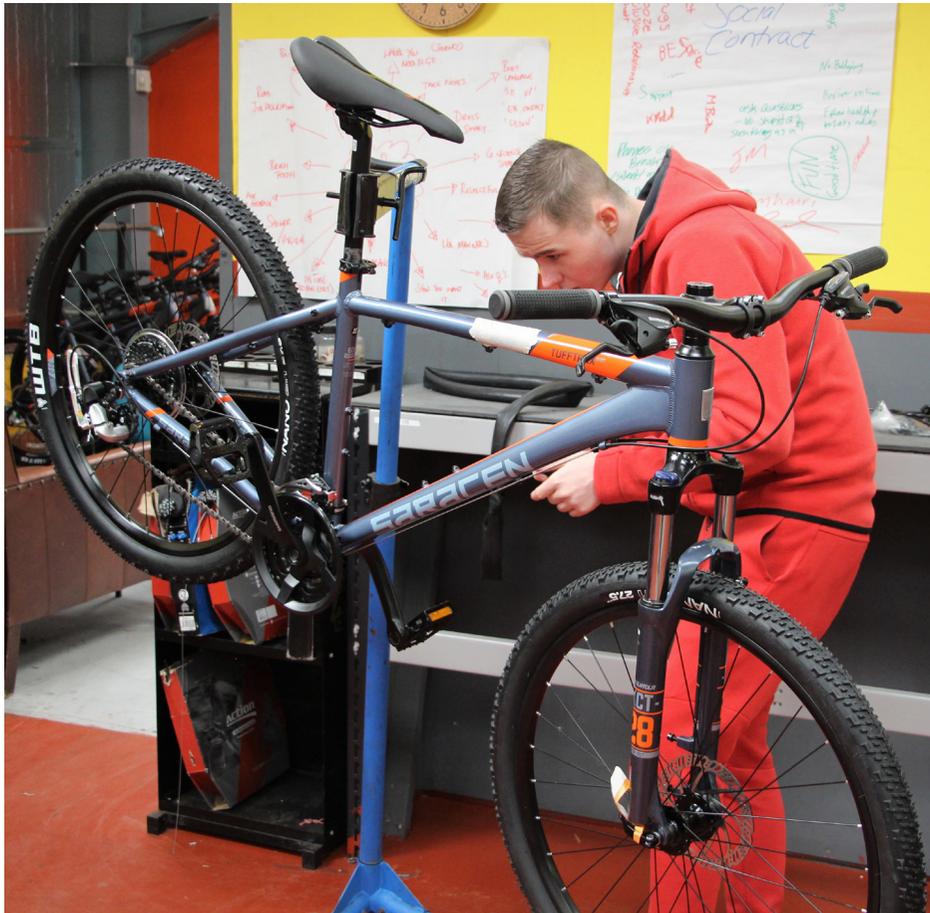
The night began with Capital City Partnership's Chief Executive Officer, Rona Hunter, providing the context for Get DigitALL and why JP Morgan Chase were approached to help support the creation of a more diverse workforce in the tech sector. This included a video featuring JP Morgan discussing their input and the collaboration between CodeClan and Intowork. Rona then introduced the panel, made up of partners and stakeholders from Get DigitALL including: Lesley Morrison (Cre8te Opportunities), Lee Hutchison and Lynda McLeod (Intowork), Melinda Matthews (CodeClan) and Mark Furnivall (Sopra Steria).

The panel discussed their input to the project, with each highlighting the successes. This included three of Cre8te's students gaining Modern Apprenticeships and seven CodeClan/Intowork students graduating from the intensive 16-week course. Mark then spoke in glowing terms about hiring one of the students who graduated from CodeClan and his determination to see him have a career with Sopra Steria. Rona rounded off the discussion with aspirations for the future, including providing those from disadvantaged backgrounds with access to the digital opportunities created through the City Region Deal.

All partners involved would like to pay special thanks to the JP Morgan Chase Foundation for their support, without whom this project would not have been possible.

For more information

Craig.dutton@capitalcitypartnership.org



Introducing the DWP Community Partners



The Department for Work and Pensions have engaged five Community Partners who specialise in mental health, musculoskeletal, learning disabilities, pan disabilities & drug & alcohol issues

The Community Partners are:

- Kate Appleyard: Mental Health Lead Community partner
- Catriona Stevens: Pan Disability Community Partner
- Nicola Djeala: Mental Health Community Partner & Access to Work lead
- Derek Foley: Young Persons Community Partner
- Heather Paterson: Young Persons Community Partner

Community Partners are based in local Jobcentres, working alongside work coaches to offer support and advice on reasonable adjustments, community provision and signposting to schemes such as Access to Work for their customers. They are actively involved in promoting the Disability Confident scheme to employers and providers.

Community Partners offer Jobcentreplus customers advice on managing their health conditions. They come from the third sector organisations, NHS and with experience of living with health conditions. All Jobcentre customers have access to this free service.

JUIP's Housing & Employability Programme

Joined Up for Integration (JUIP) have developed an employability programme for the Council's Housing, Homelessness and Family and Household Support Services. The programme will give participants a better understanding of the employability services/providers in their locality and support them to signpost and/or refer tenants to relevant services, creating an integrated, 'no wrong door' approach to employability.

The programme focuses around three key themes:

- Employability opportunities for those that are in/have previously been in the criminal justice system
- Pathways for young people (16-25) including apprenticeships and getting work ready
- Getting back into work, covering skills refresh and childcare options as well as input from the Employability and Skills Centres at Fort Kinnaird and St James Quarter.

All sessions delivered will also include training on the new Joined Up for Jobs service directory.

Additional sessions will be provided to key officers to enable them to become employability 'champions' in localities. It will enable them to provide information on more sensitive issues such as money matters e.g. debt advice, benefits, as well as the support available around additional barriers to employment such as mental and physical health and wellbeing and disabilities.

The programme will commence in January 2019 and if you wish to be involved please contact Saty Kaur - saty.kaur@capitalcitypartnership.org.

For more information

- ✉ saty.kaur@capitalcitypartnership.org
- 🐦 @JoinedUpForJobs

DWP Armed Forces Week

The Amazing Careers in the Armed Forces campaign was a week-long campaign to raise awareness of the wide variety of career opportunities within the Armed Forces. It ran from 12 – 16 November 2018 as part of #armedforcesweek.

Local activities were co-ordinated by Armed Forces Champions. During the week, **The Department for Work and Pensions'** National Employer and Partnership Team held a spotlight call at 10.30am on each day of the campaign, covering a different theme. Topics included women in the forces, BAME employment, The Armed Forces Covenant and support available for Veterans & service leavers.

During the week, they had a variety of experts attending Edinburgh jobcentres to highlight the benefits of working in the Armed Forces. In addition to this, they had a range of support services including SSAFA, Poppy Scotland and Veterans First Point. DWP Colleagues throughout the UK have also been fundraising for the 1918 Poppy Pledge by knitting poppies, manning cake stalls and hosting coffee mornings.



Edinburgh Project SEARCH Funding update

Project SEARCH was developed in America at Cincinnati Children's Hospital Medical Centre and now has over 400 sites across the USA, Canada, Europe and Australia. It is a partnership programme made up of a host employer, supported employment specialist and educational provider which aims to secure competitive employment for people with disabilities.

In Edinburgh this partnership consists of the City of Edinburgh Council, NHS Lothian, Edinburgh College and Into Work. Edinburgh Project SEARCH began in 2014 and works with young people in Edinburgh and the Lothians.

Earlier this year The DFN Charitable Foundation, purchased the franchise rights to deliver Project SEARCH in the UK, Ireland, Spain and Portugal. The foundation

promotes programmes which significantly improve the employment prospects of young people with learning disabilities and autism spectrum conditions. They aim to more than double the current number of Project SEARCH programmes within three years, ensuring that skilled and talented individuals with special education needs and disabilities get the opportunity to train for the jobs of their dreams.

Edinburgh Project SEARCH originally received funding from the Big Lottery and European Social Fund, however this funding stream has now come to an end. The City of Edinburgh Council and NHS Lothian have pledged 2 years funding to the programme, allowing time to find a more sustainable funding source.

For more information

 Vicki.lorimer@edinburgh.gov.uk

 www.facebook.com/projectsearchedinburgh

 0131 529 3139

Edinburgh job service in full swing

Employability experts StartScotland are delivering the Scottish Government's new Fair Start Scotland service in Edinburgh to help people overcome complex barriers and find suitable, sustainable work. They are delivering the new service from their Edinburgh office and in the local community for the next three years.

Six months on from the launch, the service is supporting hundreds of people on their journeys towards work, with scores finding success already. The service is entirely voluntary and the benefits of participants will not be affected. Individuals receiving support from StartScotland benefit from an innovative, holistic assessment designed to identify skills needs as well as having a dedicated adviser to support them through their own tailored journey.

Performance manager Tracy Ramage said: "We work with people for up to 18 months to help them find work, then offer high-quality in-work support for a further 12 months after people have found a job – ensuring that the candidate and employer are comfortable, helping people to progress their careers."

"What's more, the service for employers is free of charge and tailored to each organisation. We are able to provide employers with job-ready candidates, in-work training and skills progression, saving both time and money.

For more information

 www.startscotland.scot

 0800 049 7061

Bridget's Story

Bridget first engaged with Volunteer Edinburgh (VE) two years ago. She is Eastern European, married and has two young children, one of whom has disabilities. Bridget herself has mild learning disabilities as a result of a brain injury. Bridget wanted a job to earn enough money to send her daughter to dance classes.

Initial assessment by Volunteer Edinburgh's employability coach highlighted that she had a range of support needs and was not employment-ready. In collaboration with VE's Health & Wellbeing Team, she was

supported to engage in volunteering. This built Bridget's personal skills, confidence and resilience, assisted her to develop her English language and supported her with the care of her son – whilst building her employability. She initially volunteered in a charity shop doing light cleaning work, progressed to a training programme then secured part-time cleaning work with NHS Lothian.

Bridget's long-term aim is to work in childcare, so her next step was to explore new voluntary work with children. With VE's support, Bridget secured a volunteer position in a children's crèche - a perfect way to build the skills and experience she needed. It looked like all was going well, but proved too big a step too soon. While Bridget's

command of English had greatly improved, her vocabulary and fluency were still weak, and it was tricky for her to communicate with some of the children and carers. Back to the drawing board – volunteering in childcare is on the backburner for the moment. In the meantime, Bridget has been accepted for two new volunteer roles, one as a Passenger Assistant for a social care charity which will help her with her long-term career goal.

Two years on, Bridget is in part-time employment and has a firm plan for career

progression. She feels more integrated in her local community and has growing confidence in her use of English language. Most importantly, she has developed confidence and believes in herself – something she did not do when VE first met her. Her current goal is to earn enough to pay for additional specialist support for her disabled child.

Bridget popped into VE's Leith Walk office recently to proudly show her daughter's dancing medals – achieved at the classes which had been Bridget's original reason for seeking employability support!



For more information

 www.volunteeredinburgh.org.uk

 @VolunteerEdi

The future opportunities in Edinburgh, East and Midlothian

The information below is taken from the latest **Regional Skills Assessment (RSA)** for Edinburgh, East and Midlothian. First launched in 2014, the **Regional Skills Assessments' purpose is to provide a robust evidence base to support partners in strategic skills investment planning. RSAs are developed and used by Skills Development Scotland and its partners including: Highlands and Islands Enterprise, Scottish Enterprise, the Scottish Funding Council and the Scottish Local Authorities Economic Development Group.**

Total regional employment (measured in jobs) is estimated to be 449,800 in 2018. Employment is forecast to increase by 40,300 jobs between 2018 and 2028. The largest employing sectors currently (measured by jobs) are human health and social work,

accounting for 13 per cent of total regional employment and wholesale and retail, accounting for 11 per cent of total regional employment.

Professional, scientific and technical activities are forecast to grow by 7,800 jobs over the forecast period, with administrative and support services forecast to be the source of an additional 6,400 jobs. Forecast growth in the human health and social work sector contrasts with expected job losses in public administration and defence (-1,400), reflecting a continued decline in government spending. Job losses are forecast among the production sectors, such as manufacturing (-1,800), reflecting the general downward trend in the latter as automation takes hold (Figure 1).

Over half of all jobs in the region in 2018 were in 'higher level' occupations

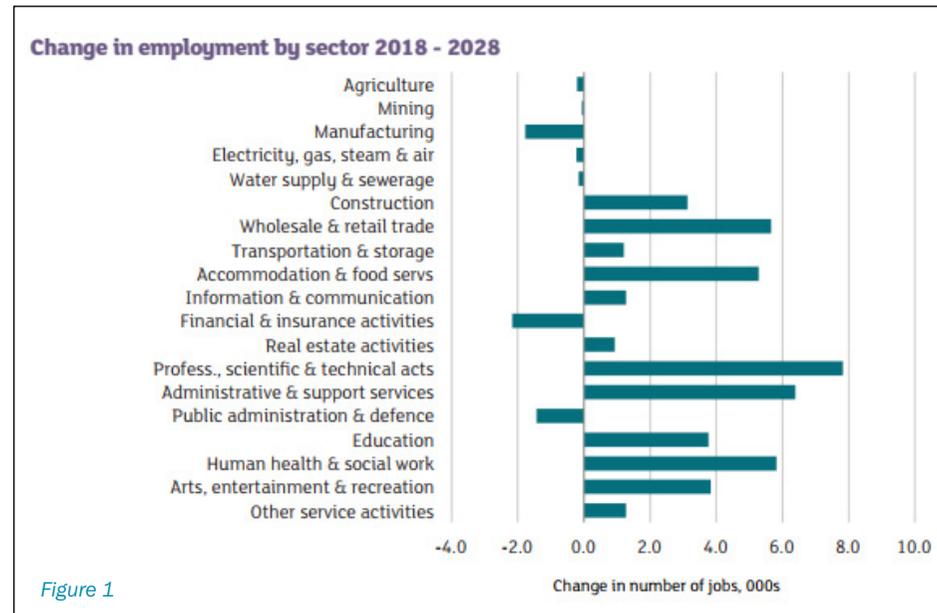


Figure 1

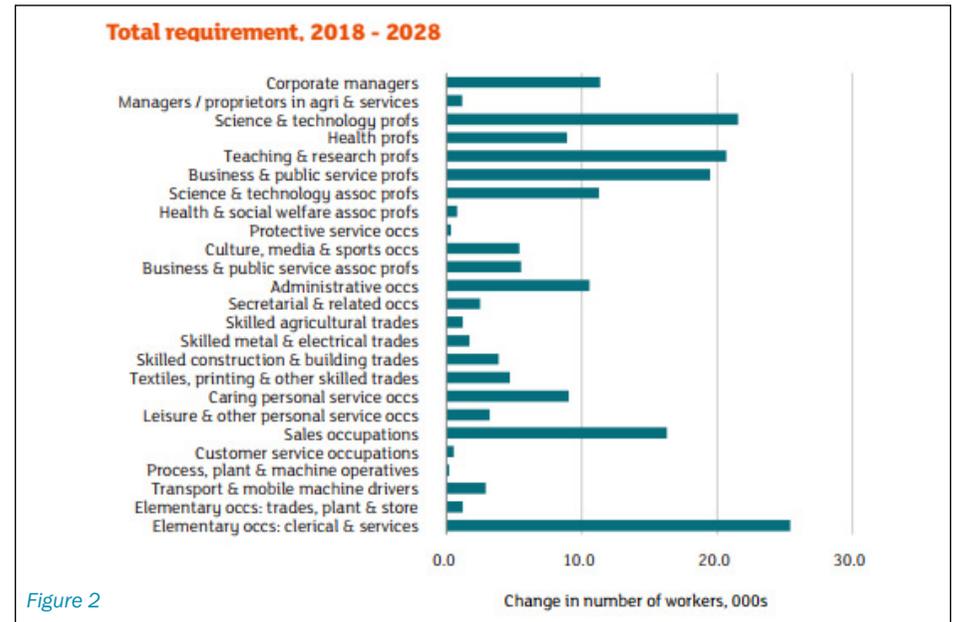


Figure 2

(54 per cent). However, the largest individual occupational groups were spread across all levels, being science and technology professionals (accounting for ten per cent of all jobs), and elementary clerical and service and business and public service professionals (each nine per cent).

There are expected to be a total of 189,800 job openings in the region between 2018 and 2028, with openings expected across most occupations. The largest total requirement is forecast for elementary clerical and service occupations, with 25,400 openings expected between 2018 and 2028, equivalent to over 13 per cent of all openings across the region (Figure 2).

The outlook for the Edinburgh, East and Midlothian economy is positive, with the region expected to be a key driver of the Scottish economy over the coming decade, continuing to be the largest GVA contributing region in the country by 2028. Employment growth is expected across most sectors and occupations, meaning that there will be opportunities for people at all skills levels. As

well as continued forecast strengths within sectors such as professional, scientific and technical activities, there will be an increasing need for cross cutting skills such as digital and ICT skills, which are becoming increasingly important across a number of sectors.

There, will, however, be key challenges facing employers across the region in sourcing new people to fill vacancies and facilitate employment growth. This will be two-pronged, with Brexit potentially constraining the future supply of labour from the European Union, and an aging demographic meaning that the availability of working age people will contract. That said, strong projected employment growth and the continuation of the working age population as the largest age band across the region should ensure that there is a suitably available labour pool to meet total requirement over the coming years.

For more information

www.skillsdevelopmentscotland.co.uk/media/44974/rsa_edinburgh-east-and-midlothian.pdf

Callum shows his star potential

Midlothian Council's Lifelong Learning and Employability (LLE) team nominated Callum MacDonald for an SQA Star Award because he uses the skills and knowledge he has gained through attending an SQA PC Passport class, (part of the Midlothian LLE Aim High Programme) to facilitate his role as a community activist and volunteer tutor to benefit local communities.

Callum is proactively involved in various groups, including the Eddleston and District Community Council, the Tweeddale Citizens Panel (one of 5 local panels established to give people with learning disabilities a voice) and the Tweeddale Access Panel which works to promote the importance of an inclusive, accessible environment for all. He is also a founding member and coach for the Peebles Boccia club, a Paralympic sport for people with a range of disabilities.

Callum lives in a rural area and aims to set up a group in his community to give people the opportunity to learn ICT skills in a friendly and informal setting. To this end, Callum began volunteering as an assistant tutor with a range of ICT projects through [Volunteer Midlothian](#), including a digital literacy course aimed at job seekers, a computer club aimed at older people held within a supported accommodation complex and a further digital literacy course for over 50s. In addition to this he is currently helping with a variety of drop in ICT hubs across Edinburgh.

Callum is not only committed to equal



opportunities for people with physical and/or learning disabilities, but is equally passionate that no one is prevented from making use of social media and information technology due to a lack of access or skills.

We are delighted that Callum won the SQA Star Award in the category for Training Provider Candidate of the Year on Friday 9 November. The whole Midlothian team send him huge congratulations on his success.

FIND OUT MORE

EVENTS

Developing Edinburgh: Andrew Kerr, City of Edinburgh Council



**Bank of Scotland, The Mound, Edinburgh, EH1 1YZ
Thursday 17 January 2019, 08:30-10:00.**

The Edinburgh Chamber of Commerce's Developing Edinburgh series of events offer an insight into the changing face of our city. From transport updates, to construction and development plans, to City Deals, all from prominent business leaders, these events will ensure you are clued up on the great work going into Scotland's capital.

As a great way to start 2019, the Chamber of Commerce invite you to hear from Andrew Kerr, CEO of City of Edinburgh Council at their Developing Edinburgh event in January.

www.edinburghchamber.co.uk/events/view_event/?guid=52621836-1055-4BF9-A1BE-4DA9C300AABD

PUBLICATIONS

Poverty in Scotland 2018

This new analysis looks at poverty trends for families with children in Scotland, reflecting the commitments in the Child Poverty (Scotland) Act to achieve substantial reductions by 2030.

The research highlights upcoming Scottish Government labour market strategies that have the potential to transform the lives of many families in poverty, calling for strong alignment and action from both government and business.

www.jrf.org.uk/report/poverty-scotland-2018



Work First Scotland and Work Able Scotland statistics: quarter 1, 2018

This experimental statistics release is the fourth in a new series about the devolved Scottish employability services. This fourth edition publishes statistics for the first 15 months of Work First Scotland and Work Able Scotland, which both launched in April 2017. For the first time, information on employment outcomes ('job outcomes') is included in this release, along with figures on those entering employment ('job starts'). Information on those referred to ('referrals') and subsequently joining the services ('starts'), as published previously, is also included.

www.gov.scot/publications/scotlands-devolved-employment-services-work-first-scotland-work-scotland-2018



Confused about #UniversalCredit? Work coach Reece explains what you need to know ow.ly/2olf30m14rL



Two years ago, diagnosed with depression and anxiety, Cassie hid from the world. This year, she was the keynote speaker at the @EUROPARC conference where she told her inspiring story of working with @venturetrust and @1419Scotland [inspiringscotland.org.uk/case_studies/c ...](http://inspiringscotland.org.uk/case_studies/c...) #AmbitionsFulfilled



Delicious vegan chocolate, a multi-charger & a powerbank are just a few of the fab gifts inside our #GetDigitALL goodie bags! If you'd like to get your hands on one of these & find out more about the project, come along this evening! Link for details. eventbrite.co.uk/e/get-digital ...



A Graduate #Apprenticeship gave engineer, William Braid the opportunity to get degree level learning while working and earning. ow.ly/6ODf30mpqBK via@CWBLScotland



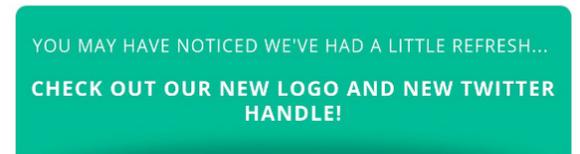
Whether you're employing someone for the first time, or taking on your 100th new joiner, we've got guidance on the workplace pension ow.ly/KB5e50jutUw #SmarterGov



Don't panic! We haven't gone, just had a small refresh.

- ♥ Our logo has changed (slightly)
- ♥ Our colour scheme has lightened (who doesn't like a brighter colour)
- ♥ We've changed our twitter so we match @JoinedUpForJobs

BUT it's still the same old us, helping business in Edinburgh



OLD NAME: @JOINEDUP4BUS ✗
NEW NAME: @JOINEDUPFORBUS ✓

