

Edinburgh's Local Employability Partnership

Edinburgh is a diverse and thriving city, affording many opportunities to business and citizens to prosper and advance. Further to this is the collective commitment from many to ensure 'no one is left behind' and that everyone can benefit from future economic growth with a willingness to reduce poverty and inequality while nurturing talent and entrepreneurship. Securing fair and sustainable work is a critical part of this.

The skills of our people and our global industries have been the driver of our success over the past thirty years. In 2050, Edinburgh will be a place of opportunity and ambition, where innovators and entrepreneurs can achieve prosperity and success.

A great city commits to sharing success and improving the wellbeing and life experience of all its citizens. In 2050, Edinburgh will be a city without barriers to achievement and where a good quality of life is a basic requirement enjoyed by all.

[Edinburgh 2050 vision statement](#)

Local Employability Partnership Purpose

The Edinburgh Local Employability Partnership is the forum titled '**Joined up for Jobs**' in which we manage the Edinburgh employability landscape. Linking directly to the [Edinburgh Partnership and the Local Outcome Improvement Plan \(LOIP\) Priority 2: Access to work, learning and training opportunities](#); it provides a space to bring the collective strengths of partners together to identify shared opportunities, facilitate integration of services and align priorities, bringing added value wherever possible.

It also provides a platform to respond to major strategic interventions, for example [The Edinburgh Poverty Commission](#), and discuss and consider external factors such as Covid and Brexit. It is also the main place to regularly update on the Scottish Government [No One Left Behind \(NOLB\)](#) activity and future direction.

The Local Employability Partners recognise the vital role that a range of organisations across the employability landscape play and are committed to protecting a diverse range of provision and ensuring that the right support is put into place for those who rely on these services. While many partners will have their own organisational strategies and objectives, they recognise the benefit of a collective shared response and meeting point.

Approach

The Local Employability Partnership follows the [No One Left Behind \(NOLB\)](#) principles. This builds upon our already established No Wrong Door approach to work collectively to ensure each person gets quickly to the service they require, irrespective of their entry point.

No One Left Behind is the Scottish Government's most recent policy framework and approach to tackling employment challenges. No One Left Behind is supported through a [Partnership Working Agreement](#) which reflects shared principles and ambitions for improving outcomes for individuals between Scottish Government and local authority partners agreed with COSLA, with inputs and oversight through the Improvement Service, SLAED and SOLACE2.

Scottish Government Guidance states that No One Left Behind funding should:

1. Provide flexible and person-centred support;
2. Be more straightforward for people to navigate;
3. Be better integrated and aligned with other services, particularly with health, justice, and housing provision;
4. Provide pathways into sustainable and fair work;
5. Be driven by evidence, including data and the experience of users;
6. Support more people – particularly those facing multiple barriers – to move into the right job, at the right time.

The Agreement is supported by local commissioning and a national Shared Measurement Framework currently in development. The approach combines several existing national employment-related funding streams into one coordinated fund which is flexible to local needs, takes a long-term approach to funding, adaptable to changing circumstances, and values the role of the third sector.

As part of our NOLB commitment, we have adopted the [Scottish Approach to Service Design](#) to ensure we capture the voices and input of services users and that approaches are evidence based.

We use many methods when putting services in place including.

- co-design and co-production principles shape the scope and nature of offers
- using open and transparent procurement system including Public Contract Scotland and local established grants commissioning measures
- co-commissioning between partners to bring added value around shared outcomes
- supporting third sector capacity building, including form consortia and innovative partnerships for service delivery. support
- introducing new community empowerment approaches such as participatory budgeting
- providing management information system and data language consistency and data sharing principles

Membership

The LEP meets through the [Job Strategy Group](#). Membership is drawn from a wide range of stakeholders who are at the forefront of the employability landscape. Representation includes local authority, business, skills, further and higher education, health, third sector and national and regional bodies.

We have an established regular Chair but adopt a rolling format to encourage ownership across partners and for all voices to be heard. Secretariat is provided by [Capital City Partnership](#).

- **Core Chair:** Chief Executive Officer, Capital City Partnership LEP lead
- Head of Business and Inclusive Growth, City of Edinburgh Council

- Head of Policy and Innovation, Edinburgh Chamber of Commerce (also representing Developing Young Workforce)
- District Manager East and South East Scotland, Department of Work and Pensions
- Vice Principal, Edinburgh College
- Employability Lead, NHS Lothian
- Regional Manager, Skills Development Scotland
- Vice Principal Careers Service, Edinburgh University
- Chief Executive Officer, Edinburgh Voluntary Organisations Council
- Programme Manager, IRES Programme, Edinburgh and South East Scotland City Region Deal

We also have LEP sub-groups on areas requiring more focus and/or resource.

Youth Employability Partnership

The Youth Employability Partnership aims to provide training, education, and work opportunities for young people (16-24). Key is ensuring the supply of courses, placements, and jobs to meet the demands of our local youth population. The Youth Employability Partnership is a group of key organisations (Capital City Partnership; City of Edinburgh Council; Edinburgh College; Inspiring Scotland; DWP Jobcentre Plus; NHS Lothian; Developing Young Workforce; and Skills Development Scotland) who deliver and commission youth employment support and are committed to ensuring young people reach appropriate and sustainable jobs.

The Young Person's Guarantee is part of this Local Employability Partnership framework offer and the Youth Employability Partnership will take forward relevant actions from the [Young Person's Guarantee Implementation Plan](#) in response to local needs based on the principles which underpin the approach contained within the Partnership Agreement for employability agreed by Scottish and Local Government.

Under this framework agreement, within two years every young person aged between 16 and 24 locally will be guaranteed either the opportunity to study at university or college, take part in an apprenticeship programme, take up a job or work experience, or participate in a formal volunteering or training programme according to their own personal circumstances.

The Youth Employability Partnership will recognise the role that a range of organisations across the employability landscape play and are committed to protecting a diverse range of provision and ensuring that the right support is put into place for those who rely on these services. The provision and support will seek to address inequalities within the labour market and improve young people's quality of employment, pay and progression.

The partnership will build on the strengths of existing national and local services, to better align funding and to improve the integration of employability services with other support to ensure that services are designed and delivered around the needs and aspirations of those using the services.

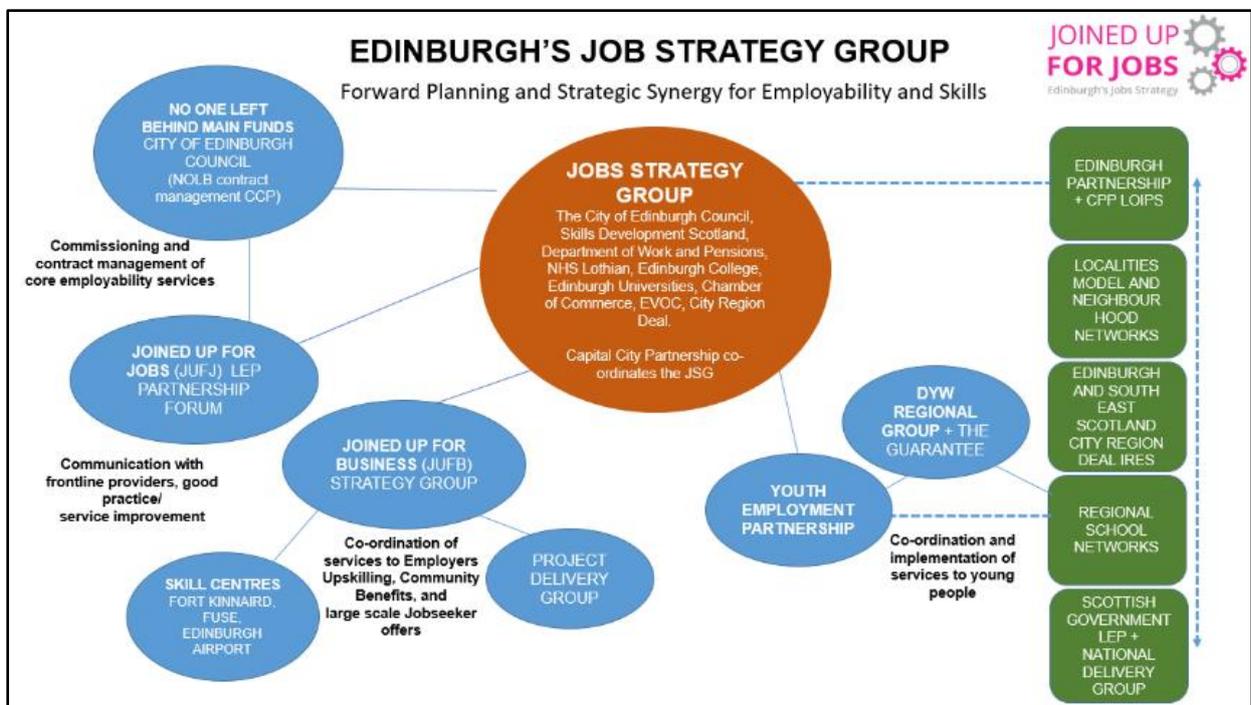
The Youth Employability Partnership meets the requirements of a Guarantee Group as set out in the Framework for Delivering the Young Person's Guarantee and links to the wider Edinburgh Guarantee for All Steering Group.

Joined up for Business

Joined Up for Business offers businesses a point of contact for a bespoke and free recruitment and training service, as well as a business growth support service for SMEs. It acts as a central place to bring a No Wrong Door approach to local initiatives led by partners like Business Gateway and the Federation of Small Business. This area also supports larger scale business recruitment including the Fort Kinnaird Recruitment Skills Centre, and the FUSE St James Quarter development.

Structure

The LEP covers an often complex and intricate network of relationships and offers, working to keep information flowing and to promote inclusivity and facilitate added value. Below is the main infrastructure and links to the intertwining and complementary activity.



Client Services

There is also significant frontline provision from a range of funders that sits within the wider collective of the Local Employability Partnership. The Partnership helps to co-ordinate this, bringing partners together for referrals and triage under the Strategic Skills Pipeline five stage structure and the Enhanced Skills pipeline from the Integrated Regional Employability and Skills programme under the City Region Deal.

Provision is often either core or specialist and in Edinburgh much of it sits within third sector partners.

Core provision is one that is universal and open to all whereas specialist is when a more focused service with specific client understanding and barrier support and removal is often required.

All services put in place adopt and work towards securing jobs for clients under the [Fair Work Framework](#) of effective voice, opportunity, security, fulfilment, and respect.

Below is a snapshot picture of the current range of provision in Edinburgh.



Resources

The Local Employability Partnership is supported with central resource from Capital City Partnership.

- [Joined Up for Jobs \(JUFJ\) website with directory](#) – a managed space to promote partner information and opportunities and capture details on over 150 frontline provisions.
- **Joined Up for Jobs weekly bulletin** – disseminating information and alerts to the network.
- **Joined Up for Jobs Forum** – quarterly meeting place for employability providers to come together for networking, information, capacity building and support.
- **Management Information System portals** – client data tracking system and data sharing to shared measurement framework standards to improve outcomes and avoid duplication.
- **Joined Up for Jobs Charter** – a voluntary service standards charter to establish a set of cohesive principles on service design and delivery that reflects the No One Left Behind ethos