

Edinburgh Blended Employability Services

Joined Up for Jobs Presentation
23rd February 2022



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Edinburgh Blended Employability Services

Today's presentation

- The context
- The services
- What next?
- Questions



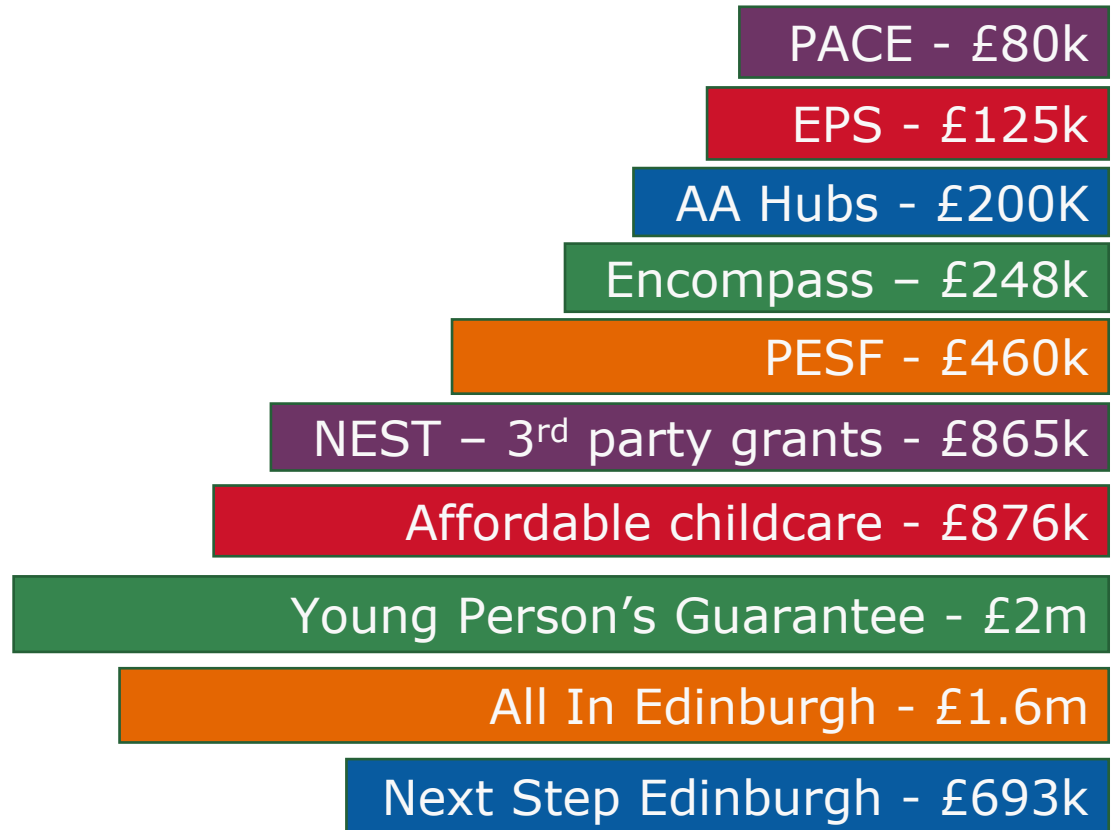
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Council Funded Employability Services

City of Edinburgh Council funds over £7.14m/year worth of employability contracts and grants to a variety of third sector organisations across the city.

Provision ranges from general support and advice services to anyone looking for help to get a job, to specific activities to build confidence and skills, to intensive support for those with a disability or long term health condition.



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Reviewed three contracts:

- Supported Employment Service
- Complex Needs Employability Service
- Edinburgh Targeted and Integrated Employability Service



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Challenges considered

- Significant changes in the labour market and a new operational context as a result of COVID-19
- Local authority budget uncertainty and constraints and the end of European Social Funding due to Brexit
- Changes to delivery and provision from national providers



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Coproduction Findings

- Intensive local employability support is required for those not accessing other employability provision that have additional barriers to employment
- Those with complex needs require specialist employability support alongside criminal justice, housing and drug and alcohol services
- There is still a need for a dedicated supported employment service for those with a disability or long-term health condition
- Many still face in work poverty and a dedicated in-work support campaign and specialist service is required to work sensitively alongside employers



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Holistic Support

- Mental health support is required alongside employability provision
- All employability provision needs to include welfare rights advice to support income maximisation and better off in work calculations
- Digital literacy support is required alongside all employability provision
- Training and qualification delivery is required alongside service delivery



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Four new lots within the new contract and branded under “Edinburgh Guarantee”

- Targeted employability service
- Complex needs employability service
- Supported employment service
- In-work support service



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Targeted Employability Service

- For those who have barriers to employment
- Focus on those in poverty/low incomes
- All stages of the pipeline delivery model
- Adds value to national provision delivery
- Lower number of participants
- 100% service fee contract
- Wider range of non-financial targets/outcomes



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Complex Needs Employability Service

- Continue to provide a range of support to people with complex barriers to accessing and sustaining education, training or employment.
- Continued focus on current target groups of those in recovery from substance misuse, previous offending behaviour, homelessness and other complex issues.
- Additional welfare rights support service will be integrated into the delivery.



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Supported Employment Service

- Continue to follow the Scottish Government's five stage Supported Employment model
- a pan-disability service for anybody with a disability or long-term health condition who is looking to secure, sustain and progress in employment.
- Continue to deliver and be the main referral route for those requiring mental health support as their main barrier
- Educating and supporting employers to be Disability Confident



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In-work support service

- A dedicated in-work support campaign and service
- Focus on those in poverty/low incomes
- In partnership with Joined Up for Business and FUSE
- Sensitive employer engagement
- Income maximisation and better off in work calculations
- Partnerships made with training and qualification providers



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What Next?

Scottish Government National Employability Transformation Plan for No One Left Behind:

Phase 1

- Activity Agreements, Employer Recruitment Incentives and Parental Employability Support Fund commenced

Phase 2 – April 2022

- Employability Fund and Community Jobs Scotland ceasing

Phase 3 – April 2023

- Fair Start Scotland ceasing



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What Next?

- **Local Employability Partnership**
 - leading the change and a three year delivery plan
- **Edinburgh Blended Employability Services**
 - go live date 1st April 2022
- **NEST third party grants programme**
 - go live date 1st April 2022
- **Vocational Training Framework**
 - being developed to meet skills gaps for Edinburgh's workforce
 - training opportunities that would provide progression for those seeking employment or in insecure work and offer routes into sustainable careers.
- **Subsidised Childcare Services**
 - being reviewed to ensure meeting the needs of employability clients and aligned with 1140 hours childcare expansion.
- **UK Shared Prosperity Funding**
 - full prospectus expected in Spring 2022



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Questions?...

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