

Working Capital



**Volunteer Edinburgh
celebrate 10 years of their
employability service**



@WorkingCap_JUFJ



Welcome to the latest edition of *Working Capital*

Edition 25 of Working Capital contains updates on lots of exciting events and developments from the summer months, including the opening of the new Google Digital Garage on page 2.

Our key feature on page 6 focuses on volunteering as a route into employment. This comes at a time when Volunteer Edinburgh are celebrating the ten year anniversary of the start of their employability programmes.

On page 3, we recap the main themes and outcomes from the national Employability & Skills Scotland conference, including the sponsored places offered to the JUFJ network by Capital City Partnership.

Page 7 provides an introduction to the NHS Community Link Officers who are keen to link more closely with employability providers and page 9 covers the recent Participatory Budgeting that has been happening across the city by both the Joined Up For Integration team and the Activity Agreements team.

The recently signed off City Region Deal is featured on page 8, providing details of the Integrated Regional Employability and Skills Programme.

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.

All In Edinburgh provide disability awareness training to employers

All in Edinburgh is a supported employment consortium with a combined specialist knowledge in areas including learning disabilities, autism, mental health and physical health conditions. Working together, All in Edinburgh are sharing their knowledge through awareness training sessions, which are great development opportunities for employers and partner organisations.

Training sessions available include Disability Awareness, Autism Awareness and Assistive Technology.

Through these interactive training sessions, which include general information, solution-based discussions and activities, employers can improve their own awareness and find solutions to support individuals with

disabilities in the workplace.

Awareness training has proven successful in promoting diversity within the workforce, which is vital to ensure everyone has an equal opportunity to succeed. Employers are provided with the tools they need to support employees with disabilities, which is a key step towards making the workplace accessible.

Training provides a platform to ask questions and improve confidence, while serving as a personal development opportunity for existing employees.

For more information

<http://allinedinburgh.org.uk>

info@allinedinburgh.org.uk

0300 0200 101

<https://twitter.com/AllinEdinburgh>

Joined Up for Business (JUFB) Speed Networking Event

The modern version of the 'wee black address book' was out in force in July when lots of business cards and business information was shared at the JUFB Speed Networking Event.

The event saw both new and more experienced partners from the JUFB Network take the opportunity to meet partners from other organisations to understand more about their businesses.

The buzz in the room was phenomenal, with everybody enthusiastically sharing information about their role within their organisation and quickly acknowledging how they could each work closer together to provide a holistic service for

employers, encompassing the whole JUFB partnership.

Participants agreed that the event offered a great opportunity to connect informally with other partners and had enhanced their understanding of who to contact and what additional services were available to businesses. Further events are planned over the next year.

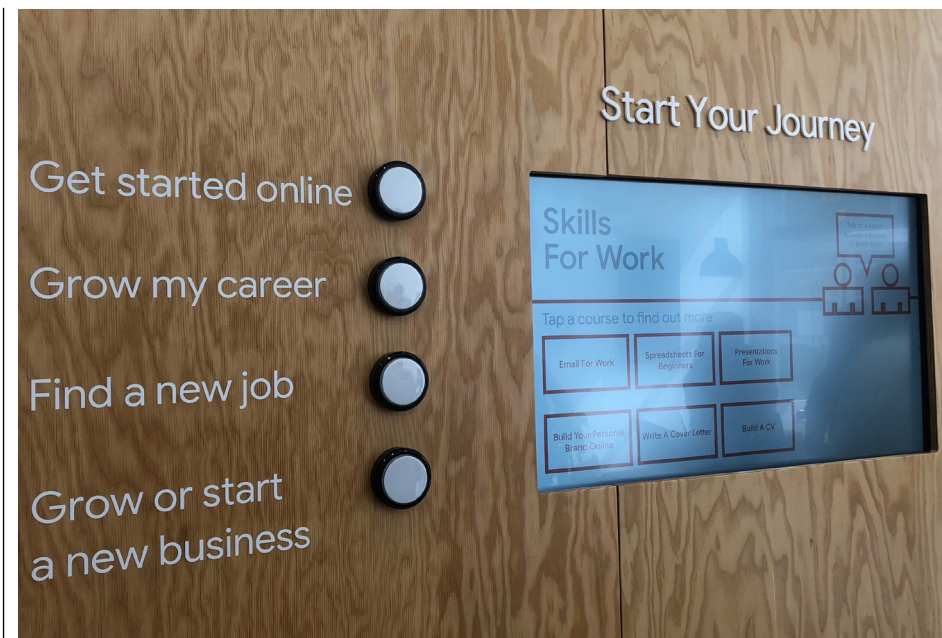
For more information

www.joinedupforjobs.org.uk/employers/joined-up-for-business

Rhona.mcInden@capitalcitypartnership.org

@Joinedup4bus

07813 619850



The Launch of Google Digital Garage

On Monday 16 July, the City of Edinburgh Council and Scottish Conservative Leader, Ruth Davidson, launched the new Google Digital Garage in Edinburgh. Situated on Shandwick Place, the Digital Garage will aid the people of Edinburgh and the regions to gain the digital skills to get started online, grow their careers, find a new job or grow or start a new business.

The support available through the digital garage includes everything from staying safe online and help to create a CV or cover letter; 1:1 coaching for your career or business; a quick 'Spreadsheets for Beginners' course to a 5-week 'Intro to Coding' course and much more.

Speakers at the launch event talked about how the Digital Garage helped them to launch their businesses and supported them to achieve something they had always wanted but didn't previously have the skills to do. This was emphasised throughout the launch, with the Digital Garage promoting their offer of helping people achieve the goal that they haven't achieved 'yet'.

Anyone can pop in or register online to take part in free coaching at g.co/scotlandgarage.

For more information

team@thedigitalgarage.co.uk

g.co/scotlandgarage

Get DigitALL – Supporting diversity in the digital sector

In previous issues of *Working Capital*, **Get DigitALL** has been highlighted, a project aimed to close the digital skills gap for disadvantaged young people and enable them to respond to emerging jobs. Now the project has come to an end, an event will be held to celebrate the successes and pass on learning to employers in the industry.

The project, comprising of two elements, supporting both young people who were school leavers or non-attenders and those on the autistic spectrum or with a disability. The Cre8te Opportunities [Digital Skills Academy](#) supported students with the CISCO IT Essentials course aimed at increasing their IT skills. [CodeClan](#) provided six students with places on their intensive 16-week course in Software Development, with [Intowork](#) supporting students throughout the course. Intowork also continued to work with students while job searching and worked with their employers once they found work.

Being held at CodeClan's office at Castle

Terrace on Wednesday 3 October from 6-8pm, the event will target employers who have digital/tech opportunities within their organisations and who wish to create a more diverse workforce. Partners from the project, including CodeClan, Cre8te Opportunities and Into Work will speak on the night, detailing their work on the project and highlighting the positive impact it had on clients.

Get DigitALL would encourage you to promote this to employers from the sector who may be keen on finding out more about tapping in to this talent pool and the support available to employers when hiring someone with a disability.

For further information and to sign up, please visit the [Eventbrite page](#).

For more information

www.eventbrite.co.uk/e/get-digitall-supporting-diversity-in-the-digital-sector-tickets-46804904730

craig.dutton@capitalcitypartnership.org

Capital City Partnership fund E&S Scotland conference places for JUFJ

The Joined Up for Jobs network of third sector providers is an essential part of the infrastructure through which Edinburgh can offer the employability pipeline.

Often it is the smaller organisations that struggle to attend the [Employability and Skills Scotland Conference](#), missing out on

the opportunity to learn and take part in the emerging conversations. That is why [Capital City Partnership](#), as the Local Employability Lead, wanted to support access through funded bursary places this year. Budget pressures shouldn't prohibit people from participating.

Organisations that benefited from the bursary places were: Canongate Youth, Access to Industry, Into Work, Smart Works, and the Skills Development team within Museums Galleries Scotland.



Employability & Skills Scotland 2018

This year's Employability & Skills Scotland conference, delivered by the [Learning and Work Institute](#), was held at Dynamic Earth in Edinburgh on Wednesday 12 September to a packed audience from across Scotland. The main themes were around tackling the persistently high unemployment rate for people with a disability, and the role that employers must play in being more inclusive and supportive of the labour market.

Jamie Hepburn, MSP, Minister for Business, Fair Work and Skills provided the ministerial address. His speech covered a variety of topics, including further aligning Scotland's approaches to employability to create a fairer and more prosperous society, working more closely with local and regional partners. He confirmed that the review of the [Scottish Government employability system](#) will be published in autumn and set out four principles: flexible and person centred; easier to navigate; driven by evidence; and able to support those most disadvantaged.

The plenary sessions featured contributions from key speakers,

covering three topics: aligning health and employability services; supporting and protecting the employability practitioners; and creating a fair, equal and skilled future workplace.

Delegates also attended three workshops throughout the day. Choices included: DWP's Dynamic Purchasing System; valuing kindness in employability and skills; developing a collective approach to tackling the disability employment gap; labour market analysis and many more.

Stephen Evans, Chief Executive of the Learning and Work Institute, provided the closing summary for the day and commented that while the future cannot be accurately predicted, it isn't pre-destined. The present is a product of choices we have made and so we also have the power to make choices to shape the future.

Presentations are available on the [Learning and Work Institute website](#).

For more information

www.learningandwork.org.uk/events/es-scotland-2018

Joined Up for Integration Charter and New Website



The Joined Up for Integration Charter replaces the current Joined Up for Jobs Customer Charter. The new Integration Charter promotes best practice for partnership working and integration across the network, developing the joined-up approach that ensures that barriers to employment 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 Forum service providers. These commitments cover:

- keeping information relevant and up to date for providers and service users
- ensuring services are joined up so service user referrals are appropriate to their individual needs
- demonstrating continuous assessment of service user needs throughout their engagement with providers

- actively promoting best practice across the network
- investing in people that provide services
- having an awareness of employer needs to achieve positive outcomes for service users.

The Integration Charter is open to all providers that work in the sector and will be launched in October 2018 through the new Joined Up for Jobs website, also launching in October 2018.

Organisations will compete the charter online and all other information about the charter will be available on the new website.

For more information

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(for Joined up for Integration Charter)

✉ Paige.Evans@capitalcitypartnership.org
(for the JUJF website)

Racheal's story of success

Racheal overcame significant complex issues and significant barriers to achieve her all-time goal of employment.

She became known to [Access To Industry](#) over 3 years ago when she was referred by her [Skills Development Scotland](#) worker to support her with her complex issues. Racheal gained support from her caseworker to build relationships, routine and structure, 1:1 support around self-resilience, self-belief, self-worth, budgeting, and employability skills.

She successfully applied for work experience in the Netherlands through the [Going Dutch Programme](#) -The first time Racheal would go abroad, successfully returning to complete a work placement with [Marks and Spencer](#) but did not gain employment at the end.

Not giving up, she continued with her caseworker to work on interview skills. She overcame her fear of the dentist and completed dental treatment that increased her confidence.

Completing another work experience placement in the Netherlands in May 2018 she returned home, more determined to gain employment.

With self-travel into the centre no longer an issue, Racheal gained employment, cash in hand as a cleaner. Within 4 weeks, she successfully gained full time employment with [McDonald's](#) and was so pleased and proud to be finally working with a reputable employer.

Racheal said 'I am proud of what I have achieved. If you had asked me 3 years ago if I was to be working a full time job in a busy city centre food outlet, I would not have believed it! My time working with Access to Industry and the different courses I have attended, gave me the confidence in myself to allow me to do this.'



For more information

W www.accesstoindustry.co.uk

Universal Credit Full Service expands into Edinburgh on 28 November 2018

Universal Credit is simpler and more flexible than the existing benefit system and aims to ensure that people will be better off in work, find it easier to start a new job or work more hours.

Universal Credit will replace:

- income-based Jobseeker's Allowance
- income-related Employment and Support Allowance

- Income Support
- Working Tax Credit
- Child Tax Credit
- Housing Benefit

It provides a single system of means-tested support for working age people who are in or out of work and is usually paid in a single monthly sum to households.

Support for housing costs, children and childcare costs will be included in this new payment. It will also provide support for disabled people and carers.

Universal Credit claims are made online. The online service has been designed to be easy to use, be accessible 24hrs a day and provides easy access to information and guidance.

There will continue to be other ways of claiming Universal Credit for people who are unable to use the online service.

There is a helpful website which explains more about Universal Credit



and has a dedicated section for those helping someone else apply: www.understandinguniversalcredit.gov.uk.

There are also 6 short videos about Universal Credit on [YouTube](#).

For more information

W www.gov.uk/universal-credit

W www.understandinguniversalcredit.gov.uk

At the Forum

The buzz in the air wasn't just because the High Street in Edinburgh was teeming with tourists and locals navigating their way through the maze of Festival performers. The August Forum meeting heard great presentations from Media Education, Health & Work Support Service, City of Edinburgh Council, Joined Up for Integration, JobCentre Plus (JCP) and Capital City Partnership about a whole range of topics and updates. Presentation slides are available on the [JUFJ Provider Forum webpage](#).

First up, Kate Deacon and Claire MacCorry from Media Education presented on the use of filmmaking as a tool for community and personal development. Kate explained the origins of Media Education as a Community Interest Company (CIC), formed in 1989, and how it works in partnerships with public and third sector organisations across Scotland but is based in Gorgie.

Claire talked about initiatives that Media Education have delivered in collaboration with [East Lothian Works](#), [Edinburgh College](#) and [New College Lanarkshire](#). Each had a common thread throughout: developing the digital and communication skills through co-production with participants to tell their own story - a true double impact. Showcasing the videos produced by participants, one of the standout successes has been that of Malcolm Scullion, a Media Volunteer with the Thistle Foundation and this year's recipient of [Lord Provost's Inspiring Volunteer of the Year](#).

Philip Ritchie, the [City of Edinburgh Council](#), provided an update on the commissioning of the Edinburgh Targeted and Integrated Employability Service (ETIES)



and Subsidised Childcare, as well as an overview of the employability subgroups for each of the four localities.

Next, Cat Lamont, one of the early managers for the [Health & Work Support Service](#) pilot (HWSS) for Dundee and Fife gave a presentation on what the HWSS is designed to achieve.

The new manager for Joined Up for Integration, Saty Kaur, was welcomed and along with Stacey Cuthbertson, she outlined a number of upcoming events and initiatives. Following this, in response to requests at a previous Forum, Rona Hunter,

[Capital City Partnership](#), presented on the revised Job Strategy Group, following the successful signing of the City Deal.

Fiona Boubert introduced her [JCP](#) colleague, Ursula Edmond, who will take on providing future DWP/JCP updates. The roll out of [Universal Credit](#) goes live in November so this will be further covered in the November forum.

For more information

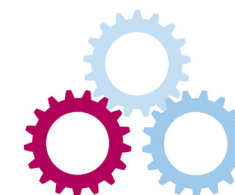
www.joinedupforjobs.org.uk/service-providers/jufj-providers-forum

Steering Group Update

The Steering Group agreed to implement a rotating Chair for future forums, with Lesley Morrison moving to Vice Chair to continue to support the Forum. This will allow the Steering Group members to gain insight into the role of Chair, with a new fixed Chair hopefully in place over the coming year. The group welcomed Sally McGreevy ([Access To Industry](#)) as the newest member of the Steering Group. Sally has kindly offered to be Chair of the November Forum. Grant Thoms steps down as Vice Chair but will remain a Steering Group member going forward.

Plans are already being formed for a more interactive November forum, with more contributions from the JUFJ network. The aim of this being to encourage wider partnership working and a better understanding of the diversity of the sector.

Details of this will be on the [JUFJ website](#) in early November.



JOINED UP FOR JOBS
Edinburgh's Jobs Strategy

Volunteering as a route to employment - more relevant now than ever before?

2018 marks the tenth anniversary of Volunteer Edinburgh's employability service.

Volunteering has long been recognised as a way to help people on the road to paid work – it's a great way to get experience, build skills, put on a CV, get a reference and make contacts

A quick glance round the workforce of many organisations - particularly those in health, social care and the third sector, shows that volunteering has been a vital stepping stone in the employment journey of many paid staff.

The service is unique in having volunteering at its core - it is the means by which people are supported to develop and build essential workplace skills and behaviours. This involves close collaboration with volunteer-involving organisations, many of whom are completely dependent on volunteers to deliver all kinds of important services such as social care, improving the environment and raising funds.

Why is volunteering relevant for job-seekers?

1. Volunteering is **a great way to explore potential areas of work**, identify transferable skills and take considered risks.
2. Most **learning takes place when you actually do a job**, or are alongside someone who is doing it. Volunteering gives real work experience, exposes you

to the opportunities and challenges of the workplace & lets you put training into practice

3. Volunteering gets you into circulation among employers – what better way to find out about jobs that aren't always advertised. It gives you access to **the hidden job market** and is a great way of networking.
4. Employers increasingly look for **evidence of soft skills**. Applicants may have the right qualifications but can they get on with others, use initiative or show a willing attitude? Volunteering helps people learn and consolidate workplace behaviours and soft skills.
5. The move to **competency-based recruitment** means that applicants must demonstrate to potential employers that they are the right person for the job. Volunteering gives real life examples to refer to in application forms and at interview.
6. And, as with paid work - **not every volunteering opportunity is advertised!** Volunteer Edinburgh works with organisations to identify bespoke opportunities for individual volunteers. This can be for specific or time-limited tasks e.g. marketing, finance. Individuals with specific skills can also **"self advertise"** to organisations.



Volunteer Edinburgh's employability service was preceded in 1999 by a New Deal mentoring project. Over the years they have provided:

- One-to-one coaching
- Guidance and support in neighbourhood hubs as part of the Integrated Employability Service
- Activity agreements and coaching for young people
- Employability mentoring by trained volunteer mentors
- Training & support to volunteer-involving organisations
- SQA awards in employability

The service is currently provided at Volunteer Edinburgh's premises at 222 Leith Walk, with regular outreach to local job centres. Clients can access one-to-one appointments, a weekly drop-in session (Monday afternoons), quarterly workshops on transferable skills & preparing for the workplace and a weekly e-bulletin highlighting job opportunities.

For more information

W www.volunteeredinburgh.org.uk/volunteer/employability-service



NHS Community Link Workers in Edinburgh

In August 2017, the **Scottish Government** awarded funding for a network of 14 Community Link Workers (CLW) across Edinburgh.

A CLW is a generalist social practitioner based in a GP practice serving a socio-economically deprived community. The CLWs are able to take direct referrals from members of the practice team, i.e. GPs, Practice Nurses, Admin staff and other healthcare professionals attached to the practice.

They offer non-clinical support, enabling people to set goals and overcome barriers, in order that they can take greater control of their health and well-being. Using 'good conversations', a CLW encourages people to identify problems and to talk about what really matters to them. Together, they

identify and access relevant resources or services in their community.

The CLW network is aware of the growing interest in partnership working with a broader range of stakeholders throughout Edinburgh. Since February 2018, they have strengthened links with colleagues, including within employability, by hosting networking events in each locality in order to create valuable working relationships and networks of colleagues who often work with the same cohort of clients. The latest event took place this month in the North East locality. Future events will be advertised on the [Joined up For Jobs noticeboard](#).

For more information

✉ Anne.Crandles@nhslothian.scot.nhs.uk

Raising awareness of being Disability Confident

DWP hosted a free networking event to businesses as part of the "Disability Confident" initiative. The event took place on Tuesday 18 September in the Game Changer suite at the Hibernian stadium in Edinburgh. Local employers were invited to attend the Disability Confident event, designed to support businesses in recruiting people with disabilities.

Guest speakers included MP Deidre Brock and Gavin Neate from [Neatebox](#), as well as

Stephen Main from Tri Partnerships. They explained why signing up as a Disability Confident employer is so important. The event, supported by the Minister for Disabled People, Health and Work, Sarah Newton MP, was designed to showcase the business benefits employers could be missing out on by not employing disabled people.

Local employability and training providers were on hand, offering information on funding and resource support and exhibitors offered information on general recruitment, employee development and retention.

For more information

W www.gov.uk/government/collections/disability-confident-campaign

Midlothian's Young People Awards 2018

To mark the **Year of Young People 2018**, **Midlothian Year of Young People Ambassadors**, **Midlothian Council** and the **Lord-Lieutenant of Midlothian** are working together to introduce a new Awards Scheme to recognise and celebrate the achievements of young people aged 8 to 26 within the community.

There are six award categories: Caring and Volunteering, Local Community, Sport and Physical Activity, Arts and Culture and Achievement in Learning Award. The award process will help young people reflect on their key skills, talents and abilities which they can use in their future career. There will also be The Midlothian Prize where a young person will be chosen from all

the nominations and recognised for their outstanding contribution to Midlothian as a whole.

The awards ceremony took place on Friday 31 August in the grounds of Penicuik House, where the young people were presented with their awards and a cheque for their chosen Midlothian charity or youth group, followed by afternoon tea.

This awards scheme is offered in partnership with young people from Midlothian schools, [Edinburgh College](#) and local business sponsors.

For more information

W www.midlothian.gov.uk/info/200293/year_of_young_people_2018/522/midlothian_s_yoyp_ambassadors



DWP Campaign in a box for September was “Experience Retail”

The campaign ran from 10 to 21 September to promote the retail sector as a career of choice under the hashtag #choosereetail.

The aim of the campaign was to highlight the vast variety of jobs that are available, not only within the retail sector but also related sectors such as logistics, security and manufacturing, all of which are essential parts of the retail chain.

From the campaign, DWP wanted to:

- Show that there is a job for everyone regardless of age, ability or background
- Demonstrate the opportunities and career prospects
- Promote the sector to the workforce of the future
- Raise interest in seasonal recruitment activity
- Highlight the benefits of volunteering as a route way into the sector.

As part of the campaign, DWP featured podcasts from retailers such as Asda, Argos, Debenhams and Marks & Spencer. They also highlighted details of the variety of routes into work with the different employers in the retail sector, as well as self employment opportunities. In addition to this, they organised visits to Fort Kinnaird Recruitment and Skills Centre.

For more information

@JCPJobsPlusMore
#ChooseRetail

The Social Bite Village



The Social Bite Village is a project that combines an innovative housing model, using vacant City of Edinburgh Council - owned land, along with a supported community environment.

The project is entirely geared at breaking the cycle of homelessness and giving residents pathways into employment and permanent housing. The purpose of the Village is to offer the right support, living environment and opportunities for someone from a situation of homelessness to become an independent member of society.

Following its launch on 24 May 2018, The Social Bite Village received its first 6 residents in July and will house 20 residents by the end of the year.

Managed by Cyrenians' Care Manager, Kathy Hoyle, with additional support workers Jacob and Alistair, the Village provides a nurturing environment for residents who may struggle after a sustained period of homelessness or temporary accommodation.

Digital skills and employability skills training will be delivered in the community hub at The Village by Google Garage and Social Bite to encourage residents to become self-sufficient. This includes managing their finances and other responsibilities whilst resident at The Village.

Ursula Edmond from the DWP Partnership team continues to support residents at The Village on their journey.

For more information

<http://social-bite.co.uk/the-social-bite-village>

NHS Recruitment Training for the new RHSC

Joined Up For Business, in partnership with the Department for Work and Pensions, have hosted two NHS recruitment training sessions for providers at Fort Kinnaird Recruitment and Skills Centre. The sessions aimed to pass on knowledge to providers to help them to support their clients to apply for NHS Jobs, specifically at the new Royal Hospital for Sick Children (RHSC).

The new RHSC is due to open in Early 2019 and recruitment is set to increase in scale in the latter half of 2018. NHS Lothian and the JUF Partnership have been working together to plan recruitment for Soft FM Roles across the RHSC campus, including Domestic, Security, Catering and Retail divisions.

The training sessions were attended by a number of partners across the network who were interested in learning about the NHS Recruitment process to best support clients to apply for jobs at the new hospital. Between September and December, NHS Lothian are expected to have further rounds of recruitment for Domestic Assistants and Supervisors, as well as starting to recruit for roles across their Retail and Catering divisions. Once roles go live on <https://jobs.scot.nhs.uk>, notice will be published to the [Joined up for Jobs Noticeboard](#).

For more information

www.joinedupforjobs.org.uk/employers/joined-up-for-business

<https://jobs.scot.nhs.uk>

john.beaton@capitalcitypartnership.org

JUIP launch Voice Your Choice



Joined up for Integration's Participatory Budgeting project, *Voice Your Choice*, launched earlier this year at the City Chambers. With £40,000 funding from the Scottish Government's Community Choices and the City of Edinburgh Council, *Voice Your Choice* offered small grants of up to £2,000 for short term and pilot projects which supported positive steps towards employment.

Not-for-profit organisations were invited to submit applications that addressed employability issues within their locality, linking to the [Locality Improvement Plans](#). From the applications, 28 projects met the criteria and were put forward for voting. Five events took place in Craigmillar,

Gilmerton, Granton, Leith and Sighthill earlier this month. Over 400 service users and community members attended to learn more about the projects and vote for those that they thought should be funded. Following the voting, 20 projects received full funding, and one received partial funding. More information on the successful projects can be found on the [Voice Your Choice webpage](#).

Projects will commence this month and run until December 2018. Following completion of the projects, a celebration event will be held at the Scottish Parliament in January 2019.

For more information

<http://www.joinedupforjobs.org.uk/7274.aspx>

CEC Commissioning Update

The commissioning for the new Edinburgh Targeted and Integrated Employability Service (ETIES) and Affordable Childcare for Working Parents are progressing well.

The contract notice was live on Public Contract Scotland for ETIES during July and August and the evaluation of submitted tenders will be completed by the start of October. This will then be awarded to the successful bidder(s) in late December.

For the Affordable Childcare contract, no wider market interest was identified during market testing so a negotiated tendering process is proceeding with the 4 currently funded providers – North Edinburgh Childcare, Kidzcare, Smile Childcare and Childcare Connections.

The Employability Third Party Grants Programme, formerly known as the Challenge Fund, launched on 27 August 2018. The focus of the programme is delivery of services early in the Strategic Skills Pipeline (Stage 1 and 2) and later (Stage 5), however applications for Stages 3 and 4 will be considered if gaps in current statutory services are evidenced.

The maximum award for each application will be £75,000 per annum and the total available fund is in the region of £875,000 per annum, subject to budget availability. The closing date for applications was 19 September and recommendations will be provided to the Housing and Economy Committee.

These will all commence on 1 April 2019.

A presentation on ETIES and Affordable Childcare from the Joined Up For Jobs (JUFJ) Forum is available on the [JUFJ website](#).

For more information

Philip.ritchie@edinburgh.gov.uk

Activity Agreements Participatory Budgeting Your Choice Programme 2018/2019

This year, the Employability and Talent Development team at the City of Edinburgh Council ran their third Activity Agreements Participatory Budgeting programme for young people on Activity Agreements.

The projects that secured funding were decided by the young people through a [Participatory Budgeting](#) process, a funding approach giving decision-making powers to the public, encouraging them to be directly involved in shaping new ideas and opportunities and involving people in voting for which services they wish to fund.

The 7 Activity Agreement Hubs each developed a minimum of 3 project ideas in conjunction with young people on Activity Agreements. The maximum budget for each project was £4000. The criteria for the projects was that they should help young people develop skills to help them gain

employment/training/education and to sustain it.

Following the development of project ideas, a voting event was organised. Voters who were on an Activity Agreement were asked to vote for their favourite project at their hub. In total, 83 people took part in voting across the 7 Activity Agreement Hubs and 1 project per hub was funded.

Funded projects involved: learning to drive, outdoor activities, exploring and reviewing city attractions, enhancing community spaces and facilities, and problem-solving team activities.

For more information

www.edinburgh.gov.uk/info/20163/opportunities_for_young_people/1243/activity_agreements

<http://pbscotland.scot/>



The Edinburgh and South-East Scotland City Region Deal: signed, sealed and ready to be delivered

The Edinburgh and South-East Scotland City Region has now been formally signed off by the Prime Minister and First Minister. The UK and Scottish Governments have each committed £300m to the City Region Deal, with other partners committing to an additional £700m. This will see £1.3 billion overall invested in unlocking economic growth and boosting jobs across the region.

The City Region Deal partners comprise: The City of Edinburgh Council; East Lothian Council; Fife Council; Midlothian Council; Scottish Borders Council; West Lothian Council; the city region's universities and colleges; and the city region's business and third sectors.

The 5 Key Themes

There are five key themes within the City Region Deal (See Figure 1). These are:

- Research, development and innovation
- Integrated Regional Employability and Skills Programme (IRES)
- Transport
- Culture
- Housing

The Integrated Regional Employability and Skills Programme (IRES)

Focussing on the Integrated Regional Employability and Skills (IRES) Programme, key inclusion challenges in the city region are evident: slow growth; regional disparity in job density; skills inequality and polarisation; gender and age inequalities; low income and low pay; and housing, transport and connectivity.

The IRES Programme and its underpinning private, public, and third sector partnership is a key way in which partners intend to embed Inclusive Growth practices in the city regional labour market and evolving policy and practice to:

- increase the visibility and unlock access to good opportunities for all the city region's citizens;
- open up new talent pools to business and stimulate increased recruitment from under-represented groups into the good jobs and careers being generated in the region;
- evolve, streamline, and integrate employability and skills services to ensure citizens are equipped with the skills they need to succeed throughout their working life;
- put in place complementary supports to help people mitigate any barriers they may have in achieving their potential and ensuring that these supports are part of an integrated person-centred approach;
- develop the collective knowledge, organisational cultures, networks, policies and practices that are essential to accelerating progress to an inclusive, innovative and future-proofed regional economy; and

Timeline for the City Region Deal

The full CRD Programme will run from now until 2033

The Joint Committee, which is the main decision-making body for the Edinburgh and South East City Region Deal, is anticipated to have its inaugural meeting in October 2018, swiftly followed by the establishment of the theme advisory boards that includes the Integrated Regional Employability and Skills Board.

The enabling investment by Scottish Government to help develop our regional collaborative approach on employability and skills will be from 2019 to 2027.

It is anticipated that the first Employability and Skills pilot activity will begin in January 2019.

Table 1

- maximise the impact of employability and skills investments by public, private, and third sector partners and fully harness the potential of City Region Deal to stimulate a step change in performance.

The IRES Programme Business case provides more detail on the proposed change activities and the steps to success. This, along with more information on the other key themes, can be found in the [City Region Deal Report](#).

Details of the timeline for the Edinburgh and South East Scotland City Region Deal can be seen in Table 1.

For more information

www.acceleratinggrowth.org.uk

<https://static1.squarespace.com/static/55c87967e4b05aa55020f656/t/5b6b06f0352f530261e0e4f4/1533740790850/ESESCR+Deal+Document+6+August+2018+signed.pdf>

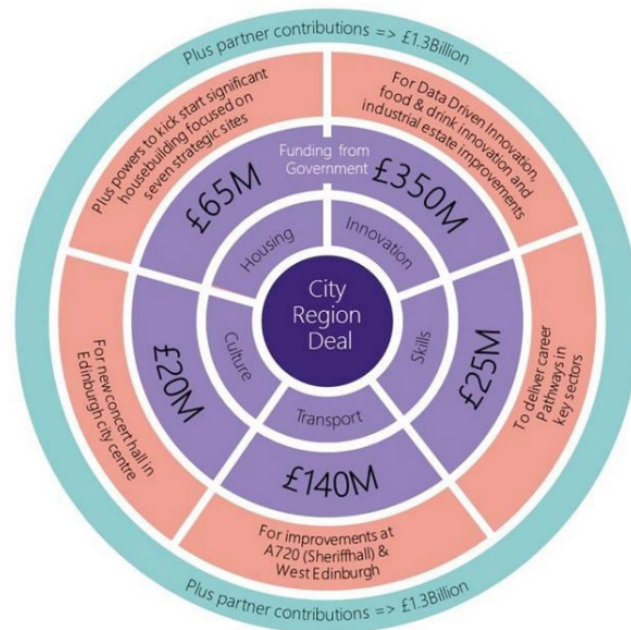


Figure 1: Edinburgh and South Scotland City Region Deal

A Day in the Life of an All In Edinburgh Practitioner

One of my clients is about to start a new job and disclosed in our previous meeting that feeling socially isolated in work is another barrier to his progression and mental health. So, first thing in the morning I update his Vocational Profile to reflect this and jot down an action in his In Work Action Plan. His target will be to join in on the first work social event.

I then mark one of my candidates' assessments for their Professional Development Award. I've recently undertaken training to further develop my own knowledge of the Supported Employment model. Continuous upskilling is key in this role.

By now, I am looking forward to getting out and visiting a client in his place of work. He has a learning disability and this is his first paid job – he works in the garden of a Community Centre. I take some marketing materials, with a view towards picking up some new referrals, should anyone else around the Community Centre feel they could benefit from All in Edinburgh. Next week, I will deliver a Disability Awareness Training session to his employer to help his colleagues support their peers in the work place.

My client is enjoying his work and has recently helped sculpt a Pizza Oven to go in the garden. In his first week, he had relied on me for some job coaching but has since come to lean more on his colleagues when



necessary, giving him more independence. I add in some notes to his Job Analysis forms which describe in detail all the key elements of his job.

From here, I head to a café nearby to meet with someone who has an interview coming up for a position in the Scottish Government. We do some interview preparation, running through his presentation and I give him some feedback. We are both feeling confident he will impress.

This is a dynamic job where no two days are the same – I'm looking forward to what tomorrow has to offer.

For more information

✉ info@allinedinburgh.org.uk

🌐 <http://allinedinburgh.org.uk>

☎ 0300 0200 101

FIND OUT MORE

DATES FOR YOUR DIARY

Care leavers and the benefits system

Thursday 11 October, 13:00 - 16:00, Glasgow.

Many young people who have been 'looked after' by the local authority are excluded from income-related benefits. Instead the local authority is responsible for supporting them. This course looks at the special benefit rules for care leavers and the local authority's responsibilities towards these young people. It will also be covering developments in relation to 'continuing care'.

<http://www.cpag.org.uk/content/care-leavers-and-benefits-system-0>

Get DigitALL - Supporting Diversity in the Digital Sector



Wednesday 3 October, 18:00 – 20:00, Edinburgh.

Get DigitALL is an 18-month programme of targeted opportunity and training interventions to close the digital skills gap for disadvantaged young people and enable them to respond to emerging jobs. Now the project is coming to a close, the Get DigitALL partners would love to share the success and learning from the project with employers. Attendees will hear from partners, employers and of course young people involved in the project, as well as hearing about future plans to support employers interested in hiring young people from disadvantaged backgrounds.

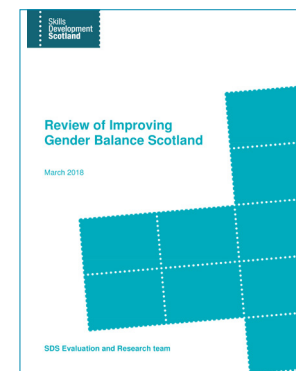
<https://www.eventbrite.co.uk/e/get-digitall-supporting-diversity-in-the-digital-sector-tickets-46804904730>

PUBLICATIONS

Improving Gender Balance Scotland

Improving Gender Balance Scotland aimed to identify and address issues around gender imbalance in subject and career choice as well as some of the fundamental issues which cause gender imbalance in the uptake of apprenticeships. This review takes a look at the pilot ahead of the programme being taken over by Education Scotland.

<https://www.skillsdevelopmentscotland.co.uk/media/44705/review-of-improving-gender-balance-2018.pdf>






Skills Development Scotland

@skillsdevscot

Follow

Read how Edinburgh 17-year-old Cameron Smith's choice of a Foundation Apprenticeship has helped him decide his future goals. [ow.ly/Xy0b30lbbg6](https://www.skillsdevscot.gov.scot/education/foundation-apprenticeships)



 **My World of Work**
@mywowscotland Following

[@skillsdevscot](#) Events Co-Ordinator Gayle left school to work, dropped out of uni, spent time at the DWP, then our careers and employer support services before finally landing in marketing & comms!
[#nowrongpath](#) [#examresultshelp](#)

We put the needs of our customers at the heart of what we do

Left hand: 1. *Inform*
New list of
Retail worker - good user (didn't
understand - "don't know what she's
Full time employment
I don't see the need for
Conferences
Events - 3 years
Retailer marketing campaign
#knowingshops
@hollisterco
@jessicagov

Ken Shaw @edsemplay [Following](#)

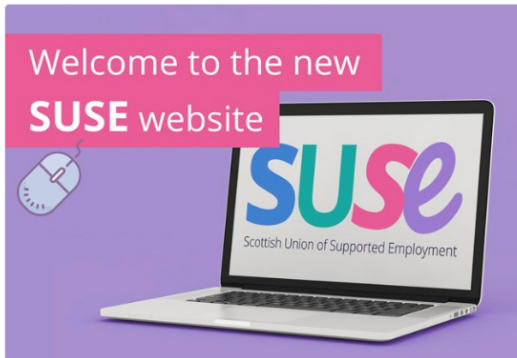
Historic £1.3bn Edinburgh and South-East City Region Deal agreed

 **Historic £1.3bn Edinburgh and South-East City Region Deal...**
Historic £1.3bn Edinburgh and South-East City Region Deal agreed A £1.3bn investment to unlock economic prosperity will be agreed today (Tuesday 7 August) for Edinburgh and the South...
acceleratinggrowth.org.uk

SUSE
@SUSEScotland

SUSE launches its new website today - suse.org.uk The new site offers help, support and information for members, employers and jobseekers, including the SUSE Portal for training resources, best practice documents, policy information and more.

#supportedemployment



Welcome to the new
SUSE website

SUSE
Scottish Union of Supported Employment

5:37 am - 30 Jul 2018

ARCEdinburgh
@ARCEdinburgh


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73%
of employers
who made work-related
adjustments for
employees said it was
easy to do so


gov.uk/disability-confident

👤 🗳️ 🔒 🌱

 **Grant Thoms**
@LWgrantthoms [Follow](#)

Kate Deacon and Claire MacCrory from [@media_education](#) showcasing how film-making can be a route to personal and community development such as [@thistlecharity's](#) Malcolm Scullion film [#JoinedUpForJobs](#)




Joined Up For Jobs
 @JoinedUpForJobs

Great to hear from Maria who currently volunteers while also working part time. Not only has Maria had some great training opportunities from volunteering, but it has also improved her mental health!

[#JoinedUpforIntegration](#)

