

# Working Capital

## North Bridge refurbishment offers opportunities for prison leavers



@WorkingCap\_JUFJ



Councillor Kate Campbell, Convener of the Housing and Economy Committee

Welcome to the latest edition of *Working Capital*. Developments over the winter months mean that issue 27 of *Working Capital* is full of news and events, including the third Ministerial Summit on Employability which is reported on page 2.

We celebrated the success of Joined Up for Integration's achievements over the last year, with a reception in the Scottish Parliament hosted by Gordon MacDonald MSP. See the picture of all those who received the Integration Charter Award on page 3.

Local Authorities are working hard to encourage young people into a career in childcare through a variety of different initiatives which are explored on page 4. Many more opportunities for young people were on offer at the Developing the Young Workforce Jobs Roadshow earlier this month, featured on page 5.

Our key feature, on page 6, highlights what can be achieved through partners working together to offer opportunities through Community Benefit commitments.

Looking forward to April, the new Edinburgh Targeted and Integrated Employment Service launches and, on page 8, they share some more information on what the service hopes to achieve.

There is much, much more in this edition of *Working Capital*, which I hope you will enjoy.

## Editorial Group

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

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## Get in touch

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## In Partnership: Scottish Government and COSLA sign new pact

**On Wednesday 5<sup>th</sup> December 2018, Jamie Hepburn MSP, Minister for Business, Fair Work and Skills and Councillor Kelly Parry of Midlothian Council and COSLA spokesperson for Community Wellbeing, signed a partnership agreement which cements the Scottish Government and COSLA's shared ambition to work towards an employability system which is better aligned and integrated and one which works for everyone throughout Scotland.**

With representatives from all over Scotland attending the third Ministerial Summit on Employability, the theme for the day was 'Working in Partnership in Scotland's Future Employability Services'. The Summit brought together a wide range of stakeholders, to share knowledge and learning across the employability landscape in Scotland and to continue to build and develop partnership working for Scotland's future employability services.

At the same time, the Scottish Government published *No One Left Behind: Review of Employability Services*, which has

been endorsed by key partners from across the employability sector.

The review sets out the actions which the Scottish Government will take to work more closely with local authorities in a new partnership approach, collaborating closely with partners in the third, public and private sectors to join up employability services in Scotland. It also sets out our commitment to work to improve employability support in Scotland through actions including the development of a comprehensive delivery and funding arrangement with collectively agreed national outcomes and measurement framework.

The Minister gave an assurance that there would be no immediate changes to programmes covered by the Review (Community Jobs Scotland, Employability Fund, Activity Agreements and SERI) in the 2019-20 financial year but that work would begin on harmonising programmes within the devolved Scottish Employability Service and on developing new commissioning structures in the light of Fair Start Scotland experiences.

## Universal Credit roll-out update

**Following a huge amount of hard work, dedication and collaboration, Universal Credit full service is now available in every single jobcentre in the UK.**

Musselburgh Jobcentre was the first site in Scotland to launch Universal Credit Full Service back in 2016 and on 12 December 2018, the roll out was complete.

The journey that Musselburgh went through helped shape the roll out, with other offices benefiting from their experience, making implementation smoother as the others came online. Much has changed over the last two years enabling DWP to continue to improve the service that is doing so much to help customers into work or closer to work.

The Edinburgh Jobcentres Universal Credit Full Service went live on 28th November 2018. We have a lot to be proud of on our Universal Credit Journey. This was achieved through the commitment of everyone, including collaboration with key partners.



The rollout included efficiently delivering the service at 22 sites in East of Scotland, training in excess of 500 staff, coaching staff from seven Local Authorities and engaging with countless numbers of partner organisations.

The most recent development is the One Service approach with colleagues in Dundee service centre, to ensure delivery of a great service to customers. Service improvements include the Landlord Portal to support housing cost verification and improvements to telephony systems which are on-going.

### For more information

 [ursula.edmond@dwp.gsi.gov.uk](mailto:ursula.edmond@dwp.gsi.gov.uk)

 [www.dwp.gov.uk](http://www.dwp.gov.uk)

## Introducing Stephanie Lang

**FUSE, the Recruitment and Skills Academy being delivered by Edinburgh St James, recently recruited Stephanie Lang as the Recruitment and Skills Manager.**

FUSE will work closely with employers at Edinburgh St James, as well as skills agencies and employers across Edinburgh and the wider industry, to understand and meet recruitment and skills needs.

Working Capital met up with Stephanie after her first few weeks in post: "I previously worked for a leading commercial recruitment agency, focusing on employment within the Edinburgh and Lothian's and I am delighted

to be part of such an exciting new project, which will create not only new job opportunities for the people of Edinburgh, but will benefit the whole city with the transformation of the East end."



### For more information

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

 [Stephanie.Lang@edinburghfuse.com](mailto:Stephanie.Lang@edinburghfuse.com)

# Celebrating the success of JUIP



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**Joined up for Integration Project (JUIP) held a celebration event on Tuesday 29 January 2019, hosted by Gordon MacDonald MSP in the Scottish Parliament. The event was to celebrate Voice Your Choice – JUIP’s Participatory Budgeting programme, launch the new Joined Up for Jobs website and present the Integration Charter awards. The event also signified the end of the project.**

A total of 21 projects were funded through Voice Your Choice across the four localities, with organisations and their service users in attendance at the event to talk about what the funding had delivered, showcasing their projects through presentations, stalls and networking. JUIP had also commissioned a video of some of the funded projects and this was first screened on the evening.

Gordon MacDonald then presented the first round of recipients with their Charter Awards which signifies their commitment

to integration, partnership working and achieving the best outcomes for Edinburgh’s citizens through their delivery of employability services.

The new Joined Up for Jobs website was also launched at the event. The new website was designed through feedback from current users and has improved functionality, is more streamlined and allows users to have more ownership of their content. The new website is now live and replaces the old site. If you were a member of the previous site you will need to re-set your password on the new site before you can log in. Once you have done this you can post noticeboard posts, events and add your organisation to the directory.

**For more information**

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🌐 <https://www.joinedupforjobs.org/>

# Building the foundations in East Lothian

**Foundation Apprenticeships combine classroom based learning and practical experience with employers. They help young people in S4-S5 to gain skills and experience in a real-life working environment while studying a portfolio of other qualifications at school.**

This work-based apprenticeship route upskills pupils, usually in an industry with skills shortages, to be more work-ready by the time they leave school. They then have a range of progression options including into paid Modern and Graduate Apprenticeships, as well as Further, Higher and employment options.

Three courses are currently available in East Lothian; Social Services Children and Young People, Financial Services and Scientific Technologies. Next session, with the support of local businesses, universities and colleges, we hope to expand the offer to include Adult Social Care and Business and Finance.

Data analysis company, Rocket Science, looked at the benefits of work-based learning. They concluded that “pupils who have four quality employer engagements, while still at school, enjoy higher career-long salaries and raised attainment across their other qualifications”. Pupils learn better when they can see the relevance of the skills they are gaining in the context of the world of work.

East Lothian Works Team Leader Alison Hood said: “We’re proud of the new career pathways we’re creating for young people in East Lothian that are leading to an increase in positive destinations. Research proves the benefits of this approach. Foundation Apprenticeships are a great option if you are a hands-on learner or ready for a work-based challenge.”

**For more information**

🌐 [www.eastlothian.gov.uk/foundationapprenticeships](http://www.eastlothian.gov.uk/foundationapprenticeships)

# New Government Hub for Edinburgh

**HM Revenue and Customs (HMRC) are due to relocate to new ultra-modern offices at Sibbald Walk next to Waverley Station in Spring 2020.**

HMRC is moving to thirteen regional centres and the site in Edinburgh will be the first UK Government Hub, housing staff from ten government departments. For HMRC their Edinburgh Region encompasses staff from Aberdeen, Bathgate, Dundee, Livingston and three offices in Edinburgh.

HMRC are planning to work with partners to develop innovative ways to attract and support new staff and would very much like to link in with the Joined Up for Jobs (JUFJ) network to help develop this. Already in the pipeline are a ‘Town Hall’ style event, supported application process and involvement in the Developing the Young Workforce (DYW) Jobs Roadshow. Future opportunities for JUFJ partners to get involved in the process will be advertised through the JUFJ noticeboard.

# Helping to meet early years expansion plans



**A number of opportunities exist across East Lothian's schools to let young people discover more about a career in early learning and childcare. Tots and Teens playgroups run in four schools, bringing together enthusiastic S3 pupils with children aged 2-5 to gain hands-on experience in a childcare environment alongside qualified staff.**

One of the opportunities on offer to S4-S5 pupils is the Foundation Apprenticeship in Social Services, Children and Young People. Through a combination of taught and practical work-based learning with employers, the pupils gain two nationally recognised vocational qualifications plus a Higher.

The council's education and early years teams developed their own programme based on their professional experience and knowledge of what was required for

East Lothian. "The expansion of early years hours provision will provide opportunities for people hoping to train in, retrain or return to this rewarding profession," said Cabinet Member for Education, Councillor Shamin Akhtar. "We're developing tailored pathways to employment that will develop highly-skilled professionals who are as committed as we are to offering quality care to children in our area."

Although this runs at Ross High School, pupils travel from other schools to participate, as well as attending regular work placements. At Ross High School, S5 pupils Jodie, Hannah and Nicole (pictured) admit it requires careful planning to combine it with their regular studies. All three are keen to progress a career working with children.

## Modern Apprentice Childcare Development Workers in Midlothian

**Midlothian Council introduced the Modern Apprenticeship in Early Learning and Childcare in December 2017 to meet the sector's requirement for a significantly increased workforce.**

They have since recruited a total of 36 Modern Apprentices (MAs) who are working towards their SVQ3 qualification in Social Services (Children and Young People) and have another 22 enthusiastic new starts ready to begin their journey in March 2019.

This programme is an 'in work' training

scheme. Modern Apprentices are employed full time in Midlothian Early Learning and Childcare settings (nurseries) and they are released one day a week to attend classes which provide the theoretical understanding to support their practice. For the first three months this is provided by Midlothian's Workforce Development Team who focus very much on the practical aspects of the Childcare Development Worker's (CDW) role including, learning through play, the adult's role, observing children's learning

and providing quality learning environments. After three months the apprentices transfer to Midlothian's SVQ team to complete a transition award followed by their SVQ qualification.

Throughout their training, the Modern Apprentices are supported in their settings by experienced CDW who act as mentors and by placement supervisors from the Workforce Development team who visit MAs regularly to observe practice and engage in professional discussion about their learning.

Anyone with a passion for young children and a minimum of three National 4 or 5 qualifications including English and Maths is eligible to apply for this programme. Posts are advertised regularly on [www.myjobscotland.gov.uk](http://www.myjobscotland.gov.uk)



*"It's a fantastic course which allows for a very hands on approach to learning."*

**Scott Leslie**

MA at Lawfield Primary School Nursery

# Joined Up for Jobs Providers Forum Update

Despite a few last minutes changes to the agenda the meeting provided interesting insights and new approaches to employability.

First up, Pete Gilpin and Andrew Aldous from the Princes Trust outlined their new UK wide strategy and how this will affect the Central and South East Scotland area.

They have set ambitious targets for supporting young people involving a place-based flexible approach. With new themes of 'Live, Learn, Earn', Andrew highlighted the success of Development Awards supporting young people to get into work.

Rona Hunter, Capital City Partnership introduced the new manager of the FUSE Recruitment and Skills Academy, Stephanie Lang. Stephanie outlined how FUSE will provide a dedicated recruitment support model for Edinburgh St James and the city centre Business Improvement District.

Rona and John Beaton reported for Joined Up for Business and reported on major inward investment in Edinburgh, resulting in large numbers of vacancies over the next

1-2 years. Rona also updated on the JUFJ Strategy Group's most recent meeting and mentioned the progress on the CEEdinburgh and South East City Region Deal.

Kate Kelman provided an update on the commissioning of funding and when decisions would be made in relevant CEC committees.

Capital City Partnership is currently undertaking surveys of stakeholders which will be distributed soon.

Saty Kaur presented the new JUFJ web site and encouraged everyone to sign up to receive the newsletter, post their news and events and add their services to the directory.

## Employment Rights

Next was Cailean Gallagher of STUC. In an interesting take on preparing people for the workplace Cailean told the group about the work underway to support people in precarious and low paid work by improving their understanding of their rights under employment law. A workshop for front line staff

is being explored and the JUFJ Steering Group will take this up going forward.

Alex Wilson of Inclusion Scotland very kindly stepped forward to fill a gap in our agenda. He updated the group on the work they deliver across Scotland. They aim to increase disabled people's participation in public life and employment. Alex will return to future meetings for a more in depth discussion.

The plan had been to update the group on developments in locality working, especially as the Joined Up for Integration Project (JUIP) is coming to an end. The Steering Group were keen to maintain the momentum of JUIP in making sure employability providers continue to develop networks and partnerships across service provision.

Evelyn Kilmurry, the North East Locality Manager, and Susanne Donkin, Senior Economic Development Officer for City of Edinburgh Council updated the group on developments across all localities.

The Steering Group are always keen to hear suggestions for topics for discussion at the Forum meetings. Please feel free to get in touch with ideas/suggestions/comments or if you would like to help organise future meetings – it's open to everyone!

The next Providers Forum meeting will take place at the Business Centre, City of Edinburgh Council on Friday 31st May 2019. Keep an eye on the noticeboard for further information.

For more information

<https://www.joinedupforjobs.org/service-providers/jufj-providers-forum>

**JOINED UP FOR JOBS**  
Edinburgh's Jobs Strategy

## DYW Jobs Roadshow

**On Wednesday 6th March over 1000 young people on the brink of joining the workforce connected with 73 recruiting businesses at the Developing the Young Workforce (DYW) Jobs Roadshow.**

The event was for those who are about to leave or have left school in the last three years and presented over 2000 live opportunities, careers development guidance, along with a bite sized CV workshop. The event is being hailed as a great success.

Employers were impressed by the level of the talent, confidence and drive the young people expressed at the event. DYW anticipate a significant number of opportunities will be secured as a result of the event, including full and part time employment, apprenticeships and paid internships.

Thank you to those who made it along.



# Bridging the gap between prison and employment

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In March 2018, the City of Edinburgh Council approved an investment of £22m to refurbish North Bridge.

**Balfour Beatty were appointed the lead contractor in Summer 2018 with work starting shortly afterwards. From the outset, Balfour Beatty and City of Edinburgh Council were committed to leaving both a legacy for the bridge and local community through the project's Community Benefit commitments.**

The Balfour Beatty Project Team considered

several priority groups, including people with convictions, that they wanted to support throughout the duration of the project.

Over the last year, several agencies including Access to Industry and Department for Work and Pensions have worked closely with HMP Edinburgh to deliver Construction Skills Certification Scheme (CSCS) qualifications to prisoners due for

release within six months - this has seen 72 prisoners gain their CSCS qualification since May 2017. HMP Edinburgh further developed their relationship with the construction industry when they hosted the prison's first careers fair in May 2018.

## Mobile Testing

The provision of CSCS within HMP Edinburgh has been possible through the commitment of partners and joint working with Scottish Prison Service to ensure the appropriate safeguards are in place. Construction Industry Training Board (CITB) visit HMP Edinburgh with their mobile testing unit every month.

Cllr Kate Campbell, Housing and Economy Convener, said: "Community benefits, achieved through procurement processes, are a key part of delivering our objectives in line with our economy strategy. Employment is a key part of an individual's release from prison. It's positive that we're able to work with partners to deliver projects like this that will help us to maximise benefits for everyone in every community, support our inclusion agenda and promote employability for all."

Through their supply chain, Balfour Beatty worked closely with their subcontractor, Network Scaffolding, to offer people with convictions guaranteed interviews and two weeks work experience. Candidates were then offered a subsequent three months paid employment followed by an

Apprenticeship. While supporting people with convictions hasn't been without its challenges, to date, six prison leavers have been employed by Network Scaffolding at the North Bridge site.

## Supporting Rehabilitation

Balfour Beatty Managing Director of Scotland and Ireland, Hector Macaulay commented: "As a Major Contractor, Balfour Beatty are committed to delivering social value on our projects. We continue to support Scottish Prison Service (SPS) in their employability objectives, providing training, work experience and employment opportunities for current and ex-residents, which in turn enables us to build a diverse workforce. Balfour Beatty recognise that stability of employment is one of the key areas to support someone's rehabilitation."

Whilst the six employees from HMP Edinburgh gained valuable work experience with Network Scaffolding and Balfour Beatty, one of the candidates, David Irvine demonstrated an exemplary attitude throughout his placement and was offered a permanent vacancy with Network Scaffolding as a trainee scaffolder.

David's line manager, Patrick Farrier said: "When David first came to us through Balfour Beatty and SPS we supported him to overcome his initial barriers and with support from us all, he really flourished in his new role. David demonstrated a real willingness to work and learn, we gave him harness training and he progressed from work experience to a trainee.

David has been put forward for his COTS course and First Aid training. He is now a recognised site First Aider. I fully expect to see David continue his development and become a fully qualified scaffolder with Network Scaffolding."

# Providing advice and support for 90 years in Edinburgh

**Demand for independent and impartial advice remains high, with an average of 13,800 people seeking help from Citizens Advice in Edinburgh each year. 2019 marks the 90<sup>th</sup> year of Citizens Advice services in Edinburgh.**

In times of economic hardship and uncertainty, the impact is felt most acutely by those who live in or close to poverty and those with disabilities, who rely on the welfare system to help meet their basic needs. Every day people queue outside Citizens Advice Bureaus (CAB) from early

morning, in the hope and sometimes desperation of being seen. These specialist services, particularly for debt and money advice and welfare rights appeals are operating at full capacity.

It is only because of the dedication and commitment of 280 local volunteers, who give their knowledge, skills, time and expertise free of charge, that they can meet the needs of so many people. Their significant charitable contribution to help fellow citizens in need is a credit to the City of Edinburgh.

CAB services aim to be universally accessible and available to everyone who needs them, providing advice and support on any number of issues. Because there is no restriction on client access, the data collected by the CAB network provides one of the best independent sources of intelligence about the issues that are impacting on people's lives.

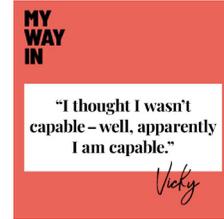
There is a bureau in each of the four localities in Edinburgh, as well as multiple outreach services throughout the city, including advice in seven GP surgeries, the two major hospitals, the Sheriff Courts and four community service partners.

Welfare entitlement, debt, budgeting and employment rights are the 4 most common issues for which people seek advice from the service, particularly in relation to disability related benefits and Universal Credit. Each year they support people to deal with over £4 million of debt and help to maximise income by £3 million per year, through access to welfare, sustaining employment and improved budgeting. In 2019/20 CAB will continue to work in partnership with the City of Edinburgh Council, NHS Lothian and other advice providers in the city to maintain these essential outcomes.

#### For more information

✉ Benjamin.Napier@caed.org.uk

🌐 [www.cas.org.uk](http://www.cas.org.uk)



## DWP My Way In Campaign

**My Way In is a new campaign from the Department for**

**Work and Pensions. It provides valuable resources to help people understand the different job opportunities available and skills that will help them find a job.**

DWP developed the campaign to encourage customers to consider jobs in sectors with some of the highest volumes of vacancies. These sectors currently include retail, hospitality and engineering.

The campaign highlights 'how to' guides and career advice from employers. There is also video content from people who have successfully found employment, where they share their experiences of being in work and offer guidance getting a job.

Whether it's a customer's first job, returning to work after a period of absence, or whether they need to reskill for a new career, the *My Way In* campaign will help with their job search.

*My Way In* shares stories and advice from people in work and employers across the UK. There are tips to help customers broaden their experience and the number of jobs they have access to; as well as information about the industries which are likely to have vacancies in the future.

If customers are inspired by one of the stories, they can search for a job that works for them with the *Find a Job portal* – search according to location, sector, salary and more and find their perfect fit.

People in work can also Tweet using #MyWayIn to share their career journey.

#### For more information

🌐 <https://Mywayin.campaign.gov.uk/>

# Edinburgh Targeted and Integrated Employment Service launches in April

**In January 2019, Community Renewal Trust, along with consortium partners - Cre8te, Citizen Advice Edinburgh, BOLD, Bruce Robertson Training, B&D 50+ Project and One Parent Families Scotland - were awarded the Edinburgh Targeted and Integrated Employment Support (ETIES) service contract.**

The brand-new service will launch in April 2019 and followed the council's intensive co-production process to gather emerging themes, which shaped the new provision.

The main aims of the new service are to fit closely with Locality plans and be delivered in all Locality areas. They will offer an open door, person centred service for all Edinburgh residents. In particular, the following groups will be specifically targeted: short-term unemployed (under 6 months), lone parents, people over 50,

those experiencing in-work poverty and underemployed workers.

The consortium is keen to work closely with partner employability organisations and especially to collaborate around employer engagement across the city, aiming to increase jobs which pay above Scottish Living Wage.

The new service will provide quarterly updates to the Joined Up for Jobs Network in a bid to keep all providers up to date and respond to changes in the sector on a regular basis. As the service develops over the next few months, details on training, in-work support and partnership working will be sent out to JUFJ members.

#### For more information

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 🌐 [www.communityrenewal.org.uk](http://www.communityrenewal.org.uk)

# Making an IMPACT

**The IMPACT Project from ASH Scotland has been delivering free training for over a year to Third Sector workers who support people with lived experience of mental health problems.**

IMPACT is funded by the Scottish Government to increase awareness amongst workers about the adverse effect of smoking on mental health and how tobacco smoke can make some mental health medications less effective.

ASH Scotland Chief Executive, Sheila

Duffy, said: "The adult smoking rate in Scotland has dropped to 18%, but the rate amongst people experiencing mental health problems remains stubbornly high at around 40%. For people with severe and enduring mental health problems, this figure is even higher at around 70%. This is a public health crisis because people with lived experience of mental health problems who smoke tobacco live 10-20 years less than those in the general population who do not smoke. ASH Scotland's IMPACT project

# More people supported into work by FKRSC

**The team at Fort Kinnaird Recruitment and Skills Centre (RSC) supported another busy Christmas Recruitment period between September and November 2018.**

Throughout this time, the team supported 47 employers with their seasonal recruitment needs. A total of 586 vacancies were advertised and processed by the RSC for employers, with 424 people being recruited over the Christmas period.

As we learned in the December edition of Working Capital, there has been an increase in digital technology being used in recruitment. This year, 58% of all vacancies required to be applied for online, with 42% accepting CVs with a covering letter. During the 2018 Festive Recruitment drive, the RSC processed 873 CVs from job seekers and reached 18,370 visitors via the RSC web portal. This resulted in 1632 online job applications. The team offered 1:1 support to jobseekers, with a total of 577 people visiting the centre, a rise of 39%.



Each year, the RSC carry out an annual survey of employers, to assess the retention rates for those seasonal employees who were kept in after the Christmas sales period. Early signs show that 182 people, 43% of the total number employed, were kept on employment post-Christmas. Once the final survey has been completed, it is expected that this will rise slightly, to around 200.

Following the Christmas recruitment period, the manager of JD Sports commented "Amazing service from the Fort Kinnaird RSC. We wouldn't have had as many applications without the help from the team."

#### For more information

🌐 [www.rscfortkinnaird.co.uk](http://www.rscfortkinnaird.co.uk)  
 📞 0131 669 9883  
 🐦 @RSCFortKinnaird

raises awareness of this important topic and prepares those who are delivering services to better support their service users."

Last year, the Scottish Government issued a new 10-year Mental Health Strategy and, for the first time, there is a specific action point about tackling smoking and mental health. The first year review of that strategy highlighted the importance of the IMPACT project in meeting that action point – your organisation could benefit by signing up to receive the free training.

#### For more information

✉ [jrorke@ashscotland.org.uk](mailto:jrorke@ashscotland.org.uk)  
 🌐 [www.impact.scot](http://www.impact.scot)



**Applications are now invited from young people aged 16 – 29, with a recognised disability who would like to secure a full time job.**

#### For more information

📞 0131 529 3139  
 🌐 [project.search@edinburgh.gov.uk](mailto:project.search@edinburgh.gov.uk)  
 📘 [www.facebook.com/projectsearchedinburgh](https://www.facebook.com/projectsearchedinburgh)

# ITAs in high demand

**Launched in March 2017, the new Individual Training Accounts, replacing the Individual Learning Accounts, were intended to boost access to qualifications for job seekers and low paid workers. Eligibility was extended to anyone with a degree and demand took off with the easy to book short course training.**

However, in the 2018/19 financial year so far, Skills Development Scotland confirmed that over 18,500 claims have been made. It is anticipated that when all verified individuals in the system have been processed, ITAs will deliver approximately 22,000 learners.

The simplified training portal has been a hit with learners and providers alike, many of the

latter having been faced with a reduction in volume from other employability programmes such as Employability Fund. Training providers were caught out with the sudden closure of applications for new learning places in December 2018 and we all await the re-opening of places in April 2019.

Scottish Training Federation are requesting advance warning of early closure in future.



## Gaining skills and experience with Princes Trust

**Last year, 80% of young people the Prince's Trust worked with in Edinburgh and the Central South East, achieved a positive outcome in education, employment, further education, training or volunteering.**

A leading provider of personal development, employability and enterprise support, The Prince's Trust is committed to connecting young people to exciting new futures in the key growth sectors in Edinburgh, including the creative and digital industries, which will help them to gain the skills and confidence to live, learn and earn.

Building on successful partnerships with local organisations and companies, The Trust is currently working with the NHS, Aegon, M&S and Marriott Hotels, running courses for young people, specifically designed to help them develop their

interview skills, gain vital experience with large organisations and have real job opportunities available upon completion.

Richard Cooke, Prince's Trust Scotland, Head of Operations, Central and South East said: "Edinburgh is a main location for both established and young companies and we expect future employment opportunities in key sectors - health and social care, digital technologies, tourism, retail and creative industries - to increase. Our partners not only run terrific programmes, but also offer employment opportunities at the end, which is fantastic.

### For more information

[www.princes-trust.org.uk](http://www.princes-trust.org.uk)

0800 842 842

@PrincesTrustSco (twitter, fbook and Insta)

# Scotland's Employer Recruitment Incentive (SERI) 2018/19

**Scotland's Employer Recruitment Incentive is an employer recruitment incentive which continues to deliver the Scottish Government's (SG) commitment to target support at unemployed young people aged 16-29 with the greatest barriers to employment, to enable them to obtain and remain in sustainable employment, including Modern Apprenticeships (MA).**

The Incentive has been developed to integrate and link fully with existing employability and skills programmes and is managed and administered by Skills Development Scotland and Local Authorities on behalf of Scottish Government.

An employer can receive up to £4,000 when they commit to a new job or new MA for a qualifying young person for 52 weeks. If the Employer pays the young person the living wage there will be an additional payment of £500. Payments are released in 3-4 instalments over the year against specific milestones being reached.

In Edinburgh, SERI is delivered by staff from Employability & Talent Development at the City of Edinburgh Council.

### During 2018/19:

- 32 young people were supported into employment (minimum of 16hrs/week)
- Employers from a diverse range of business sectors were supported, including:
  - Automotive repairs
  - Bakers
  - Business Analytics
  - Catering
  - Children's Nurseries
  - Construction
  - Dentists
  - Landscaping
  - Printing
  - Legal
  - Sport & Leisure

Although the 2018/19 funding allocation has now been fully used up, the council are hopeful of being allocated a new tranche of funding that would allow this support to continue in 2019/20. If funding is secured, it is anticipated that the 2019/20 offering will be open for applications from April 2019.

### For more information

[Wage.Incentives@edinburgh.gov.uk](mailto:Wage.Incentives@edinburgh.gov.uk)



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# The Future of Work and Skills



**David Coyne, Director of the Centre for Work Based Learning shares his thoughts on the changing face of the business world and the importance of flexible learning opportunities to ensure future success.**

**The business world as we know it is changing, and changing fast. People talk about the future of work being “industry 4.0”, but the reality is, it is no longer the future; it’s here, right now. Technology is already transforming the workplace (for good and bad) beyond recognition, and that in turn has a huge impact on the skills we need to manage that disruption going forward.**

As the real and virtual worlds mesh ever closer together, the skills needed to manage and exploit these ‘new world’ opportunities, must also mesh together. It will no longer be enough to have just the technical or professional skills of old. These will have to be enhanced by the softer human skills – often referred to as meta skills – if workers (and organisations) are going to survive and thrive.

Take being a lawyer for example. It used to be enough to excel with their knowledge of law, and their ability to use that to solve quite specific problems. But this type of “deep domain expertise” in just one discipline is no longer fit for purpose, and “non-traditional” skills such as emotional intelligence, cultural fluency, innovation, and collaboration are now not only needed, but are expected.

The same can be said of data scientists for example. There was a time being able to analyse and interpret data, often in isolation, was all that those professionals had to do. But now they need to be able to work with others in their business, and even external stakeholders, to make that data come alive in an innovative, meaningful and impactful way.

Now, for absolute clarity, I’m not saying that you don’t need SVQs, Highers, degrees or any other kind of professional knowledge or qualifications. I’m just saying - and there is huge consensus about this from other experts across the globe - that going forward, these alone will not be enough to survive in the workplace of the future.

That being the case, we must make every effort RIGHT NOW to ensure that our young people have access to educational options that complement the established academic routes, and those already in work are given the opportunity to upskill and/or reskill to help them flourish.

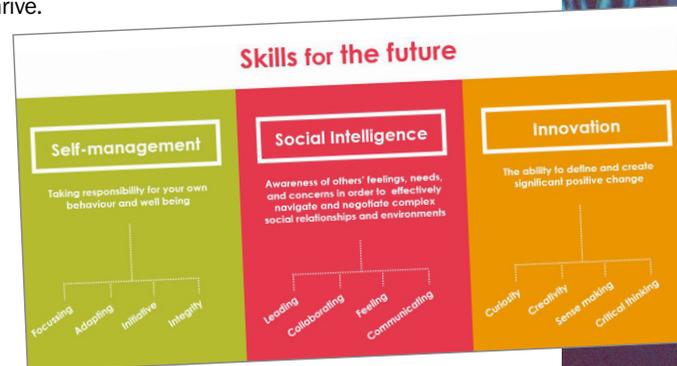
Work-based learning is one of the most effective ways of ensuring that adaptability, flexibility and resilience, and for making sure our companies, charities and the public sector have the talent they need to manage the tectonic transformation taking place.

From apprenticeships, to boot camps; from flexible and distance learning, through to mentorship programmes and even mini MBAs or internal universities, these type of programmes (and more) will be essential for our personal as well as economic wellbeing and prosperity.

At our “Skills 4.0 #AHumanFuture” symposium last year, guest speaker Robin Goldberg of the San Francisco based Minerva University, said: “Core skills need to be taught from fundamental concepts, so students can develop a lens of critical thinking they can bring to new situations and problems. There is an opportunity to use those skills universally, and by teaching habits of mind along with opportunities to practice, it results in an adaptive workforce which is prepared for any challenge.”

I could not have put it better myself!

**Further information about the symposium can be found here, and a video summary of the event can be found [HERE](#). For more information about CWBL visit their [website](#), and for a white paper on metaskills visit the [Skills Development Scotland website](#).**



# Supporting positive change



ISSUE 27 WORKING CAPITAL MARCH 2019

**Rebecca was referred to All in Edinburgh through her GP Link Worker. At the time, she was on a phased return to work as a sales assistant for a popular make up brand, after being in hospital for a period.**

Rebecca suffers from bipolar disorder and had found that her work life had a huge effect on this. In her previous role, she was working in different locations with different shift patterns and this was affecting her mental health as she couldn't plan her life sufficiently around work.

Following a referral to ENABLE, they met regularly to help identify a suitable area of work. After agreeing that a set shift pattern and location would make a difference to her mental health, they were able to assist with application forms for alternative jobs.

After exploring the idea of becoming a support worker to help others who suffer from mental health conditions, Rebecca decided that the working conditions wouldn't suit her as there would be varied shift patterns. This is when she decided to consider the possibility of an Administration Modern Apprenticeship, where the 9am to 5pm, Monday to Friday nature of an admin role could help to maintain her positive mental health.

With ENABLE's help, she secured the post and is now working towards a qualification in administration whilst working. She now has greater control of her life and has been able to make a routine for herself that is positive for her mental health.

Rebecca still meets regularly with her Employment Coordinator, who also works closely with her employer to make the work place mentally healthy. This has included the implementation of reasonable adjustments, as well as the delivery of Disability Awareness Training.

**For more information**

<http://allinedinburgh.org.uk/>

## FIND OUT MORE

### PUBLICATIONS

## Foundation Apprenticeships: Progress Report

The second Foundation Apprenticeship progress report, providing data and commentary for the three years of delivery to 1st November 2018.

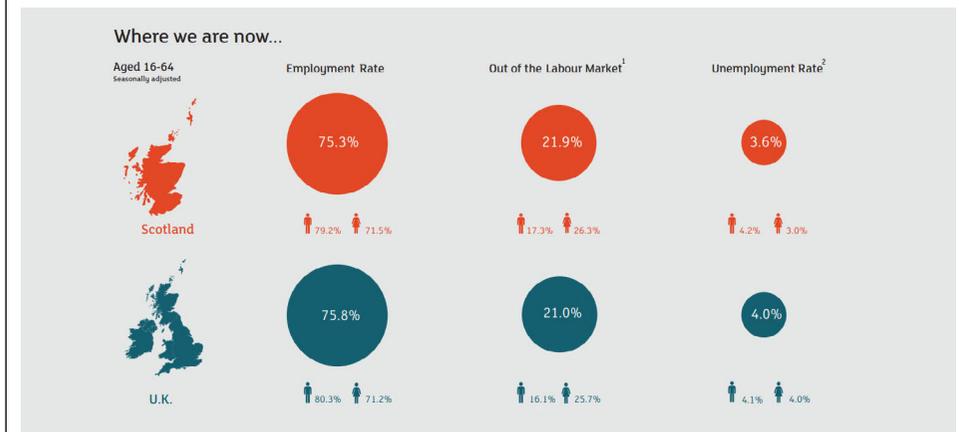
<https://www.skillsdevelopmentscotland.co.uk/media/45251/fa-progress-report.pdf>



## SDS Labour Market Infographic

The Labour Market Infographic for January 2019 provides a visual comparison between the Scottish and UK labour markets.

<https://www.skillsdevelopmentscotland.co.uk/media/45251/fa-progress-report.pdf>



### DATES FOR YOUR DIARY

## Mental health and benefits

This popular course is jointly led by Paula John, a mental health officer and social worker with extensive experience in mental health, and Alison Gillies, welfare rights worker with CPAG in Scotland. It provides a practical and tactical look at working with people with mental health diagnoses to help secure full entitlement to benefits, and to help avoid some of the pitfalls of the system.

Wednesday 17 April 2019, 10:00-16:00, Glasgow.

<http://www.cpag.org.uk/node/4649>



**All in Edinburgh** @AllinEdinburgh  
 Following

joinedupforjobs.org/job-seekers - we think @JoinedUpForJobs new website is excellent & very easy to navigate for our staff and also jobseekers! Go check it out 😊👍



**Stacey Cuthbertson** @StaceyUIP  
 Following

Bill from @skillsdevscot is with us this afternoon, sharing info on the service at #PathwaysForYoungPeople today - here's a great snapshot of where the jobs are in Edinburgh & the Lothians right now! @JoinedUpForJobs



**The City of Edinburgh Council** @Edinburgh\_CC  
 Following

Congrats to our 21 modern apprentices who graduated this month. They made a valuable contribution in areas such as early years childcare, business admin and transport & many will now continue in a permanent role. Find out more about being a modern apprentice @edinguarantee



**The Action Group** @TheActionGroup\_  
 Following

So many amazing classes and clubs at @Projekt42EDI, many of our staff and service users attend and have nothing but positive things to say! Why not #TrySomethingNew #ThursdayMotivation #leith



**Projekt 42** @Projekt42EDI  
 .@BenMacpherson please share with your followers what's happening at the studio and new for 2019 +  
 #YouthFitnessClub #ExerciseforCancerRehab #RainbowLifters #200hours+ of yoga and fitness per month for £25...



**DWP** @DWP  
 Following

#UniversalCredit can help with alternative payment arrangements. Find out more [ow.ly/duXy50k7GOo](http://ow.ly/duXy50k7GOo)

**Universal Credit direct payments**



**Rent can be paid directly to landlords.**  
 If you're unable to manage your rent, a direct payment to your landlord could be arranged.



[www.understandinguniversalcredit.gov.uk](http://www.understandinguniversalcredit.gov.uk)



**The City of Edinburgh Council** @Edinburgh\_CC  
 Following

Inspiring story from Yiorgis Perris in @ThirdForceNews He talks about how taking part in our Project SEARCH programme, which helps young people with a recognised disability into work, changed his life. [bit.ly/2EbJN6k](http://bit.ly/2EbJN6k) @edinguarantee

