



CITY REGION DEAL

Edinburgh & South East Scotland

ESESCRD JOINT COMMITTEE

4 December 2020

Integrated Regional Employability and Skills (IRES) Update

1. Performance:
 - Context
 - SWOT
 - Financial Profile: 2020-21 and 2019-27
2. Progress:
 - Project Highlights
 - Additional Benefits
3. Next Steps





PROJECT: Integrated Knowledge Systems

- Improving access to information and services
- Enabling service capacity pooling
- Better tracking of collective impact

PROJECT: Labour Market Analysis and Evaluation

- Improved understanding of labour market trends
- Identifying and disseminating best practice
- Better understanding of collective impact

PROJECT: Integrated Employer Engagement

- Enhanced community benefits from procurement
- Pooling and targeting of employer engagement capacity
- Development of recruitment and skills centre network

REVISE

**PILLAR 2: Understanding
Need and Opportunity**

PLAN

INCLUSIVE LABOUR MARKET DEVELOPMENT

**PILLAR 1: Regional Leadership and
Improvement Capacity**

Integrated Regional Employability and Skills Board

**PILLAR 5: Active
Opportunity Matching**

**PILLAR 3: Building Strong
Employer and Citizen
Relationships**

**PILLAR 4: Targeted Skills
Development**

REVIEW

DO

PROJECT: Workforce Mobility

- Concessionary travel for disadvantaged citizens to open up opportunity
- Integrated travel support arrangement to streamline support arrangements
- Multi-modal integration to widen support out to isolated disadvantaged populations

PROJECT: HCI and DDITargeted Skills Gateways

- Creating cohesive and flexible career pipelines in the Construction and Data Driven Innovation sectors
- Targeting skills interventions at disadvantaged citizens to help them flourish
- Stimulate added Social benefit by aligning sector growth ambitions with inclusion goals

PROJECT: Intensive Family Support

- Enhanced pre-employability support for disadvantaged individuals and families
- Removing the obstacles to good jobs for workless individuals and families
- Integration of pre-employability support with important career pipelines

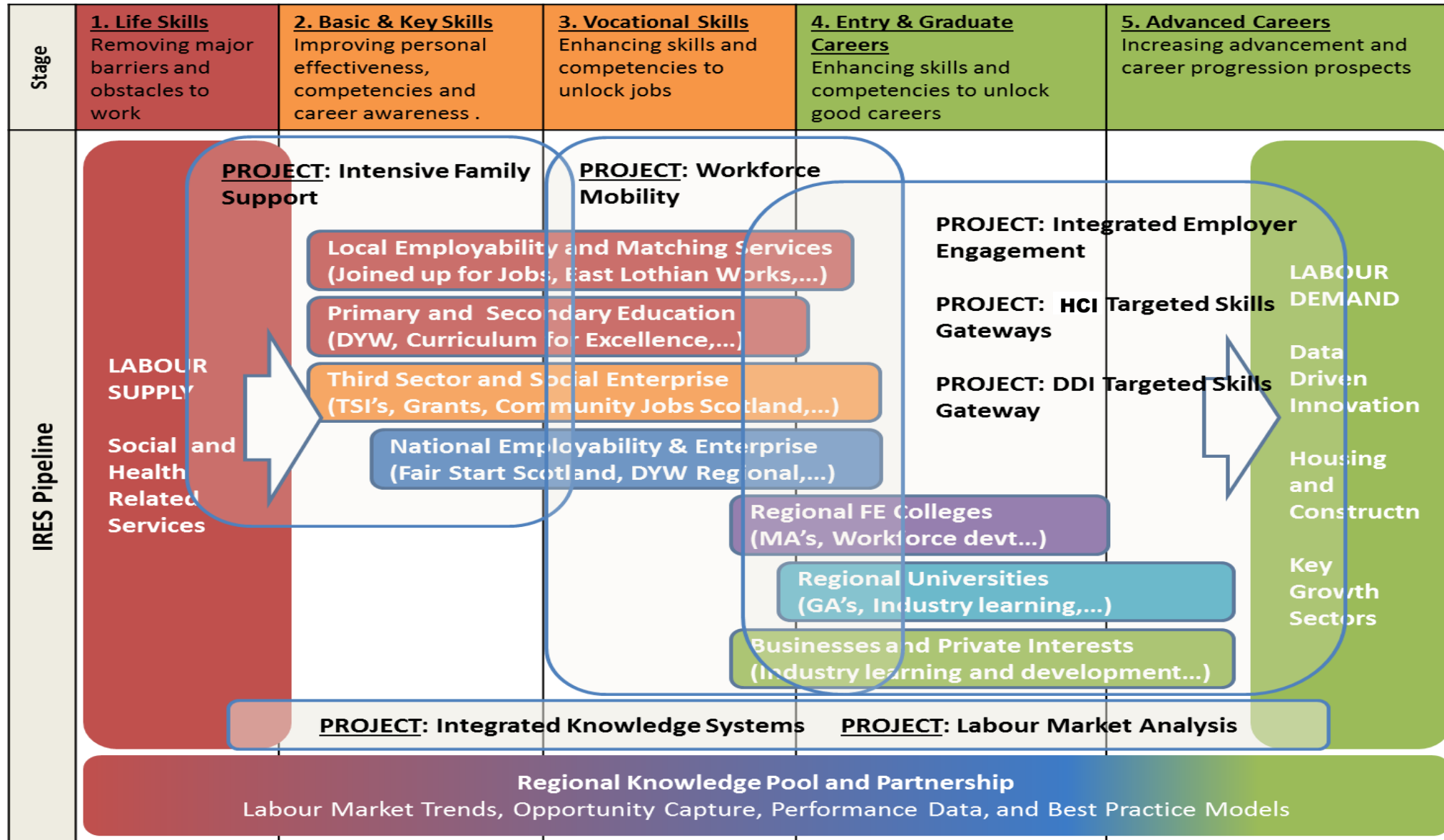
Integrated Regional Employability and Skills (IRES)

CONTEXT: Integration with Pipeline



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PERFORMANCE:



S

- Governance structure
- Vision / Strategic direction
- Innovative and responsive team
- Partnership engagement
- FE / HE collaboration
- Developed & commenced all projects
- Flexibility to evolve to new challenges
- Position to respond to future skills demand

O

- Health and Social Care Skills Gateway
- Regional Intelligence Hub
- Economic Recovery – Industry Sector Bounce back
- Tourism/Hospitality
- No One Left Behind
- Kickstart
- Scottish Jobs Contract
- Regional co-ordination – where appropriate

W

- Changing economic climate
- Inconsistent buy-in at delivery level
- Third sector engagement
- Scale of budget

T

- Finance
- Impact of Covid-19
- Impact of BREXIT
- Mission Creep

Integrated Regional Employability and Skills (IRES)

Finance: 2020-21 Spend: April to October



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IRES Programme Projects	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total	Projected Budget	Variance
Integrated Knowledge Systems	6,552	10,738	10,295	11,707	11,230	10,941	10,314	50,000	43,318	42,500	40,370	27,035	275,000	275,000	0
Labour Market Analysis and Evaluation	375	516	469	0	1,074	1,123	1,074	1,123	11,074	1,074	11,074	1,074	30,050	44,500	-14,450
Integrated Employer Engagement	20,104	25,291	19,826	20,308	42,509	23,119	63,455	58,416	49,985	42,450	32,650	25,287	423,400	423,400	0
Intensive Family Support	0	0	0	36,810	9,237	9,281	9,172	80,000	120,000	102,000	92,000	72,900	531,400	531,275	125
DDI Targeted Skills Gateway	44,779	63,217	51,389	58,027	53,534	49,779	74,538	105,113	126,813	99,813	104,638	203,989	1,035,629	1,025,825	9,804
HCI Targeted Skills Gateway	6,721	15,551	14,324	3,611	3,727	9,501	85,969	120,000	30,000	60,000	90,000	63,000	502,404	620,000	-117,596
Workforce Mobility	0	0	0	0	2,897	5,993	5,993	10,493	10,493	14,711	14,710	14,710	80,000	80,000	0
IRES Total:	78,531	115,313	96,303	130,463	124,208	109,737	250,515	425,145	391,683	362,548	385,442	407,995	2,877,883	3,000,000	-122,117



Construction Recovery: “The construction sector to be one of the highest exposed sectors when assessing the potential impact of COVID-19 and an EU exit without a trade deal.”

- Annually, output in the Scottish construction sector contracted by 28.6% in June 2020 compared to the same month last year
- Levels of employment in the sector have reduced and the percentage of firms looking to recruit has fallen by more than half from 53% to 25%.

Skills and Workforce – need is to support employment, fairness of work and those who may become unemployed through what will be a difficult period. A particular focus is needed on the younger workforce.

Inclusive Reach & Early Growth

- Over 1,200 parents, pupils and teachers engaged between October 2019 and February 2020 to promote jobs and career opportunities
- Post-Covid-19, pivoted to online delivery of Design Engineer Construct!® (DEC): Edinburgh College received 400 notes of interest from pupils in CEC, Mid and East. Over 50 learners are currently enrolled in DEC courses across the region.

Employability – New Trades and Short Courses

Targets to FY 22-23	Borders	Edinburgh	Fife
Electric Vehicle Charging Installation	126	180	220
Highways & Maintenance		48	
Building Information Modelling (BIM)	308		
Environmental Technologies			250
Bilston Vocational Training Centre		300	
Renewable Technologies	196		

Talent Development



Construction Innovation MSc Scholarship





GREEN RECOVERY

The ESESCRD highlights the joint commitment of city region partners and the Scottish Government to deliver a regional housing programme: *transforming regional housing supply, driving economic and inclusive growth* across Scotland and realising the *net zero ambition for housing*.

Edinburgh Home Demonstrator Project Partners:

- Construction Scotland Innovation Centre
- Scottish Futures Trust
- Scottish Government
- Offsite Solutions Scotland
- Edinburgh Napier University

£580k R&D Investment (SG and CSIC)

Housing Construction & Infrastructure:

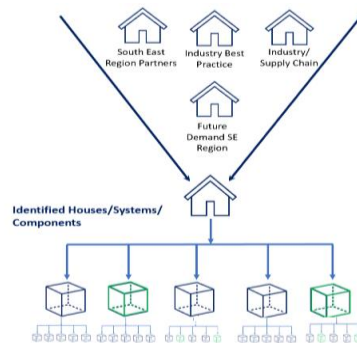
Accelerating into Work & Upskilling: for every home built an estimated 4 jobs are created (HfS and New Skills Report)

Talent acceleration: aligned Master Scholars and Employability

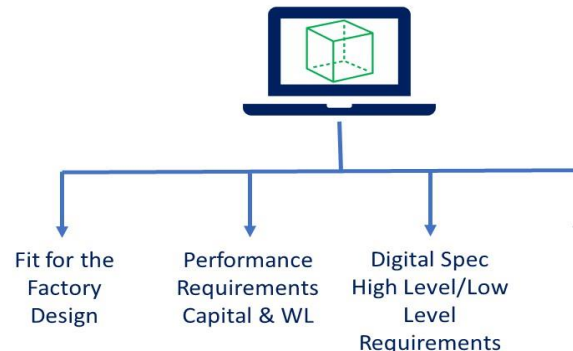
Employability Pathways: Timber Technology Engineering and Design Competency Framework and Learning Material

Advanced Skills: Energy Technology Partnership & ENU co-funded PhD

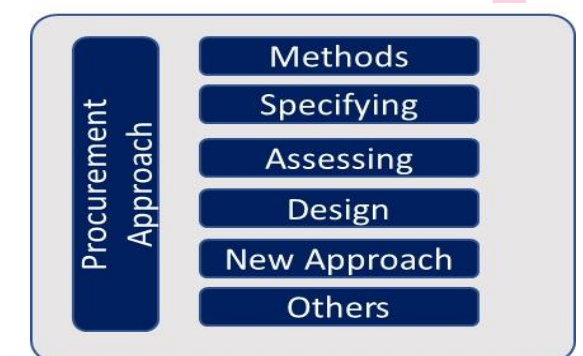
Demand Analysis



Standardisation/Digitisation



Procurement / Business Model



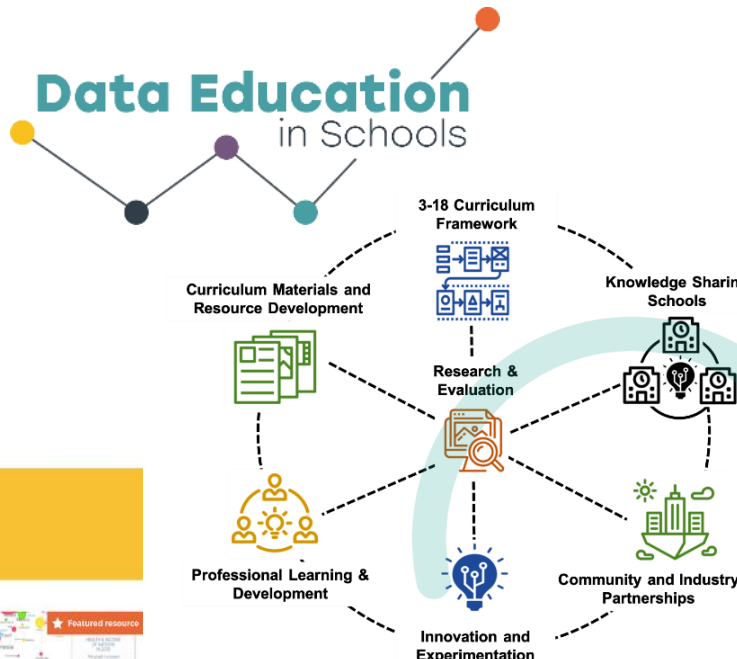
Integrated Regional Employability and Skills (IRES)

PROGRESS: DDI Skills Gateway



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Data Education in Schools

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About Data
What is data?
Supporting Teachers and Learners
Blended Learning & Home School
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Curriculum Level: **Curricular area** Topics and Themes PPDAC Framework

Curriculum Level as defined the Curriculum For Excellence:
Early (Pre 5 & P1) First (P2-P4) Second (P5-P7) Third (S1-S3) Senior Phase (S4-S6)

Getting Started in Data - Family Learning

Introduction We are going to create our very own family infographic. An infographic is a visual representation of data. It can include pictures, words and numbers to help us understand...

Gapminder Cards - Data vs What We think

This card sorting game helps us to highlight how we use data all the time to make decisions. It works best with a small group children or a family.

Curriculum Level: First (P2-P4)
Curricular area: Social Studies
Topics and Themes: Blended
PPDAC Framework: Analysis

Data Skills FOR WORK

- Data Skills Journey**
 - Mapping skills req't in ESESCR (report in October)
 - Involved in SDS-led project to develop data & AI career maps
 - SQA validation of PDA Data Science qualification (level 7-9)
- Data Skills Credits**
 - Designing schemes to benefit at-risk and low paid employees in roles that are being changed by automation or who meet inc. growth targets
 - £500 per learner
- Data Skills Portal**
 - Testing software/platforms
 - Scoping open badges/accreditation (3 month project starting October)
 - Project website launched datakillsforwork.com
- Data Adoption**
 - Developing training for SME leaders (based on TDL DVD course) on building a data literate team
 - Third sector course to follow

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BORDERS COLLEGE

COVID-19 FUTURE STUDENTS BUSINESS & EMPLOYERS NEWS & EVENTS FIND A COURSE

DATA DRIVEN INNOVATION FUND TO BENEFIT THE BORDERS

The green light has been given for funding which will benefit the Borders, as part of a series of announcements made under the Edinburgh and South East City Deal. The Data Driven Innovation Fund (DDI) will see money made available to Borders College who, working with key partners, will lead the upskilling of workers in digital skills and data science, with the aim of raising knowledge and understanding to disadvantaged communities across the region.

Borders College aims to bring opportunities pertaining to the emerging data economy to disadvantaged communities across the City Region and address gender inequality in the tech sector.

By moving to more and more digital solutions, businesses can benefit and take advantage of new and innovative ways of operating and, as part of this, businesses need to have a workforce fit for purpose.

Training will be offered to women returning, enabling them to re-join the developing workforce of the future, as well as students on higher level courses who will also get the opportunity to participate in additional training in data science, giving them the competitive edge in the employment market.

There will also be a range of short courses for adult learners aimed at getting this group back into work with both digital and data science learning.

Focusing on students who are care experienced or are access students with learning difficulties, this project will ensure that those furthest from mainstream education do not miss out on the future developments in terms of digital and data literacy.

Leading the project at Borders College, Heather Anderson, Vice Principal for Curriculum and Learning, commented:

BSc (Hons) Data Science

Undergraduate, Full-time

Home > Courses > Data Science

Overview Course details Entry requirements Fees & funding Careers Enquire> Apply>

The first Data Science undergraduate course in Scotland, with built-in work experience.

Overview

Data Science is a new and rapidly expanding discipline that uses scientific approaches, business understanding, data and artificial intelligence to extract knowledge and understanding from the vast quantities of data spaces that exist.

Data scientists work with data, including datasets relating to climate change, health and social media to enhance insight, to innovate and to enable data driven decision-making.

This course aims to teach you the theory and practical elements of data science: manipulating and analysing big data sets to draw meaning and understanding that affect our everyday lives.

From vast unstructured data to data organised as a warehouse, data is considered of strategic importance to governments, global organisations, health service providers, financial organisations, sporting organisations, educational institutions, the charity and voluntary sector and businesses in general.

You will study a wide range of modules including data management, coding, statistical methods, data analysis, machine learning, artificial intelligence, data visualisation and data engineering.

Specialist courses are taught by expert staff who actively research applications of data science and you have an opportunity to undertake a data

Mode of Study: Full-time
Duration: 4 years
Start date: Sep

UCAS code: G663

Visit us

Apply for September 2020

Enquire about this course >



www.c19jobs.org

COVID response site launched 3 April 2020

Key statistics to date:

- 21,000 unique users
- 111,000 page views
- 1,106 jobseekers registered and receiving alerts
- 356 registered users referred to local employability provision for support
- 911 individual employers with live vacancies
- 2,125 vacancies advertised
- Local training offers now advertised onsite
- Vacancies actively sourced daily across all 6 local authorities
- Continued marketing across network and commercial channels

COVID-19 Jobs Support



LIVE VACANCIES JOBSEEKER REGISTRATION TRAINING SUPPORT & INFORMATION CONTACT US LOGIN

Covid-19 Jobs and Support

Are you at risk of losing your job, facing reduced hours or need support to secure work?

Are you a business looking to recruit urgently to respond to high demands as a result of COVID-19?

Are you based in Edinburgh, East Lothian, Midlothian, West Lothian, Fife or the Scottish Borders?

If so, you can register your details here to get quick access to advertise jobs and search for live vacancies, recruiting employers, links to employability support and up to date information on your rights.

Once you have completed your registration you can:

- Search for job opportunities
- Add your skills and qualifications
- Upload your CV & cover letter
- Tailor your job preferences

*Supported by Edinburgh and South East Scotland City Region Deal.

Jobseeker Registration

Please register your details here to apply for live vacancies and receive our vacancy bulletin.

Jobseeker Registration

Training

Please click here to find out about free employability training opportunities in your area

Training

NHS & Social Care Vacancies

To access NHS vacancies, please use the button below which will take you through to a dedicated NHS COVID-19 recruitment site.

NHS Vacancies

Local Authority Education Jobs

To access all vacancies within the Education sector, please use the button below.

Education Jobs

LATEST VACANCIES

Filter by Opportunity Type:

- ☐ Unspecified
- ☐ Full Time Job

Facilities Operative - Staffinders (Fife) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Labourer - Avenue Scotland (East Lothian) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Weightbridge Operator - Peter Knight Recruitment (E - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Soldering Operatives - Manpower (Edinburgh) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Delivery Coordinator - Energy Assets(West Lothian) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Warehouse Voice Picker - Sure Recruitment Group (W - Full Time Job - . Posted: 09/11/2020 [View Details](#)

LGV1 Store Driver - COPA Recruitment(West Lothian) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Operations Clerk - DHL Parcel UK (West Lothian) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Sales Progressor - Western Volkswagen (Edinburgh) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

Parts Advisor - Arnold Clark (Edinburgh) - Full Time Job - . Posted: 09/11/2020 [View Details](#)

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IEE Employer Fund

£77,000 allocated to the 6 Local Authority Business Gateway areas between October & November 2020

Fund established to 'fill funding gap' for micro businesses accessing up front payments following consultation with local BG teams. The funds allocated were to be used to purchase equipment or services to support job retention or prevent job loss.

Sectors supported include; Admin, Childcare, customer service, engineering, facilities, food prep, IT, travel, tourism, plus many more

"That's fantastic news. What a welcome help this will be for us to continue. We're hugely grateful for the valuable assistance."

Fife employer; Framing & Gallery Business

Region	Applications	Successful applications	Fund Spend
East Lothian	62	11	£10,700
Edinburgh	51	18	£17,310
Fife	17	16	£14,900
Midlothian	12	9	£8,658
Scottish Borders	32	10	£9,915
West Lothian	5	4	£3,987
Totals	179	68	£65,470

Integrated Regional Employability and Skills (IRES)

PROGRESS: Intensive Family Support Service



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Intensive Family Support Service

- Delivered by **Fife Gingerbread, Clued Up, CARF** and **FIRST**.
- Working with workless, low income and lone parent families in mid-Fife with an S1/S2 pupil living at home.
- Geographically based within Levenmouth and Kirkcaldy areas and high schools.

Fife
Making it Work for Families

Edinburgh
Early Years Maximise!

- Delivered by **Children 1st** and **CHAI**
- Based within five Early Years Centres; **Moffat, Greendykes, Craigmillar, Fort and Granton**.
- Working with high risk families with children aged between 0 and 5.

Scottish Borders
Family Support Service

East Lothian
Our Families Project

- Delivered by **Children 1st**
- Geographically focused within **Musselburgh East**.
- Working with high risk families with children aged between 0 to 12.

- Delivered by **Scottish Borders Council** Children and Families team.
- Outreach service with bases in **Peebles** and **Hawick**.
- focused on young parents and parents in their 30s.

West Lothian
Whole Family Support Project

Midlothian
Together for Positive Change

- Delivered by **Barnardo's**.
- Working with Early Intervention Team to identify families where there is a concern for a child/ren.
- **Midlothian wide** service - working within four school clusters in Midlothian.

- Delivered by **West Lothian Council, based within Social Policy**.
- Addition of employability to existing whole family support project in West Lothian.
- Working with families with multiple barriers to moving out of poverty.



Data Language

- Commenced activity to link Scottish Government Measurement Framework to IRES for Improved Data Collection

Management System

- Specification Complete
- Invitation to Tender on PCS
- Contract for “Data Partner” to be awarded by Feb 2021

School Work Experience Tracking

- Pilot tracking system in development for academic year 2021/22
- To better support school leaver transitions into employment / positive destinations

GDPR

- Data Sharing pilot progressing to support improved data analysis
- Links to each LA's data specialists
- Development of data sharing frameworks between partners

IRES Connectivity

- Developing links with IRES projects to improve connectivity
- Development of C19 Jobs portal and Employer Portal with IEE to support recruitment in key industry sectors



Working with partners throughout the 6 regions to identify barriers and solutions:

Key themes:

- The **affordability** of transport
- **Access deprivation** in some parts of the region
- **Poor/no integration** between providers and transport modes
- Overly **complex information** landscape to plan journey
- Unintentional **consequences of the subsidies & concession schemes** for public transport
- The response to COVID has highlighted the **digital inequalities** in the region

Next Steps:

- Baseline assessments/data capture to quantify the issues and review what initiatives are already being delivered to intervene. Such as:
 - *National, regional & local transport policy timelines and outcomes*
 - *National, regional & local transport subsidies / concessionary travel*
 - *GIS mapping of all bus routes/Real Time Info/Infrastructure/active travel*
 - *Travel Information landscape (websites, Apps etc) and how they cover the region*
 - *National, Regional & local digital initiatives to support digital inclusion, digital poverty*
 - *Evidence of need from partners (LA's, DWP, SDS, 3rd Sector etc)*
- Identify initiatives to influence and gaps to intervene

Commenced the coordination of information between transport providers and Employability & Skills partners in the response to COVID19



Published Key Research

- Identifying and addressing current and future skills gaps
- Shaping future curriculum offer and industry planning
- Proposed H&SC Skills Gateway (in development)
- Possible Tourism & Hospitality Skills Gateway (sector recovery)

Developing LMI

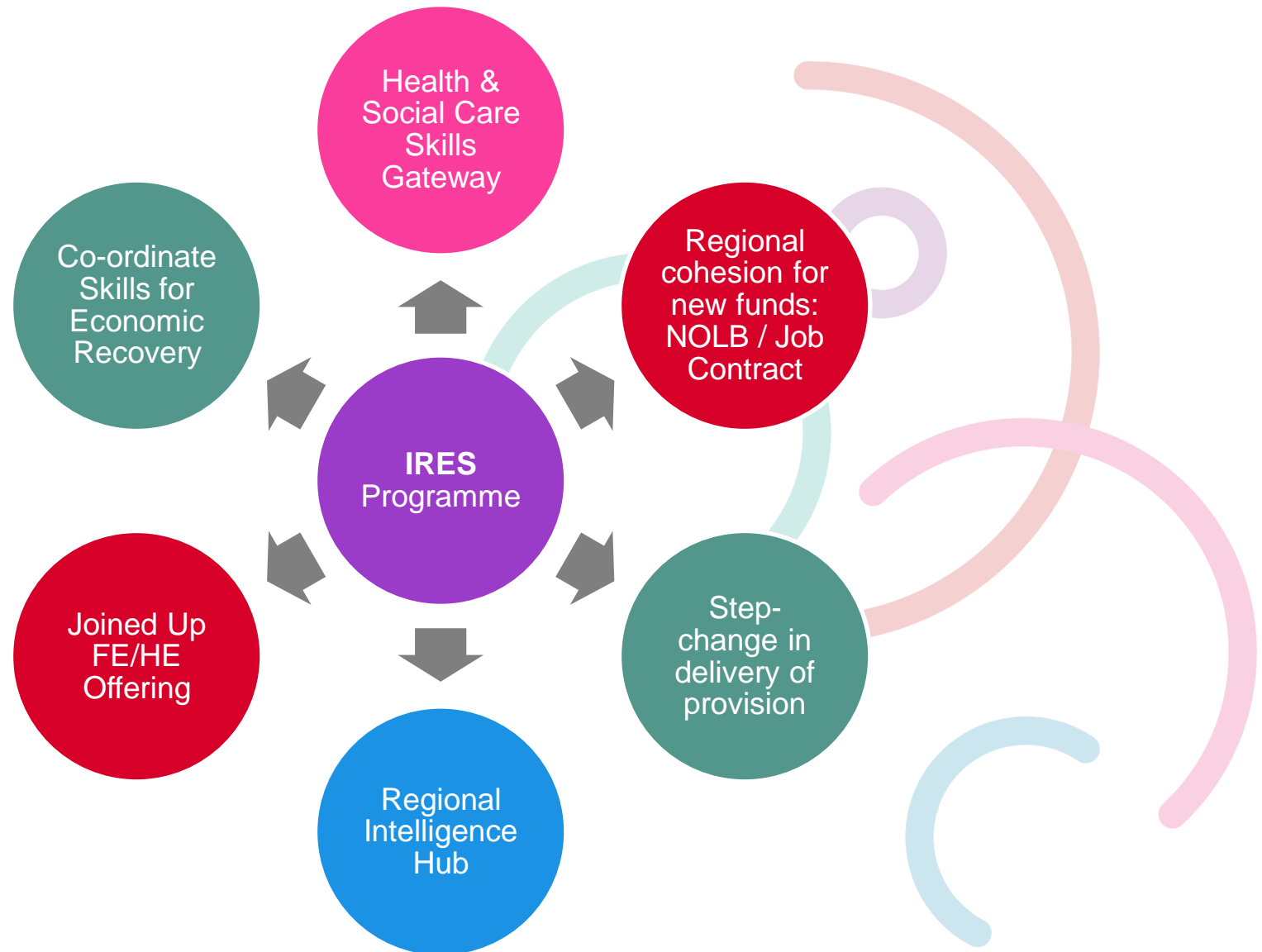
- Completed research reporting considering how LMI is used in other Scottish City/Growth Deal regions
- Reviewed three international comparators (Switzerland Slovenia and Estonia)

Labour Market Toolkit

- Developing toolkit for careers advisers and will be launched in November
- Hosted on SDS website to help advisers understand regional LMI and provide better insights regarding jobs in new and developing industry sectors

Intelligence Workshop

- Bringing Partners together to investigate wider ways for using LMI in local decision making and skills planning
- Recommendation to investigate the development of a Regional Intelligence Hub for Edinburgh and South East Scotland





Health & Social Care Skills Gateway

Chaired by Edinburgh College

Edinburgh College, Borders College, Edinburgh Napier, QMU, University of Edinburgh, DDI Skills Gateway, NHS, NSS and SDS

Examining four workstreams:
Employer led skills gaps
Current curriculum offer
Future skills and innovation
Models of engagement

A regional partnership network providing an advisory role with the ability to undertake commissioned research and acting as a key gatekeeper on regional data and research

Provides regional flexibility to respond to strategic drivers in the labour market: (Covid-19/Brexit) To assess impact on key sectors and local authorities

Regional Intelligence Hub



Benefits Realisation

- Complete IRES monitoring and evaluation framework
- Establish how individual project targets map across to wider Benefits Realisation Plan

Financial Profiling

- Work with project leads to ensure Programme budget is maximised and meets profile
- Develop financial profile for 2021-22 in line with SG's Revenue Spending Review
- Prepare financial position and for 2022-2027 building in previous underspend where available

Project Delivery

- Monitor project delivery to ensure successful delivery of each project in line with business case (and revisions)
- Encourage flexibility in delivery to address changing labour market, supporting economic / industry recovery

Partnership Engagement

- Work with Partners to develop new pieces of regional work (where appropriate), such as H&SC Skills Gateway, Regional Intelligence Hub
- Looking at further opportunities for regional working, NOLB, UK Shared Prosperity Fund, Scottish Jobs Contract

Comms

- Capture and promote good news stories for publicity both of the deal and the wider partnership work
- Establish a programme for good news to be collected and fed in to the wider Comms group going forward