

Housing, Homelessness and Fair Work Committee

10.00am, Tuesday, 14 May 2024

No One Left Behind – ASN Provision

Executive/routine
Wards

Executive
All

1. Recommendations

- 1.1 It is recommended that the Housing, Homelessness and Fair Work Committee:
 - 1.1.1 Note the findings of the Additional Support Need (ASN) employability provision mapping exercise in Edinburgh, carried out by the Local Employability Partnership (LEP);
 - 1.1.2 Note the findings of the co-production process, highlighting the specific additional support requirements of ASN young people in the city, at stage 1 of the employability pipeline;
 - 1.1.3 Agree to launch a grant bidding process, using the specification in Appendix 1, for a specific citywide Additional Support Needs Stage 1 provision;
 - 1.1.4 Delegate authority to the Executive Director of Place to award a grant of £100,000, to the LEP's recommended provision following the scoring process; and
 - 1.1.5 Note that the outcome of the scoring process will be reported to Committee in August.

Paul Lawrence

Executive Director of Place

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No One Left Behind – ASN provision

2. Executive Summary

- 2.1 This report outlines the work undertaken by the Council and the Local Employability Partnership (LEP) to put in place a Stage 1 additional support needs employability service, funded by the Scottish Government under the No One Left Behind (NOLB) strategy, for funding for 2024/25 and sets out recommendations for Committee approval.

3. Background

- 3.1 NOLB is the Scottish Government strategy for placing people at the centre of the design and delivery of employability services. It promotes a strengthened partnership approach where the Scottish and Local Government work together with public, third, and private sector partners to identify local needs and make informed, evidence-based decisions. NOLB Stage 1, the first implementation phase of this strategy came to Local Authorities for delivery in 2019, with the formal launch in April 2020.
- 3.2 On 5 December 2023, Committee [agreed](#) to award third-party grants to seven services, up to a maximum total cost of £301,000 per annum, to support young people at risk of a post-school negative destination, focusing particularly on those residing in Scottish Index of Multiple Deprivation (SIMD) areas of the city.
- 3.3 At the same meeting it was [reported](#) that the co-production for this new provision had highlighted the need for a specific Stage 1 service for young people with Additional Support Needs (ASN), recognising that they need more intensive specialist 1:1 support during the transition between school and employment.
- 3.4 Committee therefore agreed to allocate £100,000 to launch an open grants process to expand the existing NOLB programme with a specific citywide ASN Stage 1 provision.

4. Main report

- 4.1 At present, Edinburgh has several ASN provisions for adults across the city, including the Council and UK Shared Prosperity Fund (UKSPF) funded 'All in Housing, Homelessness and Fair Work Committee – 14 May 2024

Edinburgh' which focuses predominantly on finding secure employment in the open labour market. However, there is no dedicated resource for ASN school leavers, who have been disproportionately affected by the impact of the pandemic on their future goals and aspirations.

- 4.2 There are roughly 270,000 people with a learning disability and 545,000 people with an autism spectrum condition in Scotland. According to the [most recently published data](#), only 4-8% of people with a learning disability in Scotland are in employment, compared to 80% of their peers. In addition, it is estimated that only 29% of autistic people are in employment.
- 4.3 Since 2021, the LEP has conducted consecutive co-production for Scottish and UK Government funds, including Young Person's Guarantee (2021-22), NOLB Phase 2 (2021/22), UK Shared Prosperity Fund (2022/23), Parental Employability Support Fund (2023/24) and NOLB – Stage 1 (2023/24).
- 4.4 Thanks to this continuous co-production and the robust, quantitative frontline data gathered through Edinburgh's Helix information system, the LEP has built up a solid understanding of the additional support needs offerings and requirement for a new Stage 1 ASN provision across Edinburgh's Strategic Skills Pipeline.
- 4.5 In line with Scottish Service Design Principles and given earlier co-production findings, the co-production for NOLB – Stage 1 ASN Provision has focused extensively on engagement with relevant professionals to identify improvements to the current offer. This has included the creation and engagement with a specialist steering group with members from Children, Education and Justice Services and Edinburgh Health and Social Care Partnership.
- 4.6 Consultation with key stakeholders such as parents/carers, educational providers, and the wider Joined Up for Jobs network has taken place in April via online engagement sessions.
- 4.7 Key findings from this co-production have been included in drafting the specific requirements for the new service, taking a pilot approach for first 12 months. This includes:
 - 4.7.1 A dedicated 1:1 stage 1 support service for young people with ASN to be available across all ASN schools and enhanced support base schools but with outreach support in local communities and home visits, if required;
 - 4.7.2 Parental/support network involvement at all stages;
 - 4.7.3 Flexible approach to support with no set minimum engagement;
 - 4.7.4 Supporting young people's aspirations towards employment/education and training;
 - 4.7.5 Strong partnership working with other providers in employability and health and wellbeing to give a well-rounded package of support;
 - 4.7.6 Eligibility from 16+ years old and with provider alignment to 16+/transition planning meetings within education; and

4.7.7 Supporting approximately 20 young people per year.

4.8 The full specification can be found in Appendix 1.

NOLB ASN Stage 1 – Open Grants Process 2024/25

4.8 An open grants process for NOLB ASN Stage 1 provision will begin in May 2024, which will be open for applications for four weeks.

4.9 The grant process will be advertised on the City of Edinburgh Council, Joined Up for Jobs, and Edinburgh Voluntary Organisations Council (EVOC) websites, and support with applications will be provided by Capital City Partnership.

4.10 An experienced scoring panel, with representatives from the LEP and wider specialist ASN Steering Group, will review and score the applications and hold a moderation meeting, chaired by the Council in July 2024.

4.11 A successful bidder will be selected, and this application will be reviewed by the LEP for final approval before an award recommendation is made.

4.12 It is highly desirable to have the service up and running in time for the new academic year, and it is therefore requested that Committee delegate authority to make the final award, based on the LEP's recommendations, to the Executive Director of Place.

4.13 The outcome of the process and the successful provider will then be confirmed to Committee in August.

5. Next Steps

5.1 If Committee approves the recommendations of this report, officers will continue to engage with the LEP to launch the grants process and, following the outcome of the scoring, implement the programme.

5.2 Officers will engage with the Children, Education and Justice service team to launch and integrate the new ASN Stage 1 provision alongside existing provisions.

5.3 The successful provider will be offered full training on the Helix system to allow them to report on engagements and outcomes in line with other employability project providers in the city.

5.4 The outcome of the grants process will be confirmed at the next Housing, Homelessness and Fair Work Committee.

6. Financial impact

6.1 There is no financial impact to the Council as all costs for the services identified in this report will be fully funded by the NOLB grant award from the Scottish Government.

7. Equality and Poverty Impact

- 7.1 The impact on protected characteristic client groups will be positive as the recommendations outlined in this paper will enable them to enhance their employability and develop new skills to help them secure or progress in employment.
- 7.2 Partnership working is at the heart of the development of this proposal within the Council and with other partners and has been designed to complement the current strategic skills pipeline. This work was considered in the recent undertaking of the NOLB Integrated Impact Assessment in late 2023/24 to ensure no one is adversely affected by this provision.

8. Climate and Nature Emergency Implications

- 8.1 The impacts of this report have been considered in relation to the three elements of the Climate Change (Scotland) Act 2009 Public Bodies Duties requiring public bodies to contribute to climate change mitigation and to climate change adaptation, and to act sustainably. Relevant Council sustainable development policies have also been considered.
- 8.2 The proposals in this report help achieve a sustainable Edinburgh primarily by improving the areas of social justice, economic wellbeing and a just transition to a sustainable economy. By supporting local employment opportunities in local businesses and helping young people with ASN into positive destinations there is a positive impact on inclusion, employment and training, and shared prosperity.
- 8.3 There are no direct negative impacts in the effects of climate change or improving the resilience to the effects of climate change as a result of this report.
- 8.4 There are no direct nature emergency implications as a result of this report.

9. Risk, policy, compliance, governance and community impact

- 9.1 All previous and current NOLB-funded projects were originally awarded using a co-production methodology. The review and subsequent procurement and award of any replacement service specifications have been co-produced. This was undertaken through a fully consultative process that includes and takes into account input from key stakeholders, service providers, and service users.
- 9.2 A NOLB Integrated Impact Assessment and Data Protection Impact Assessment is in place and has been reviewed as part of the co-production exercise for input into service specifications.

10. Background reading/external references

- 10.1 [No One Left Behind.](#)
- 10.2 [Learning Disabilities, Autism and Neurodivergence Bill: consultation](#)
- 10.3 [Scotland's Labour Market Overview: December 2023](#)
- 10.4 [Fairer Scotland for disabled people – employment action plan: progress report – year 2](#)

11. Appendices

- 11.1 Appendix 1 – Service Specification for Grant process

The City of Edinburgh Council – No One Left Behind (NOLB) Additional Support Needs (ASN) Grants Programme

The City of Edinburgh Council (Business Growth and Inclusion) would like to invite applications for organisations to deliver our No-one Left Behind (NOLB) programme of grant-funded provision in Edinburgh, aimed at young people with additional support needs (ASN).

1. Invite for applications

Applications are invited for provision of services in relation to the NOLB funding stream. Applicants are asked to apply to deliver services a pilot project aimed at supporting young people with ASN, who are transitioning from school without progressing into a positive destination. This provision will run from August 2024 – July 2025, subject to Scottish Government funding.

We are looking for one organisation to deliver this support city wide to a small cohort of young people, in conjunction with other services (such as our [NOLB Stage 1 Service](#)) and schools.

All applications should make reference to the Strategic Skills Pipeline, the Scottish Government's 'No One Left Behind All Age Employability Service - Best Practice' document and Capital City Partnership's 'Grant Management Guide 2024'.

Applications should be emailed to roisin.bathe@capitalcitypartnership.org. The deadline is NOON FRIDAY 14 JUNE 2024. Late submissions will not be accepted.

2. Background

Scottish Government funded employability provision has been delivered in the City of Edinburgh Council area for a number of years. Since 2019, the funding for this support came under the banner of No One Left Behind, with 2019/20 being treated as a transition year prior to the first phase of the NOLB transition.

Currently, City of Edinburgh Council invest NOLB funding on a variety of support young people, delivered by Third Sector organisations. For further information on the current youth provision in the city, please consult the latest [Youth Employment Action Plan](#).

However, recent co-production for the Council's NOLB Stage 1 Service, supporting young people leaving school without moving into employment, education and further training, highlighted a gap for young people leaving school who have additional support needs. As such, we wish to pilot support for this client group using the latest round of NOLB funding.

City of Edinburgh Council have undertaken significant co-production activities in recent years to inform the grant making process for NOLB. Further co-production specific to this ASN service took place in 2024. This process was overseen by a NOLB ASN Review Group made up of senior officers from The City of Edinburgh Councils Business Growth and Inclusion Team; Capital City Partnership; Special Schools and schools with Enhanced Support Bases; Local Co-ordination Team; Social Work Transitions; Educational Psychology and Skills Development Scotland.

Broadly summarised, stakeholders (employability providers, partners and young person ASN support organisations) have told us:

Client Group

- Stage 1 provision should be aimed at young people with additional support needs aged 16-19 leaving school and not moving into a positive destination (employment, further education or training).

Priorities

- Early engagement with young people with additional support needs at risk of no positive destination, linking with schools at their young person planning/transition meetings and providers currently engaging with these young people.
- Assessment of young people alongside partners to ensure service is reaching those most in need.
- Clients having a “keyworker” as a single point of contact who can be relied on, able to work in a case-management style alongside other organisations supporting young people.
- Measuring “distance travelled” by clients engaged in the service, given the expected longer-term nature of support.
- Aspirational support for this client group, with the aim of putting in place a supported transition for young people, allowing them to move on from service into meaningful progressions, including but not limited to: long-term volunteering; further training or other employability services; education or employment.

Delivery

- Person centred, trauma informed approach to delivery.
- Mental health support alignment will be crucial to ensuring sustained engagement.
- The expectation is that significant amounts of 1-to-1 work will be required for this client group, including home visits and community outreach.
- Parental/support network involvement in the support delivered to young people will be crucial to young person’s engagement, including assessment of financial impact on family of young person entering support and in future, progressions out of the service.
- There should be a flexible approach to support given the needs of young people.

- Partnership working with other providers in employability/health and wellbeing/income maximisation/employer engagement to give a round package of support.
- Activities for this service should include: travel training; transferable skills; money awareness; and others service providers feel are appropriate.

3. Service Requirements

The NOLB ASN Review Group were presented with the key findings from the co-production and agreed the requirements and delivery model for the service. The group recommended key priority areas for support, and this recommendation was ratified at the Housing, Homelessness and Fair Work Committee on 14 May 2024.

The focus of NOLB ASN Provision should be delivery of services at the earliest stage of the pipeline for clients aged 16-19. This provision should be an intervention for the city's most vulnerable young people with additional support needs who are leaving school without a positive destination. Likely outcomes will be progression along the pipeline and support to move into long-term volunteering; further training, education and employment. Providers should explain their progression routes out of the service for young people in their application. All provision should be client focused.

Bidders are asked to submit applications for the delivery of NOLB ASN provision. Applications should be for activity being delivered across the city by one service provider/consortium. The total available fund is £100,000 to deliver this service. Grants will be awarded for a period of 12-months, with an evaluation carried out on the service at the end of the grant to explore future options.

Partnership bids are welcomed; however a lead partner should complete Part A of the application form. Applicants are advised to consider sustainability of funding after the funding period ends, in conjunction with City of Edinburgh Council.

Applicants should demonstrate:

- a history of delivering specialist support to young people with additional support needs, including where appropriate, knowledge of the supported employment framework; individual placement support (IPS) or other recognised models of delivery.
- service user involvement in the design of services.
- their commitment to reduce their climate impact.
- their knowledge of the Joined up for Jobs (JUfJ) network in Edinburgh, as well as their ability to work with providers to support clients to progress to other funded provision when ready.

4. KPIs

Projects should demonstrate understanding of the Milestones and Outcomes outlined in the NOLB Best Practice Guide, as well as the outcomes and progressions definitions in the CCP Grant Management Guide 2024. Projects should indicate how they will support clients to achieve these.

Bidders will be expected to engage with a minimum of 20 clients over the course of this grant. Bidders will also be expected to provide evidence on how engagement targets will be met, the annual outcomes/progressions expected for clients, and how to ensure active caseloads are maintained over the course of the grant.

5. Compliance and Monitoring

Providers must ensure all activity in relation to client engagement is recorded and tracked by their staff teams on the management information system (Helix), in line with NOLB requirements. This system will also be used to sign-post clients to services within the Strategic Skills Pipeline and to receive referrals from other providers.

Compliance with monitoring systems will be required. This includes facilitating visits for audit monitoring by a dedicated contract manager from Capital City Partnership (The City of Edinburgh Council's monitoring arm), use of the management information system Helix, as well as the submission of quarterly qualitative reports.

6. Next Steps

After the deadline for submissions, applications will be reviewed and scored by the NOLB ASN Review Group, with a consensus reached by the group on the which applications should be recommended for funding.

Once the Steering Group recommends a preferred bidder, a transition period with successful providers which will take place. This will include support with monitoring and compliance, relationship building with key partners and identifying appropriate referrals.

Approved bidders will be expected to commence with service delivery from 1 August 2024 until 31 July 2025, subject to funding and performance.