

# Housing, Homelessness and Fair Work Committee

10.00am, Thursday, 14 January 2021

## Edinburgh Guarantee for All

Executive/routine Wards Council Commitments	Executive All <a href="#">7 and 31</a>
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### 1. Recommendations

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- 1.1 It is recommended that Committee:
- 1.1.1 Notes the developments in relation to Edinburgh Guarantee for All (EGFA) and the support from Standard Life Aberdeen, as lead employer, in assigning a member of staff to the EGFA team to deliver the business engagement aspect of the initiative; and
  - 1.1.2 agree to discharge paragraph 3.1.7 (as set out below) of the motion by Councillor Cameron, as approved at the City of Edinburgh Council of 19 November 2020.

**Paul Lawrence**

Executive Director of Place

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## Edinburgh Guarantee for All

### 2. Executive Summary

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- 2.1 This report provides an update on plans to build on the existing Edinburgh Guarantee, to widen the reach of the programme in response to the challenges faced by people with additional barriers to employment as a result of COVID-19.

### 3. Background

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- 3.1 On [19 November](#), the City of Edinburgh Council approved the following motion:
- 3.1.1 Council notes that Small Business Saturday 2020 takes place on 5th December, and that the day-to-day environment within which businesses operate has changed vastly due to Government restrictions and efforts to minimise and mitigate the risks and impact of Covid-19 on Public Health;
  - 3.1.2 Council notes the impact of Covid-19 on key industry sectors of our economy, including hospitality, entertainment, the arts and creative sectors, our festivals, leisure, culture and attractions;
  - 3.1.3 Council notes that from 1 January 2021, businesses will be required to comply with new rules following the UK leaving the EU Single Market and Customs Union. Council recognises that we must work to support businesses when they come into effect on 1 January 2021;
  - 3.1.4 Council further notes challenges which Edinburgh businesses are continuing to face; and welcomes the investment and changes to operational arrangements made by Edinburgh business owners to comply with Covid-19 restrictions and to keep patrons, customers and employees safe;
  - 3.1.5 Council recognises the work undertaken to support businesses through business support, through work within the regulatory department to make it easier for businesses to adapt as we move through different restriction levels and the work done to distribute grants which has been of vital importance to businesses throughout the pandemic;
  - 3.1.6 Council also notes that work has also begun on the new Economy Strategy which will build on previous strategies with a focus on good

growth, wellbeing, sustainability and tackling poverty and inequality, but which will also need to adapt significantly to reflect the twin challenges of Brexit and the Coronavirus;

- 3.1.7 Council therefore calls for a report in one cycle to the Housing, Homelessness and Fair Work committee to set out the work that is being done on the Edinburgh Guarantee, in partnership with businesses across the city; and
- 3.1.8 Council calls for a further report, in one cycle, to the Housing Homelessness and Fair Work committee that gives a detailed update, on business support that has been paid to Edinburgh businesses including insights and feedback received on the efficiency of the process.
- 3.2 The Edinburgh Guarantee was established in 2011 to address the needs of school leavers who were unable to move into a positive destination following the last economic downturn. It was a collaboration between all sectors in the city to offer opportunities for these young people and support them into further education, training or employment. Spearheaded by the Council with support from employers across the city, a variety of innovative solutions were developed, which contributed to over 12% increase in positive destination figures for the city.
- 3.3 On [23 July 2020](#), as part of an update to the Council's Policy and Sustainability Committee, it was reported that a scoping document was being developed to design and deliver a successor to the Edinburgh Guarantee by working with partners to offer short- and longer-term training and employment in the growth sectors of the future, with the background of the sustained ambition to be the data capital of Europe.
- 3.4 On [6 October 2020](#), a further update to the Policy and Sustainability Committee confirmed that the Council was is actively engaging with leaders in the employability and skills sector about how we support people back into jobs and positive destinations and calling on key employers to partner with us on this. The launch of this is planned for the end of October, to coincide with the end of the furlough scheme. The launch was delayed slightly to early November 2020.
- 3.5 In addition to the Edinburgh Guarantee for All, there are also reports on the agenda for this Committee covering Support for Businesses and Scottish Government Funding for Employability Support through COVID-19. There is also a report on proposals to create a Blended Approach to Employability Support in future.

## **4. Main report**

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- 4.1 As reported to Policy and Sustainability Committee, following the outbreak of COVID-19, the Sustainable Economic Recovery Working Group (established under the Council's Adaptation and Renewal Programme) proposed to extend the Edinburgh Guarantee to become an employer led, all age and all-encompassing offer, but with specific focus on those who have additional barriers to employment –

creating an Edinburgh Guarantee for All (EGFA). This proposal was confirmed by Adaptation and Renewal Programme Board on 1 July 2020.

- 4.2 The EGFA brings together a number of key leaders from business, education and employability who are committed to work together to provide education, training and employment opportunities for those who have been affected by the COVID-19 pandemic.
- 4.3 The priorities of the EGFA will be aligned to the Council's priorities of:
  - 4.3.1 Tackling inequality;
  - 4.3.2 Fair Work; and
  - 4.3.3 Achieving net zero carbon by 2030.
- 4.4 It is intended to create three task groups with a focus on:
  - 4.4.1 Business;
  - 4.4.2 Education; and
  - 4.4.3 Employability.
- 4.5 Leaders in each task group will be expected to act as ambassadors to drive forward the EGFA approach and will stimulate discussion across their own sectors.
- 4.6 Standard Life Aberdeen have agreed to be the Lead Employer for EGFA and have assigned a member of staff, for up to 12 months, to work alongside the Council's Business Growth and Inclusion team, providing day to day co-ordination and support to businesses participating in EGFA.

## **5. Next Steps**

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- 5.1 An EGFA Steering Group will meet regularly to provide oversight of EGFA. The task groups established will also meet regularly and will report to the EGFA Steering Group.
- 5.2 Standard Life Aberdeen, as Lead Employer, will be responsible for developing the day to day activities of EGFA, working closely with Council officers. The first task of this team will be to develop the business engagement strategy and deliver opportunities from the city's plethora of corporate organisations
- 5.3 The original Edinburgh Guarantee website is currently being developed for relaunch as an all age platform. The site will offer information and access to locally based support and employability services, signposting to local training and employment provision and for offering the collated opportunities.
- 5.4 Within the Council, EGFA will be aligned to existing Council priorities, employability programmes and those activities which have arisen as a result of COVID-19 for which additional funding has been allocated.
- 5.5 Committee will be kept updated on the progress of EGFA.

## **6. Financial impact**

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- 6.1 Each organisation participating in the EGFA will be responsible for meeting the costs of the programme (as appropriate to their organisation).
- 6.2 Within the Council, the EGFA will be delivered using existing resources.
- 6.3 Standard Life Aberdeen are meeting the cost of the assigned member of staff who will work closely with the Council team on EGFA.

## **7. Stakeholder/Community Impact**

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- 7.1 EGFA is being relaunched specifically in response to those who have been affected by the Covid-19 pandemic by having their employment or life chances affected.
- 7.2 Working with partners to ensure that there is support in place and options and opportunities to stop individuals becoming economically inactive over the next couple of years, will allow time for the economy to recover. The longer-term future of these individuals should be less impacted as they build confidence, skills and qualification for the future. This will also reduce the future burden on services such as criminal justice, social work, health, benefits system and other statutory services.
- 7.3 All key stakeholders have had input into aligning priorities, many of whom have received additional funding from Scottish Government to take forward their own priorities.
- 7.4 An integrated impact assessment for EGFA is being progressed.

## **8. Background reading/external references**

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- 8.1 None.

## **9. Appendices**

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- 9.1 None.