

Housing, Homelessness and Fair Work Committee

10.00am, Wednesday, 19 April 2023

Parental Employability Support

Executive/routine
Wards

Executive
All

1. Recommendations

- 1.1 It is recommended that Housing, Homelessness and Fair Work Committee:
 - 1.1.1 Notes the indicative funding to be allocated for Parental Employability Support (PES) delivery in Edinburgh in 2023/24;
 - 1.1.2 Approves the proposed programme of activity, as detailed in Appendices 1 and 2;
 - 1.1.3 Agrees to commission a small grants programme as follows:
 - 1.1.3.1 Two grants of up to £50,000 to deliver Money Advice and Whole Family Support services;
 - 1.1.3.2 Four grants of up to £75,000 to deliver services for migrant parents; and
 - 1.1.3.3 One grant of up to £50,000 to deliver a service for parents who have recently experienced removal of a child (or children); and
 - 1.1.4 Notes that if recommendation 1.1.3 is agreed, officers will proceed with commissioning a small grants programme. While it is intended that the outcome of this will be reported to Committee on 9 May 2023, as outlined in paragraphs 4.19 and 4.20, the timeline for this is extremely tight and it is anticipated that the report will not be available until 5 May 2023.

Paul Lawrence

Executive Director of Place

Contact: Philip Ritchie, Contracts and Programme Manager, Business Growth & Inclusion

E-mail: philip.ritchie@edinburgh.gov.uk Tel: 07771 344587



Parental Employability Support

2. Executive Summary

- 2.1 This report considers the work already undertaken by the City of Edinburgh Council and local employability partners to put in place services for parents and recommends a plan for quickly implementing extended services with the additional funding being made available by the Scottish Government in 2023/24.

3. Background

- 3.1 Parental Employability Support (PES) funding is provided by the Scottish Government under the [Tackling Child Poverty strategy](#) and is intended to complement the [No One Left Behind strategy](#) (NOLB) by specifically delivering services to support parents into, and to progress in, employment.
- 3.2 The client groups who are eligible to benefit from PES are:
- 3.2.1 Lone Parents who are unemployed or experiencing in work poverty;
 - 3.2.2 Parents with a disability or families who are unemployed or experiencing in work poverty and have a disabled child;
 - 3.2.3 Parents who are unemployed or experiencing in work poverty and have 3 or more children;
 - 3.2.4 Parents from a minority ethnic background who are unemployed or experiencing in work poverty;
 - 3.2.5 Parents who are unemployed or experiencing in work poverty and have a youngest child <1; and
 - 3.2.6 Parents who are aged <25 who are unemployed or experiencing in work poverty.
- 3.3 Delivery in Edinburgh has taken place through various projects. In [June 2022](#), Committee agreed to:
- 3.3.1 Extend PES grants, until 31 March 2025, subject to Scottish Government funding being made available and satisfactory outcome performance against annual targets;

- 3.3.2 Recruit a team of specialist key workers to offer a citywide service to support parents across the city, similar to the model utilised for young people through Activity Agreements;
 - 3.3.3 Develop and implement a programme for individuals, especially parents, to set up as childminders; and
 - 3.3.4 Direct award funding to Capital City Partnership (CCP) to commission specialist services specifically to support disabled parents under a one-off Disabled Parental Employability (DPES) stream, with priority given to organisations based in, and delivering services within, Scottish Index of Multiple Deprivation areas 1-5.
- 3.4 In [March 2023](#), Committee also agreed to allocate up to £300,000 of 2023/24 funding on a one-off basis to continue the DPES programme, pending confirmed outcomes and Local Employability Partnership (LEP) approval, and to call a one-off emergency meeting to consider and consult on grant funding awards of up to £250,000 to expand the existing PES programme.

4. Main report

PES Allocation for 2023/24 and 2024/25

- 4.1 Based on the indicative allocation of PES funding from Scottish Government, it is anticipated that Edinburgh will receive just over £3m of PES funding in 2023/24.
- 4.2 Of this, £2.346m is one-off grant funding in 2023/24 to be used towards service delivery, and £0.662m will be in the form of a reallocation of the general revenue grant, to contribute towards staffing costs in 2023/24 and 2024/25.
- 4.3 The ringfenced staffing allocation will cover the cost of the agreed specialist PES key workers and a PES Coordinator (this is a condition of the grant offer from the Scottish Government).
- 4.4 The ring-fenced staffing allocation will also enable funding to be allocated to CCP to recruit an individual to manage the grants and support the Joined Up for Families (JUfF) network of providers (as part of their existing Service Level Agreement with the Council).

Feedback Received

- 4.5 The Council has consulted with key stakeholders (such as the LEP, the Joined Up for Jobs Forum, JUfF Network, the Affordable Childcare Review Steering Group, Edinburgh's Income Maximisation and Poverty Group, the local Child Poverty Action Group, Intensive Family Support Service providers and current PES providers) to identify gaps in current provision and additional delivery activities which can be put in place to meet the funding requirements.
- 4.6 In addition, as part of the recent affordable childcare review, parents were consulted to identify the support required to help them sustain or gain employment. A workshop was also held with stakeholders attending the Holistic Whole Family Support Conference.

4.7 The outcome from the above has formed the basis for the overall recommendation for the allocation of funding, detailed in Appendix 1.

Funding Recommendations

4.8 As the funding for service delivery from the Scottish Government is just for one year (until 31 March 2024), the priority is to add capacity to existing services rather than create new services that cannot be sustained after March 2024. The identified projects are already successfully delivering employability services for parents and are able to add capacity. The table in Appendix 2 illustrates the current grants and the recommended funding levels for 2023/24.

4.9 It should be noted that all grant recommendations are still subject to final outcomes being logged on the Client Management System, Helix, by 14 April, and meet the agreed levels.

4.10 Appendix 1 also includes a recommendation to allocate funding for an extension of the childminder programme which has been developed by The Scottish Childminding Association and is currently being piloted in Edinburgh. Again, this would be dependent on the agreed outcomes of the existing pilot being met.

4.11 The Council also currently funds five providers to engage with young people at risk of leaving school without a positive destination annually. The hubs aim to increase young people's confidence, by engaging them in Stage 1 activity and supporting their progression along the Employability Strategic Skills Pipeline. These providers have highlighted that there would be capacity to extend that work to the parents of the young people on activity agreements, and it is recommended that each hub is awarded a £50,000 grant to pilot such engagement.

4.12 Parents have highlighted the often confusing landscape when trying to find childcare provision as a factor adding to the stress of entering employment, so it is recommended that £80,000 is allocated to develop an interactive map of childcare services for parents along with an investigation into a flexible childcare booking system.

4.13 It was also highlighted that one-off costs, such as initial childcare, clothing, travel, living, and training costs or driving lessons are a barrier to progression when parents are making the move from unemployment into employment or training. This challenge has only been exacerbated by the current cost of living crisis and it is therefore recommended that £200,000 is allocated to a transition fund, managed by the PES keyworkers, to provide the necessary short term financial support to help parents progress.

4.14 While PES funding cannot be used for long term childcare costs, childcare costs while parents undertake employability training is permitted. It is therefore recommended that £42,500 is allocated towards creche costs for training providers.

4.15 In line with NOLB and Long Term Unemployed delivery, where funding has been made available to employers to support them financially to create opportunities for those with barriers to employment via Employer Recruitment Incentives (ERIs) or paid placements, it is recommended that funding is allocated to ERIs and paid

placements for employers to create flexible job opportunities specifically for parents looking to move into employment.

- 4.16 Finally, the consultation process identified that additional capacity around Money Advice and Family Support would be required. In addition, gaps were identified in services available for migrant parents and parents/carers who have recently experienced removal of child/ren.
- 4.17 It is therefore recommended that a small grants process, as per established employability practices, is initiated with three lots (Money Advice/Family Support, Migrant Parents and Parents/Carers who have experienced removal of child/ren) for providers to bid for grants of £50,000 or £75,000, as detailed in Appendix 1, to provide these services.
- 4.18 Due to the requirement for funds to be spent in this financial year, it is desirable for projects to be able to commence delivery as soon as possible. A [note](#) has therefore been placed on the Joined Up for Jobs website letting providers know that a small grants process will open shortly, if Committee approves this report's recommendations. If approved, following Committee this will be replaced with a formal call for applications.
- 4.19 Third Sector representatives in the LEP have stated that a minimum of two weeks is required for producing grant applications. A further one - two days would be required for scoring and moderation of applications. This would mean that the recommended outcome of the grants process could be produced for publication by 5 May 2023, at the very earliest.
- 4.20 It is proposed that a report on the scoring panel's recommendations from the small grants process will be reported to the next Housing, Homelessness and Fair Work Committee. However, it is acknowledged that, as the next Committee meeting takes place on 9 May 2023, the timelines for doing so would be extremely tight.

5. Next Steps

- 5.1 If Committee approves the recommendations of this report, officers will continue to engage with stakeholders and partner providers to implement the programmes of delivery for parents identified in this report.
- 5.2 Officers will also initiate a small grants process, as per established Employability practices, and notify Joined Up for Jobs members and other interested parties of the opportunity to apply.
- 5.3 As noted in paragraphs 4.19 and 4.20, although the timescale is extremely tight, it is intended to report back to Committee on the outcome of this process on 9 May 2023. Officers anticipate that the report will be available for publication on 5 May 2023.

6. Financial impact

- 6.1 There is no financial impact to the Council as all delivery costs for the proposals are contained within the funding awarded to the Council for PES by the Scottish Government.

- 6.2 The ongoing projects will be contract managed by CCP, under the existing SLA. In addition, the Council will retain, and CCP will receive, funding for staffing as outlined in the main report.

7. Stakeholder/Community Impact

- 7.1 The impact on this client group as a whole will be positive as the projects will enable them to enhance their employability and develop new skills to help them to secure or progress in employment. There is also a link to income maximisation advice which will ensure that families benefit in real financial terms.
- 7.2 The gender impact of PES services already being delivered has been analysed with 83.9% of participants being female and 16.1% of participants being male. 60% of parents participating are in a couple and 40% of participants are lone parents. It is anticipated that this ratio of participation in services will be replicated in any increased delivery of services in 2023/24.
- 7.3 Partnership working is at the heart of the development of this proposal, both between Council departments and other partners and has been designed to complement the current strategic skills pipeline. This includes undertaking Integrated Impact Assessments to ensure no-one is adversely affected by these proposals and programmes.

8. Background reading/external references

- 8.1 [Council Commitments – Delivering an Economy for All](#)
- 8.2 [Scottish Government's Parental Employment Support Fund](#)
- 8.3 [Scottish Government - Tackling Child Poverty Delivery Plan 2022-26](#)
- 8.4 [Scottish Government's No-one Left Behind policy](#)

9. Appendices

- 9.1 Appendix 1 – Recommended Allocation of 2023/24 PES funding for Service Delivery.
- 9.2 Appendix 2 –Current grant funded programme with recommended 2023/24 allocations.

Appendix 1 – Recommended Allocation of 2023/24 PES funding for Service Delivery

Project Name	Recommended allocation for 2023/24	Recommendation
PES and DPES Grants in 2023/24	£504,179	Current approved grant funding has been reviewed to confirm funding for 2023/24 to meet identified demand from parents (see Appendix 2)
Childminder Start Up Training Programme	£69,000	Extension of PES funded childminder training programme and start up grants
Additional Funding to Activity Agreement providers to enhance current hubs contracts with progression workers to support parents/carers of young people on Activity Agreements.	£250,000	Pilot project - extension of existing contracts to offer progression support to parent/carers, locality based (5 grants of £50,000)
Childcare information website	£80,000	Interactive map of services for parents along with investigation into a flexible childcare booking system
Transition Fund	£200,000	Transition funding for parents moving into employment including initial childcare, clothing, travel, living costs, training costs or driving lessons
Creche	£42,500	Creche costs for projects to run courses
Employer Recruitment Incentive programme for parents	£450,000	Targeted additional funding to support employers to recruit parents that are job ready and encourage the creation of flexible job opportunities
Paid Work Placement Programme for parents	£300,000	Targeted additional funding to employers to create flexible and supported opportunities to help parents with barriers to employment gain valuable paid work experience with employability support
Small Grants Programme to be commissioned, total value £450,000:		
LOT A: Whole Families Support: Money Advice and Family Support Worker	2* £50,000	High current demand for this as demonstrated by existing externally funded projects.
LOT B: Employability service to support migrant parents	4 * £75,000	Programme of support for refugee/migrant parents to be commissioned to meet demand that is struggling to be met by existing employability services
LOT C: Pilot employability service to support parents/carers who have recently experienced removal of child/ren	£50,000	Currently identified by the JUfF network as a gap in provision which requires a specialist provider to be commissioned for delivery
Total	£2,345,679	

Appendix 2 – Current grant funded programme with recommended 2023/24 allocations.

Organsation	Project Name	Current source	2022/23 allocation	Recommended 2023/24 allocation	Rationale
Access to Industry	Access: Data	PES	£40,000	£40,000	Current funding level sufficient to meet demand
Access to Industry	Access: Progress	PES	£72,250	£72,250	Current funding level sufficient to meet demand
The Broomhouse Centre (SPACE)	WorkSpace	PES	£42,000	£75,000	Recommend increase of funding in 23-24 to meet increased demand, to support ethnic minority parents in SW Edinburgh
The Datakirk	BAMELYTICS	PES	£42,000	£42,000	Current funding sufficient to meet demand
One Parent Families Scotland	Childcare Connector Project (childcare advice)	DPES	£35,000	£58,609	Huge demand for this project from PESF/DPESF provision
Into Work	Income maximisation support for disabled parents	DPES	£4,000	£30,000	Huge demand for this project from PESF/DPESF provision
All in Edinburgh	Disabled Parents Employability Service	DPES	£105,000	0	Demand shows current service supported through core contract and UKSPF is sufficient
Lift	First response family support and steps to employability	DPES	£15,000	£29,560	Demand suggests extending grant for a further 12 months
Home Start	First response family support and steps to employability	DPES	£17,000	£34,000	Demand suggests extending grant for a further 12 months
Circle	First response family support and steps to employability	DPES	£11,000	£0	Provider did not submit proposal for 2023/24
Stepping Stones	First response family support and steps to employability	DPES	£6,000	£12,000	Demand suggests extending grant for a further 12 months
Saheliya	Access 2 Safety and First Aid in Mental Health courses	DPES	£44,000	£75,000	Demand suggests extending grant for a further 12 months with potential to increase capacity of current delivery
Project Esperanza	First response family support and steps to employability	DPES	£4,000	£15,000	Demand suggests extending grant for a further 12 months with potential to increase capacity of current delivery
Passion for Fusion	First response family support and steps to employability	DPES	£5,000	£20,760	Demand suggests extending grant for a further 12 months with potential to increase capacity of current delivery
Total			£442,250	£504,179	