

Housing, Homelessness and Fair Work Committee

10.00am, Tuesday, 9 May 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 Note the small grants process which was initiated to meet needs identified in the development of the Parental Employability Support programme for 2023/24;
 - 1.1.2 Approve the award of third party grants to the services detailed in Appendix 3, up to a maximum value of £451,605.60;
 - 1.1.3 If recommendation 1.1.2 is agreed, note that officers will work with the successful applicants to finalise funding agreements (to be issued as soon as the Scottish Government grant offer letter is received); and
 - 1.1.4 Note that one application is not recommended for an award of funding.

Paul Lawrence

Executive Director of Place

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Parental Employability Support

2. Executive Summary

- 2.1 Following on from the report to Committee on [19 April 2023](#) on Parental Employability Support (PES), this report sets out the recommendations to award grant funding to third party organisations, up to the value of £451,605.60 to support parents into, and to progress in, employment. This will complement the activities approved by Committee in April and is funded by the Scottish Government.

3. Background

- 3.1 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 and benefitting from the PES fund 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 takes place through various projects and in April 2023, Committee agreed an enhanced programme of PES services to support parents into, or to progress in, employment.
- 3.4 At the same time, Committee further agreed to commission additional PES small grants under three lots as follows:
- 3.4.1 Lot A: Four grants of up to £75,000 to deliver services for migrant parents;

3.4.2 Lot B: Two grants of up to £50,000 to deliver Money Advice and Whole Family Support services; and

3.4.3 Lot C: One grant of up to £50,000 to deliver a service for parents who have recently experienced removal of a child/ren.

4. Main report

Funding Opportunity

- 4.1 Following Committee approval to proceed with a small grants process, a call for applications was published on 19 April 2023 on the Joined Up for Jobs (JUFJ) website to promote the funding opportunity. Further communications were also issued through partner organisations including the Local Employability Partnership, EVOC's Children, Young People and Families Network, the Council's Parent and Carers' Collaborative and Edinburgh Health and Social Care Partnership.
- 4.2 Scoring and Selection Criteria Guidance documents (Appendix 1 and 2) were published on the JUFJ website.
- 4.3 The applications process closed at 12 noon on 3 May 2023 with a total of 11 applications received: seven applications for Lot A, three applications for Lot B and one application for Lot C.

Assessment Panels

- 4.4 Three assessment panels, one for each lot (consisting of key partners (from strategic partner organisations within the Local Employability Partnership (LEP)) and Council officers) managed the assessment and scoring procedures following processes recommended by the Council's Contracts and Grants Management Team.
- 4.5 Each application was scored by the relevant assessment panel on 3 or 4 May 2023 and moderated scores with comments were then presented to a full assessment panel on 4 May 2023 for further comments on strategic fit and moderation.

Award of Funding

- 4.6 The projects recommended for an award of funding is provided in Appendix 3.
- 4.7 The panels consider these services most closely meet the requirements of the specifications provided to bidders, which detailed the support required for parents in the specific target groups requested.
- 4.8 Although the specification had confirmed a total of seven grants to be made available (as outlined in paragraph 3.4), the size of the applications means that it is possible to award funding to 10 projects:
 - 4.8.1 Six in Lot A;
 - 4.8.2 Three in Lot B; and
 - 4.8.3 One in Lot C.

- 4.9 The total cost of the grants recommended for award will be up to a maximum of £451,605.60 (with the final sums being agreed with projects in finalising the funding agreements).
- 4.10 The resulting programme is very slightly over budget but can be met within the PES fund allocation.
- 4.11 A summary of projects not recommended for funding is provided in Appendix 4.

5. Next Steps

- 5.1 If Committee approves the recommendations of this report, bidders will be informed of the outcome of their application and will be offered feedback on their applications.
- 5.2 At the time of writing, the Scottish Government has not yet provided grant offer letters to Local Authorities, confirming their allocation of funding for Employability services, including PES. Funding agreements will be confirmed as soon as confirmation of the grant award is received. However, in the meantime, officers will work with the organisations to finalise the funding agreements and associated conditions.

6. Financial impact

- 6.1 The award of funding as part of this small grants programme will have no direct financial impact to the Council as the costs will be met from the Scottish Government's PES fund.
- 6.2 The grants will be contract managed by Capital City Partnership (CCP) in line with the existing Service Level Agreement, financed by the staffing element of the PES funding reported to Committee in April.

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 Partnership working is at the heart of the development of these grants, both between the Council and other partners and the programme 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 – PESF Specification 2023-24
- 9.2 Appendix 2 – PESF Scoring and Assessment Guidance Criteria 2023-24
- 9.3 Appendix 3 – Applications recommended for an award of 2023/24 PES funding
- 9.4 Appendix 4 – Applications not recommended for an award of 2023/24 PES funding

City of Edinburgh Council – Parental Employment Support Fund Grants

Following funding from Scottish Government’s Tackling Child Poverty [Parental Employment Support Fund](#), The City of Edinburgh Council (Business Growth and Inclusion) would like to invite applications for Third Party organisations to deliver our programme of grant-funded projects. This fund will be integrated with our existing Employability Third Party Grants Programme, [NEST](#) (Network of Employment Support and Training).

1 Invite for applications

Applications are invited for provision of services at any stage of the Strategic Skills Pipeline which will support **parents** to progress into employment or to progress within employment.

Organisations can make several applications, but each should be for a separate and distinct project and must aim to support a different cohort of clients.

All applications should make reference to the Strategic Skills Pipeline – a copy of the Pipeline can be found [here](#).

Applications should be emailed to roisin.bathe@capitalcitypartnership.org

The deadline is NOON, Wednesday 3rd May, 2023. If you want to talk through your application please contact kate.kelman@capitalcitypartnership.org

Unfortunately, late submissions cannot be accepted.

2 Best Start: Bright Futures

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.

The client groups who are eligible to benefit from PES are:

- Lone Parents who are unemployed or experiencing in work poverty;
- Parents with a disability or families who are unemployed or experiencing in work poverty and have a disabled child;

- Parents who are unemployed or experiencing in work poverty and have 3 or more children;
- Parents from a minority ethnic background who are unemployed or experiencing in work poverty;
- Parents who are unemployed or experiencing in work poverty and have a youngest child <1; and
- Parents who are aged <25 who are unemployed or experiencing in work poverty.

The Edinburgh Parental Support Grants will engage with these families and progress will be reported to the Edinburgh Child Poverty Group which is focussing on the recommendations of the Edinburgh Poverty Commission.

Fair work and sustainable long-term employment will be a goal of this fund, contributing to the economic resilience of the City and of the families supported. Grant-funded projects should aim at supporting individuals into sectors where there is likely to be jobs and growth in the short to medium term. This is likely to be in care (child, health and social care), online retail and distribution, and digital. Detailed information on potential growth sectors can be found in Skills Development Scotland's analysis [here](#)

2 Focus of grant programme

Capital City Partnership and City of Edinburgh Council will conduct a grants programme to support families in line with the principles of the Scottish Government's Tackling Child Poverty Delivery Plan 2022-26 [Best Start, Bright Futures](#)

The fund will be focussed on parents from two main groups:

- **Those who are out of work and in receipt of benefits**
- **Those who are in low income employment**

There are three main areas of need which our co-production activities have evidenced as requiring service. We will commission these through 3 'lots' each with ring-fenced funding.

LOT A – Total potential budget £300,000, individual grants to be of no more than £75,000

This Lot will focus on the needs of parents who are refugees or displaced people. The grants will have a focus on the Ukrainian community but also encompass the wider refugee community, including people who have come to Edinburgh from Afghanistan, Syria, and Hong Kong. Consideration should be given to parents who are from other ethnically diverse communities and experience disproportionate disadvantage in finding and sustaining work.

Any proposal under LOT A should consider appropriate provision of language support, ESOL and translation and funds can be ring-fenced for this kind of support. However, the focus should be progression into employment or progression in work.

LOT B – Total potential budget of £100,000

This Lot will add additional resource to the Whole Family Equality Project which is managed by Capital City Partnership. Ideally, we will fund two projects which will

provide additional capacity in Family Support and Money Advice/Income Maximisation for parents involved in the project. However, we are open to innovative ways of offering this additional capacity. The Whole Family Equality Project, is taking a systems change approach to offering employability support to parents who are from ethnically diverse backgrounds.

Any proposal under LOT B should consider appropriate provision of language support, ESOL and translation and funds can be ring-fenced for this kind of support. However, the focus should be progression into employment or progression in work.

LOT C – Total potential budget of £50,000

This Lot will fund a pilot project to investigate the best method of providing employability support to parents who have recently had their child or children removed from the family home. We know that removal of a child can have a significant impact on household income and parents may be under pressure to move into employment. We are looking for an organisation to test and learn suitable approaches with parents, considering a whole family approach.

3 Delivery of services

Applicants should be aware of the following parameters for this grants programme:

- All individuals in receipt of support must be parents domiciled in Edinburgh City with dependent children and be in one or more of the parental groups detailed above. Expectant parents are also eligible.
- All participants should be supported to develop an action plan with milestones based on a strengths-focussed assessment.
- Participants should engage with the grant-funded programme for a minimum of 5 hours per week.
- Grant-funded services should include a range of supports and include: skills development, health support, money advice and motivational support with the goal of either entering employment or progressing/retaining employment.
- Delivery should include skills and training which is directly aligned with labour market needs.
- Support should continue for the duration of the programme, clients who are engaged as unemployed and subsequently enter employment should be supported to move to higher paid or higher-skills level jobs.
- Projects must demonstrate a clear pathway to enter or progress within key growth sectors.

Partnership bids are welcomed but a lead partner should complete Part A of the application form. Applicants are advised to consider sustainability of funding after the twelve month period, as there can be no certainty of continuation of funding.

Targeted outcomes are detailed in the PESF Grant Management Guidance. All provision should be client-focused.



**City of Edinburgh Council Parental Employment Support Fund 2023-24 Application
Form – Part B**

Scoring and Assessment Criteria

INTRODUCTION

This document provides an overview of the assessment system which is applied in respect of projects or services whose main function is to help improve the employability of the clients it serves; together with detailed guidance on the selection criteria which will be applied to applications.

ASSESSMENT SYSTEM

- The criteria outlined in this document will be used to assess aspects of all Parental Employment Support Fund (PESF) applications submitted for funding in financial year 2023-24.
- Membership of the Assessment Panel for this funding is drawn from the JUFJ strategic partner organisations including:
 - City of Edinburgh Council
 - Edinburgh Poverty Commission
 - Skills Development Scotland
 - Department for Work and Pensions
 - Capital City Partnership
 - Edinburgh and South East Scotland City Region Deal
 - EVOC
 - NHS Lothian
 - Scottish Refugee Council
- Each application will be scored independently by all members of the Panel, who will then come together to agree a moderated score and funding recommendation.

Once all applications have been scored, the Panel will also take cognisance of the overall fit with the Employability Pipeline in the city and agree overall programme recommendations.

- The maximum score available for each project is 36 points.
- Any question not attempted will be given 0 points.
- There is a quality bar of 50%: applications scoring 17 points or fewer will not be recommended for funding.
- The scores outlined below reflect the emphasis placed on specific criteria. Numbering aligns with question numbers in the application form.
- Projects will be scored on the basis of the Assessment Panel appraisal of the information provided in the submitted application.
- These criteria have been selected to reflect the objectives and emphasis of *the Parental Employment Support Fund 2023-24 Specification*.

PROJECT SCORING

B1 Project/programme description

The description should identify parents from specific target group(s) and propose an appropriate programme to support them into work or to progress to higher wages in work. Client engagement, selection, programme delivery and onward referral should be outlined. Proposed staffing of the project should be outlined. Applicants intending to move participants into work should include employer engagement activity; and actions to support people post job-entry. If a qualification is to be delivered, details of accreditation should be noted. Applicants aiming to move people along the pipeline should indicate progression routes. Referral protocols should be agreed with feeder provision and/or progression destinations as appropriate. Those working with parents in employment should demonstrate ability to support clients to either progress in their current employment or seek new/additional employment to improve their income.

Points:

- 0 Incoherent account, mismatch of proposed service and target group, lack of relevant detail
- 2 Limited summary, poor match of services to participant needs, inadequate support for participants, appropriate links not made (e.g. to employers, other service providers)
- 4 Adequate summary of proposed project or service, client journey covered, some details omitted
- 6 Full, coherent summary; appropriate services to support participants; client journey clearly articulated; clear referral arrangements; clear employer engagement and employer support

B2 Relevance to Employability Programme priorities

The application should clearly demonstrate that the proposed project or service addresses the priorities in the *Parental Employment Support Fund 2023-24 Specification*. In addition, you should show how the proposed service fits with Edinburgh's employability pipeline.

Points:

- 0 Proposed project/service not linked to priorities and pipeline
- 2 Limited linkage to the priorities or fit with the pipeline
- 4 Some links to priorities and fit with the pipeline
- 6 Strong links to priorities and fit with the pipeline

B3 Evidence of demand and/or need

This should include reference to sources of information such as unemployment or deprivation statistics. There should be clear evidence that where appropriate the most relevant and up to date data have been used. In addition, the justification should be consistent with local, regional, and national labour market information as appropriate. You should consider your proposal's impact on Child Poverty in the area. Your answer should reflect the extent to which your proposed service enhances rather than duplicates other provision for the client group. If the intended client group may include Fair Start Scotland eligible clients, you must show how your service will complement rather than duplicate or displace support for these individuals. The project score will be based on the strength of the data used; the level of demand demonstrated; and complementarity with other service provision.

Points:

- 0** No evidence offered
- 2** Little evidence of demand or need
- 4** Some evidence of demand or need
- 6** Strong evidence of demand or need

B4 Targets, progressions and/or outcomes

This relates to the fit with objectives of the specification, and to the targets and impacts offered by the proposed service for 2023-24. The score will reflect the degree to which the project outputs and results are relevant, realistic, achievable and sustainable. Your answer should give the rationale for your targets and or progressions, showing how these are relevant to the target group(s). The actual numbers for the year should be given in the tables. You will find the definitions of outcomes in the *CCP Grant Management Guide* included with the guidance notes – it is essential that you adhere to these.

Points:

- 0** Relevant outputs/outcomes/impacts not clearly identified
- 1** Minimal identification of relevant outputs, outcomes and/or impacts
- 2** Some clear, measurable and realistic targets for outputs, outcomes and/or impacts
- 3** Clear, detailed, measurable and realistic, but challenging targets for outputs, outcomes and/or impacts

B5 Value for money

The score given will reflect the value for money of the project by comparing key quantified outputs and impacts against overall project cost. Details of added value such as partnership or colocation may be used as an indicator of value for money, as could the ratio between client-focussed costs and overheads. A coherent justification for cost per outcome should be given in the answer.

Points:

- 0** Poor value for money
- 1** Reasonable value for money
- 2** Good value for money compared with other project applications/ existing provision
- 3** Very good to excellent value for money

B6 Monitoring and evaluation (Quality Assurance)

The application should give evidence of effective monitoring and evaluation systems in place to measure the quality and effectiveness of the intervention. This should refer to the *CCP Grant Management Guidance* in the application pack. These might include:

- Use of monitoring information to improve procedures, policies etc.
- Service user involvement
- Evidence of independent verification of outcomes
- Accessing a range of information sources for evaluation purposes
- Elements of external scrutiny
- Identification and implementation of good practice

Points:

- 0** No evidence of adequate monitoring and evaluation systems
- 1** Little evidence of adequate monitoring and evaluation systems
- 2** Some evidence of monitoring and evaluation systems above the minimum required and feedback sought from service users; identification of good practice
- 3** Strong evidence that monitoring and evaluation proposals are rigorous, use a variety of information sources and include an element of external scrutiny. Good practice is identified and used to continuously improve service delivery. Service user feedback should be embedded in the evaluation system

B7 Partnership working

The project should demonstrate genuine, realistic and appropriate partnership working with relevant agencies and service users in design and delivery of the service. Factors could include:

- Proper local consultation in assessing demand for project and delivery of the priorities in the Local Improvement Plan
- Practical partnership between agencies in the delivery of the project
- Input from partners and service users to project design and delivery
- Employer engagement where relevant
- Leverage of additional resources from other partners (which may be in kind).

Points:

- 0** No evidence of partnership working
- 1** Limited evidence of partnership working
- 2** Some evidence of involvement of appropriate partners and/or community
- 3** Strong evidence of genuine involvement of appropriate partners, and/or local community, and/or communities of interest, and/or employers

B8 Evidence for success / track record

Where applicants have run previous projects, or this project or a similar project has run elsewhere, the score will reflect these results and the likelihood of replicability of results during the next funding period in terms of delivery, outcomes and spend. Projects with no relevant track record will be given 2 points.

Points:

- 0** No evidence
- 1** Limited relevant evidence of success
- 2** Some record of success and reasonable likelihood of results being duplicated.
- 3** Strong record of success and high likelihood of results being duplicated

B9 Location / environment

The score should reflect the extent to which the project demonstrates a positive approach to location and environmental considerations. The project should demonstrate that it is accessible by adequate and appropriate public transport services or pedestrian means. Factors could include:

- Suitable opening hours
- Premises suited to the needs of the client group

- Safe and accessible location
- Privacy, if relevant
- Good public transport links
- Specific transport provided
- Colocation of services
- Use of online delivery to meet Scottish Government social distancing guidelines.

Points:

- 0** No or poor consideration of these issues
- 1** Limited accessibility/little consideration of location/environment
- 2** Good consideration of location/environment
- 3** Excellent accessibility and strong rationale for location/environment

Appendix 3: Applications recommended for an award of 2023/24 PES funding

| Organisation and Project Name | Project Description | Recommended allocation for 2023/24 |
|--|--|------------------------------------|
| Lot A - Services for Migrant Parents | | |
| Survivors of Human Trafficking in Scotland – SOHTIS Project Integrate | SOHTIS will take a holistic key worker approach. A minimum of 30 parents will benefit from weekly 1:1 support, seeking to understand their personal circumstances, helping them using a Work Readiness Assessment (WRA) to see their route to employment and supporting them to develop personalised action plans to achieving their goal. | £53,193.00 |
| The Welcoming Association – Get Ready for Opportunities and Work - GROW | This project will target 120 new participants, focusing primarily on supporting Ukrainian parents from the six priority family groups over 12 months. Many of the participants want to work, but due to many barriers, they find it challenging to secure job interviews and employment. | £55,710.00 |
| Barnardo's – Bright Family Futures | Bright Family Futures (BFF) will support parents who have been displaced to progress into employment or within employment. It's a collaboration between a well-established employability service, Barnardo's Works, and a support service for displaced people, Barnardo's Welcome (Ukraine) Service [Welcome Service]. While focusing on supporting parents who have been displaced from Ukraine, BFF will also work with parents from Afghanistan, Syria, Hong Kong and other ethnically diverse communities. | £75,000.00 |
| Volunteering Matters – Project Scotland Parental Support | <p>This model meets the needs of all six priority family groups, focusing on supporting parents who are New Scots (Refugees/Asylum Seekers/Displaced), BAME and/or experience disadvantage to accessing employability supports and employment.</p> <p>It will support the employability journey of 25 parents, building soft skills and confidence, working to improve wellbeing, English skills (as required), expanding networks, gaining insight into employment through volunteering, furthering career or education/training.</p> | £51,849.60 |
| Equate Scotland - Ukrainian Parents (women) STEM Career Pathways (UPCSP) Programme | This project will support refugee parents with employability skills, with a focus on Ukrainian displaced women and non-binary people, that are looking to reskill, upskill, increase confidence or retrain to access pathways into STEM (Science, Technology, Engineering and Built Environment, Maths) industries. | £40,000.00 |

| | | |
|---|---|-------------|
| Space @ The Broomhouse Hub – Living and working in Scotland | This project will provide tailored support to parents from a minority ethnic background who are unemployed or experiencing in work poverty, namely Ukrainian parents pipeline stages 3-5, by delivering two extra sessions per week that focus specifically on their needs. | £18,676.00 |
| Lot B - Money Advice and Whole Family Support services | | |
| Community Help and Advice Initiative (CHAI) – Whole Family Equality Project Advice Worker | CHAI will provide one Advice Worker to support parents in Stages 1-2 of the Employability Pipeline within the model of the Whole Family Equality Project. The Advisor will sit within the 'Advice for Families' Team, within the wider CHAI Advice Service, offering benefits, housing and debt advice as well as 'in-work' calculations. | £36,774.00 |
| Passion4Fusion – Ubuntu Connections | This project will provide tailor-made support to African parents especially migrants with no recourse to public funds and those with underlying health issues. The project will focus on providing training, mentoring, and job placement services to parents while providing whole family support to include children as well. | £20,760.00 |
| Volunteering Matters – Volunteers Supporting Parents | The Volunteers Supporting Parents (VSP) project will empower parents across all six priority groups to improve their quality of life and reduce their vulnerabilities by using volunteers from their communities to help build resilience and aspirations and move towards/enter employment. Volunteers are recruited from the local community, from diverse backgrounds and provided with extensive training so they can provide tailored, emotional and practical mentoring support. | £49,643.00 |
| Lot C – Pilot Service for Parents Who Have Recently Experienced Removal of a Child or Children | | |
| Dean and Cauvin's Young People's Trust - Connected Care and Transition project | <p>The clients of this service deal with issues of poverty, poor housing, long-term unemployment, social anxiety, poor mental health, ruptured family relationships, limited parenting capacity and experiences of care. These issues create <i>and</i> reinforce barriers to employment.</p> <p>A Project Lead Worker will ensure residential and/or community-based key workers collaborate to deliver employability work alongside the additional practical, social support required to address the other areas of life needed to enable a positive transition to independent life</p> | £50,000.00 |
| Total | | £451,605.60 |

Appendix 4: Applications not recommended for an award of 2023/24 PES funding

| Lot A - Services for Migrant Parents | | |
|--------------------------------------|---|---|
| Edinburgh College – Get into CARE | We propose to deliver two eight week online and practical face-to-face course will introduce approximately 30 students to a career in Social Care, where opportunities are many and varied. | Not recommended as the programme duplicates existing services and is not tailored to the client group |