

Housing, Homelessness and Fair Work Committee

10.00am, Tuesday, 5 December 2023

No One Left Behind – Next Phase

Executive/routine
Wards

Executive
All

1. Recommendations

- 1.1 It is recommended that Housing, Homelessness and Fair Work Committee:
- 1.1.1 Note the expectation that additional funding of approx. £890,000 will be allocated to the Council for No One Left Behind (NOLB) delivery, to be fully utilised in 2024/25;
 - 1.1.2 Note the urgency in developing and implementing a comprehensive programme to ensure delivery of NOLB Next Phase can take place from 1 April 2024; and
 - 1.1.3 Agree, subject to this additional funding being made available, to allocate:
 - 1.1.3.1 Up to £330,000 on a one-off basis to continue delivery of four projects, currently funded by Young Person's Guarantee funding, for 12 months from 1 April 2024, pending confirmed outcomes for 2023/24;
 - 1.1.3.2 £50,000 to Capital City Partnership for the creation of employer cultural awareness sessions to enhance in-work support for Black and Asian Minority Ethnicity communities;
 - 1.1.3.3 Up to £90,000 to support current Network of Employability Support and Training providers with rising operation costs due to inflation;

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Executive Director of Place

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- 1.1.3.4 Up to £250,000 to recruit a team of dedicated Edinburgh Guarantee staff to engage with hard-to-reach communities and signpost to providers across the strategic skills pipeline;
- 1.1.3.5 £100,000 to launch an open grants process to expand the existing NOLB programme with a specific citywide Additional Support Needs Stage 1 provision; and
- 1.1.3.6 The remaining funds, but no more than £100,000, for the creation of a dedicated NOLB transition fund across all NOLB activities to meet increasing client costs.

No One Left Behind – Next Phase

2. Executive Summary

- 2.1 This report outlines the work undertaken by the City of Edinburgh Council and the Local Employability Partnership (LEP) to put in place additional services funded by Scottish Government, under the No One Left Behind (NOLB) strategy, in anticipation of the award amount for funding for 2024/25 and sets out a recommended funding plan for Committee approval.

3. Background

- 3.1 As [outlined](#) to Committee on 8 August 2023, the Scottish Government have confirmed that Fair Start Scotland (FSS) will end and that funding will be allocated to LEPs, with Local Authorities as the Lead Accountable Body, to utilise the grant funding to deliver the employability support required.
- 3.2 The current FSS contract is valued at £24m in 2023/24 but, due to contingent liabilities under the existing contract, it is likely that only £10m will come to Local Authorities in 2024/25. Based on the assumption that the funding allocation will follow the same methodology as other NOLB funding, Edinburgh is expected to receive approximately £890,000 in 2024/25. Future funding levels will be dependent on the contingent FSS liabilities and whether the Scottish Government decide to repurpose the full FSS allocation to NOLB.
- 3.3 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 Employment Support Fund (2023/24) and NOLB – Stage 1 (2023/24).
- 3.4 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 offerings and requirements across Edinburgh's Strategic Skills Pipeline.

4. Main report

- 4.1 The Scottish Government has not yet provided a specification for NOLB Next Phase, although they have confirmed that referrals to the FSS service have been extended until 31 March 2024 with participants allowed 12 months of aftercare support. This extension to the referral deadline, and subsequent ongoing support, means only a slight increase is expected in the number of additional people needing employability support services via Edinburgh's Strategic Skills pipeline, which can be absorbed within the existing provision.
- 4.2 In line with Scottish Service Design Principles and given earlier co-production findings, the co-production for NOLB Next Phase has focused extensively on engagement with participants of existing employability programmes, wider poverty prevention citizen groups, and relevant professionals to identify improvements to the current offer.
- 4.3 This has included engagement with;
 - 4.3.1 The Joined Up for Families Citizens Panel to engage with ethnically diverse communities;
 - 4.3.2 Community Link Workers and Thrive/Community Partnership Network staff to engage with the hardest-to-reach citizens who aren't already engaged in employability services but are engaged with health;
 - 4.3.3 Income Maximisation and to identify the impact of the cost-of-living on the hardest-to-reach citizens; and
 - 4.3.4 Over 4,000 Edinburgh Citizen's via the Edinburgh Partnership Survey, with specific data collated around employability support.
- 4.4 Key findings from the above include requirements for:
 - 4.4.1 Dedicated Employability Link Workers engaging with housing, health and advice services and wider communities to signpost and support the hardest-to-reach people to employability services;
 - 4.4.2 Funding for clients to access appropriate training and qualifications, alongside support to remove financial barriers related to gaining employment such as Protecting Vulnerable Groups (PVG) membership costs, English For Speakers of Other Languages (ESOL) for employability support, uniform costs, and initial commuting costs;
 - 4.4.3 A bespoke city-wide Additional Support Need (ASN) Stage 1 provision for young people at risk of a negative destination post-school;
 - 4.4.4 Continuation of existing projects for young people that are in demand, due to the continuous impact of the pandemic on positive destinations for school leavers (expected to increase with the leavers this year who started high school in the pandemic); and

4.4.5 A need to improve in-work support to BAME communities to improve sustained employment.

4.5 Additionally, a Joined Up for Jobs Network Consolidation of Findings Event was held on 9 of November 2023. The session concluded that the providers are in agreement with the key findings from the coproduction outlined above.

Proposed NOLB Next Phase Programme 2024/25

4.6 In anticipation of the NOLB Next Phase funding, the LEP have considered the co-production and current provision and recommend a programme for funding to meet the requirements set out above (Appendix 1).

4.7 The proposed programme includes an extension of the four programmes currently delivered under the Young Person's Guarantee, including a 10% increase to account for inflation. This is pending the programmes delivering the outcomes as agreed for 2023/24. If any of the programmes are significantly underperforming, the funding may be reallocated to the other providers or officers may bring an alternative proposal to Committee for consideration.

4.8 Other activity proposed includes the establishing of an in-house team to actively promote and integrate employability services across other Council service areas, as well as across external service providers, and a direct award to Capital City Partnership (CCP) to create a programme delivering bespoke employer training around cultural awareness and engagement.

4.9 As the NOLB Stage 1 provision, reported elsewhere to this Committee, does not have specific provision for young people with ASN, it is also proposed to launch a grants process for one provider to deliver city-wide ASN provision for school leavers. The grants process would only launch once funding is confirmed, and the outcome would be reported back to Committee with a recommendation of a provider.

4.10 The proposed programme also includes a 10% uplift for current Network of Employability Support and Training (NEST) providers, to meet increased costs due to inflation.

4.11 The remainder of the funding is recommended to be invested into a Transitions fund for NOLB clients, to support with one-off costs (up to £200) which may otherwise be a barrier to employment.

5. Next Steps

5.1 If Committee approves the recommendations of this report, officers will continue to engage with the LEP, Scottish Government and CCP to implement the programme.

5.2 Officers will also engage with the LEP as well as the Council's Children, Education and Justice services to develop and implement a specification for the ASN Stage 1 provision, but it is anticipated that this will be to fund one provider to deliver a city-wide service.

6. Financial impact

- 6.1 There is no financial impact to the Council as all estimated costs for the services identified in this report will be fully funded by the NOLB grant award from the Scottish Government.
- 6.2 The quantum of total NOLB funding available in 2024/25 and beyond is still to be confirmed. The current FSS contract is valued at £24m in 2023/24 but, due to contingent liabilities under the existing contract, it is likely that only £10m will come to Local Authorities in 2024/25. Based on the assumption that the funding allocation will follow the same methodology as other NOLB funding, Edinburgh is expected to receive approximately £890,000 in 2024/25. Future funding levels will be dependent on the contingent FSS liabilities and whether the Scottish Government decide to repurpose the full FSS allocation to NOLB.

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, 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. 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 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 coproduction exercise for input into service specifications.

10. Background reading/external references

- 10.1 No One Left Behind.
- 10.2 Fair Start Scotland - Statement.
- 10.3 Fair Start Scotland – Employment Support.
- 10.4 Fair Start Scotland 3 Year Reports and Delivery Stats

11. Appendices

- 11.1 Appendix 1 – Recommended spend of NOLB Next Phase funds in 2024/25.

Appendix 1 – Recommended spend of NOLB Next Phase funds in 2024/25

Programme Activity	Proposed Funding Allocation (subject to confirmation of Scottish Government Funding allocation)
12 month's extension of four programmes under Young Person's Guarantee Activity, pending confirmed outcomes of current activity as follows:	£330,000
Foursquare	£82,500
Cyrenians (Keys to College)	£82,500
RUTS (INSPIRE)	£82,500
Impact Arts (Impactful Starts)	£82,500
CEC Employability Link Worker Team	£250,000
NEST Providers 10% Inflation Uplift	£90,000
NOLB BAME Awareness Training and In-Work Support (Direct award to CCP)	£50,000
Stage One Additional Support Needs Provision	£100,000
Total	£820,000
+ NOLB Client Transitions fund	Up to £100,000