

Housing, Homelessness and Fair Work Committee

10.00am, Tuesday, 27 February 2024

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 impact of Parental Employability Support (PES) in 2023/24 so far;
 - 1.1.2 Note the continued demand for PES delivery in 2024/25; and
 - 1.1.3 Agree the recommended expenditure of PES funding, subject to the Scottish Government Grant Offer.

Paul Lawrence

Executive Director of Place

Contact: Elin Williamson, Head of Business Growth and Inclusion

E-mail: elin.williamson@edinburgh.gov.uk | Tel: 0751 348 4817



Parental Employability Support

2. Executive Summary

- 2.1 This report provides an update on the Parental Employability Support (PES) activity in Edinburgh during 2023/24 and requests approval to continue to fund grants in 2024/25, based on the review of demand for services, subject to funding being offered 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. It is anticipated that this funding will continue to be provided annually, with the allocation provided changing on a yearly basis.
- 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 three 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 under the age of one; and
 - 3.2.6 Parents who are aged under 25 who are unemployed or experiencing in work poverty.
- 3.3 Delivery in Edinburgh has taken place since 2021 through grant-funded and internal Council projects, with full consultation and recommendations from the Local Employability Partnership (LEP). There are currently 25 external grant-funded projects supporting parents and an internal Council PES team of Key Workers and a Coordinator.

- 3.4 Appendix 1 summarises the timeline of Committee decisions for PES delivery to date.

4. Main report

PES Activity in 2023/24

- 4.1 Delivery in 2023/24 has taken place through various projects, including:
- 4.1.1 25 grant-funded projects;
 - 4.1.2 A transition fund to support parents in their employment journey;
 - 4.1.3 A parent-specific Employer Recruitment Incentive; and
 - 4.1.4 Investigating the opportunities for a Childcare Information website. Work is underway in partnership with Children, Education and Justice Services to update and enhance the existing provision of childcare information on the Council's website.
- 4.2 A childminder recruitment pilot to recruit 30 new childminders in Edinburgh has also been delivered. However, this pilot is part of the funding allocated in June 2022 but did not utilise the funding allocated for 2022/23 due to the original pilot requiring a longer period for delivery than anticipated.
- 4.3 A full breakdown of activity can be found in Appendix 2.

PES Internal Staffing 2024/25

- 4.4 As part of the commitment to staffing under the Tackling Child Poverty funding, the Council will receive £662,000 through a redetermination of the General Revenue Grant at the end of this financial year to cover staffing costs under PES and a PES Coordinator from 2023-2025.
- 4.5 In November 2023, a PES specialist worker team was introduced, with the aim of offering a citywide service to support parents on their employability journey. This includes a holistic service to connect parents to the wide range of services available, ensuring a whole life approach which lifts families out of poverty.
- 4.6 The Coordinator started in September and will have specific responsibility for strengthening the integration and alignment of services at a local level that support the reduction of child poverty around the employability agenda.

PES Grant Funded Activity 2024/25

- 4.7 The Scottish Government's budget on 19 December 2023 outlined an indicative budget for employability which now merges the NOLB and Tackling Child Poverty/PES allocation.
- 4.8 The overall employability budget allocated to Local Employability Partnerships (LEPs) is expected to reduce to £75m in 2024/25 (from £82.5m in 2023/24). An allocation methodology to establish the funding amount that Edinburgh will receive from the Scottish Government is still to be confirmed.

- 4.9 Consequently, the LEP have conducted a full review of all projects (performance and demand) under PES and Appendix 3 lists where continuation is recommended beyond 31 March 2024.
- 4.10 As the funding for PES is anticipated to end after 31 March 2025, the priority is to continue/add capacity to existing services rather than create new services that cannot be sustained after March 2025. The identified projects are already successfully delivering employability services for parents and can continue/add capacity.
- 4.11 All grant recommendations are still subject to final outcomes being logged on the Client Management System (Helix) by April, and confirmation that providers at that point are meeting the agreed levels.

Additional PES Funded Activity for 2024/25

- 4.12 The Scottish Government announced in Programme for Government 2024/25 that it would recruit 1000 new childminders in Scotland. This model involves a similar financial investment to that already undertaken by the Council as part of the successful Childminder Recruitment Pilot. Officers are liaising with the Scottish Government and the Scottish Childminding Association about future delivery. This may require to be delivered using the PES allocation going forward but clarity is still being sought on this.
- 4.13 Additional PES activity will be dependent on final Scottish Government funding allocations and recommendations will be made to Committee once this has been confirmed.

5. Next Steps

- 5.1 If Committee agrees, officers will proceed with the continuation of agreed grant-funded projects as outlined in Appendix 3 subject to confirmation of Scottish Government funding.
- 5.2 Once Scottish Government confirm the final allocation of PES funding, the LEP and officers will prepare an additional recommended programme of PES activity for 2024/25 to present at a future committee.

6. Financial impact

- 6.1 If Scottish Government PES funding allocation is confirmed as anticipated, there is no financial impact to the Council as all delivery costs for the proposals are contained within the funding awarded.
- 6.2 The ongoing projects will be contract managed by Capital City Partnership (CCP), under the existing SLA. In addition, the Council will retain funding for staffing as outlined in the main report.

7. Equality and Poverty Impact

- 7.1 The focus of the current services and the planned future services is on equality of opportunity, aiming to alleviate the disadvantage faced by parents in low incomes and from the Scottish Government's identified six priority family groups.
- 7.2 An [Integrated Impact Assessment](#) has been carried out for activity in 2023/24 and an updated Assessment is in process for future delivery. As with all strategic decisions, the aim is to ensure no-one is adversely affected by any proposal and/or programme and that all services are fully inclusive.
- 7.3 The gender impact of PES services delivered in the first three quarters of 2023/24 was analysed, with 82.6% of participants being female and 17.4% of participants being male. 49% of parents participating are in a couple and 51% of participants are lone parents. It is anticipated that this ratio of participation in services will be replicated in delivery of services in 2024/25.
- 7.4 The impact on parents who can access PES is positive, enabling them to gain and sustain employment. Supporting eligible parents to access Universal Credit and other sources of financial help is a priority, as well as ensuring there are strong links and partnership working with welfare and advice services, including income maximisation. All of this will benefit these families in real financial terms.

8. Climate and Nature Emergency Implications

- 8.1 There are no Climate and Nature Emergency implications arising because of this report.

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

- 9.1 Stakeholders and local communities have been involved throughout the process of PES planning and delivery. A strong network of family and parental projects has been created through the Joined Up for Families network and this remains a primary source of information on network need and demand.
- 9.2 Partnership working is at the heart of the development of all PES activities, both between Council departments and other partners and has been designed to complement the current strategic skills pipeline.
- 9.3 Intensive work is underway to form a strong network of services, internally and externally, to ensure that parents can be supported to access all services that will help them to address their barriers. This is being managed by the internal PES Coordinator and their team to have maximum impact. Learning and adapting to the changing needs of parents and gaining feedback from other services in relation to the support needs of parents is at the centre of what the PES team aim to achieve.

10. Background reading/external references

- 10.1 [Council Commitments – Delivering an Economy for All](#)
- 10.2 [Scottish Government’s Parental Employment Support Fund](#)
- 10.3 [Scottish Government - Tackling Child Poverty Delivery Plan 2022-26](#)
- 10.4 [Scottish Government’s No-one Left Behind policy](#)

11. Appendices

Appendix 1: Timeline of Committee approval for PES delivery to date.

Appendix 2: PES Activity in 2023/24.

Appendix 3: Recommended funding for PES grants for 2024/25.

Appendix 1: Timeline of Committee approval for PES delivery to date

Timeline of Committee approval for PES delivery	
In June 2022	<p>Committee agreed to extend PES grants, until 31 March 2025, subject to Scottish Government funding being made available and satisfactory outcome performance against annual targets.</p> <p>Committee also agreed to commission specialist services specifically to support disabled parents under a one-off Disabled Parental Employability (DPES) stream and to develop a childminder recruitment pilot for individuals, especially parents, to set up as childminders.</p>
In March 2023	<p>Committee also agreed to allocate up to £300,000 of 2023/24 funding on a one-off basis to continue the DPES programme 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.</p>
In April 2023	<p>Committee agreed to the programme of Parental Employability activity, utilising the funding received from the Scottish Government for 2023/24 under the Tackling Child Poverty strategy. This included the continuation of existing PES grants and a range of new activities.</p>
In May 2023	<p>Committee also agreed to the award of additional third party grants services supporting parents across the city with funding totally approx. £450,000 for 2023/24.</p>

Appendix 2: PES Activity in 2023/24

PES Activity in 2023/24	
Activity	Description
Transition Fund	<p>Transition funding for parents moving into employment including initial childcare, clothing, travel, living costs, training costs or driving lessons.</p> <p>This funding is being utilised by the external grant funded projects and the Council PES Key Worker team to maximise the reach of the fund.</p>
Employer Recruitment Incentive programme for parents	Targeted additional funding to support employers to recruit parents that are job ready and encourage the creation of flexible job opportunities
Childminder Start Up Training Programme	Extension of PES funded childminder training programme and start up grants. The allocation for 2023/24 is not being utilised due to the extended length of time required to complete the original pilot.
Childcare information website	Enhancement to existing childcare information in Edinburgh, including an investigation into the feasibility of a flexible childcare booking system.
PES Grant Funded projects	25 grant funded projects delivering employability-related support to parents in Edinburgh.

Appendix 3: Recommended funding for PES grants for 2024/25

Full PES Grants List – 2024/25				
Organisation	Project	2023/24 allocation	Recommended 2024/25 allocation	Rationale for allocation
Original PES				
Access to Industry	Access: Data	£40,000.00	£40,000.00	On track
Access to Industry	Access: Progress	£72,250.00	£18,062.50	One quarter to wind up provision. Outcomes all lower than 50%
The Broomhouse Centre (SPACE)	WorkSpace – Planning Futures for Parents	£75,000.00	£75,000.00	On track
The Datakirk	BAMELYTICS	£42,000.00	£10,500.00	One quarter to wind up provision. Outcomes all lower than 50%
SUB TOTAL		£229,250.00	£143,562.50	

DPES / Family Support				
One Parent Families Scotland	Childcare Connector Project (childcare advice)	£58,609.00	£58,609.00	on track
Into Work	Income maximisation support for disabled parents	£30,000.00	£30,000.00	on track
Lift	First response family support and steps to employability	£29,560.00	£29,560.00	on track

Home Start	First response family support and steps to employability	£34,000.00	£8,500.00	Low engagements and outcomes. One quarter to wind up provision.
Stepping Stones	First response family support and steps to employability	£12,000.00	£12,000.00	on track
Saheliya	Access 2 Safety and First Aid in Mental Health courses	£44,626.00	£44,626.00	on track
Project Esperanza	First response family support and steps to employability	£15,000.00	£15,000.00	on track
SUB TOTAL		£223,795.00	£198,295.00	

Lot A - Services for Migrant Parents				
Programme of support for refugee/migrant parents to be commissioned to meet demand that is struggling to be met by existing employability services				
Survivors of Human Trafficking in Scotland	SOHTIS Project Integrate	£53,193.00	£13,298.25	Engagements low. One quarter to wind up provision.
The Welcoming Association	Get Ready for Opportunities and Work - GROW	£55,710.00	£55,710.00	on track
Barnardo's	Bright Family Futures	£75,000.00	£75,000.00	on track
Equate Scotland	Ukrainian Parents (women) STEM	£30,000.00	£0.00	likely to have no ongoing activity
Volunteering Matters	Project Scotland Parental Support	£51,849.60	£51,849.00	on track

Space @ The Broomhouse Hub	Living and Working in Scotland	£18,676.00	£18,676.00	on track
----------------------------	--------------------------------	------------	------------	----------

Lot B – Money Advice and Whole Family Support

Whole Families Support: and Money Advice and Family Support Worker. High current demand for this as demonstrated by existing externally funded projects.

Passion4Fusion	UBUNTU CONNECTIONS	£41,520.00	£41,250.00	on track
CHAI	Whole Family Quality Project Advice Worker	£36,774.00	£36,774.00	on track
Volunteering Matters	Volunteers Supporting Parents (VSP)	£49,643.00	£49,643.00	on track

LOT C - Pilot service to support parents/carers who have recently experienced removal of child/ren

Pilot employability service to support parents/carers who have recently experienced removal of child/ren

Dean and Cauvin	Connected Care and Transition project	£50,000.00	£50,000.00	on track
SUB TOTAL		£462,365.60	£392,200.25	

Activity Agreement – Family Progress Worker

Canongate Youth	Family Progression worker	£50,000.00	£0.00	project has ended
Citadel Youth Centre/Cluster 7	Family Progression worker	£50,000.00	£50,000.00	existing project worker
Barnardos - East and NW/Cluster 2	Family Progression worker	£50,000.00	£50,000.00	existing project worker

Wheatley Group - South /Cluster 5	Family Progression worker	£50,000.00	£50,000.00	existing project worker
Access to Industry Cluster 1 and 3	Family Progression worker x 2	£0.00	£100,000.00	New projects - 2 workers for two clusters
Cyrenians Cluster 6	Family Progression worker	£0.00	£50,000.00	New project
Triage Cluster 4	Family Progression worker	£0.00	£50,000.00	New project
SUB TOTAL		£250,000.00	£350,000.00	
OVERALL TOTAL		£1,165,410.60	£1,084,057.75	