

Housing, Homelessness and Fair Work Committee

10.00am, Tuesday, 3 December 2024

Network of Employability Support and Training

Executive/routine
Wards

Executive
All

1. Recommendations

- 1.1 It is recommended that Housing Homelessness and Fair Work Committee:
 - 1.1.1 Approve the award of third-party grants to the services detailed in Appendix 3, up to a total maximum of £2,246,695 per annum over the next three years with an inflationary increase of 3% for years two and three, subject to the availability of Scottish Government funding;
 - 1.1.2 Note the third-party grants applications totalling £3,970,114.64 which are not recommended for award of funding;
 - 1.1.3 Approve a direct award of £50,000 in 2025/26, subject to the availability of Scottish Government funding, to Capital City Partnership for continued delivery of their BAME Cultural Awareness Raising Training; and
 - 1.1.4 Approve a direct award of up to £425,000, subject to a sufficient No One Left Behind funding award from the Scottish Government, to Capital City Partnership for continued delivery of the NEST Vocational Training Framework in 2025/26.

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Network of Employability Support and Training

2. Executive Summary

- 2.1 This report seeks approval to award funding for a replacement Network of Employability Support and Training (NEST) that will provide person-centred support and complement Edinburgh's current employability services, subject to the availability of No One Left Behind funding from the Scottish Government.

3. Background

Network of Employability Support and Training (NEST)

- 3.1 The Council currently funds, with Scottish Government [No One Left Behind](#) funding and under the banner of NEST, third party employability services to support Edinburgh citizens to access and progress along the Employability Strategic Skills Pipeline with the goal of securing, sustaining and progressing in training and employment.
- 3.2 On 20 January 2022, Housing, Homelessness and Fair Work Committee approved [grants](#) to the current NEST project delivery providers and the allocation of funding to Capital City partnership (CCP) for the procurement of a Vocational Training Framework (VTF) for three years until 31 March 2025.
- 3.3 The current NEST programme funds 12 employability projects at a total cost of £857,227 per annum and a framework of vocational training provision at a cost of £425,000 for 2024/25.

Parental Employability Support (PES)

- 3.4 PES funding is provided by the Scottish Government under the [Tackling Child Poverty strategy](#) to complement the [No One Left Behind \(NOLB\) strategy](#), by delivering services specifically to support parents from certain focus groups into, and to progress in, employment.

- 3.5 On 27 February 2024, Housing, Homelessness and Fair Work Committee approved 28 [third party grants](#) at a total cost of £1,084,058 for PES project delivery. These grant agreements are due to end on 31 March 2025.

Black, Asian and Minority Ethnic (BAME) Cultural Awareness Raising Training

- 3.6 On 5 December 2023, Housing, Homelessness and Fair Work Committee approved a [grant](#) to CCP to engage with ethnically diverse communities. The purpose of the grant was to improve in-work support to BAME communities to improve sustained employment. This grant is due to end on the 31 March 2025.

NEST review

- 3.7 As [reported](#) to Committee on 27 August 2024, extensive consultation and co-production has been undertaken to review NEST. The updated NEST programme is designed to provide person-centred support and complement Edinburgh's current employability services with a focus on:

3.7.1 A refreshed third-party grants programme for specialist employability providers offering innovative solutions to gaps in employability provision in Edinburgh for specific target groups; and

3.7.2 An extension to the VTF for a further year to complement current employability support provision. This would continue to offer upskilling and progression opportunities for both those seeking employment and those in employment but facing insecure work or in-work poverty.

4. Main report

Third Party Small Grants Programme

- 4.1 Following Committee approval on 27 August 2024 to commission a refreshed NEST third party grants programme, a specification (Appendix 1), was published on 2 September 2024. Notifications were placed on Public Contracts Scotland and on the Joined Up for Jobs (JUFJ) website to promote the funding opportunity with further communications through partner organisations, the City of Edinburgh Council webpages and social media.
- 4.2 A 'Scoring and Selection Criteria' document (Appendix 2) along with a 'Frequently Asked Question' (FAQ) log were published on the JUFJ website to answer applicants' queries. Applicants were also able to submit draft applications for feedback until 20 September 2024 and feedback was provided between the 23 and 27 of September 2024.
- 4.3 The applications process closed on 11 October 2024 with a total of 76 applications received.
- 4.4 The assessment panel was made up of members of the Local Employability Partnership (LEP), who have a strategic overview of employability delivery in the city and three volunteers who have lived experience of engagement with

employability programmes. The panel managed the assessment and scoring procedures following processes recommended by the Council's Contracts and Grants Management Team. The panel members were able to access training to ensure they were fully briefed on their roles and responsibilities.

4.5 Organisations represented on the assessment panel included:

4.5.1 City of Edinburgh Council (Business Growth and Inclusion, Education and Children's Services, Corporate Services);

4.5.2 Capital City Partnership (CCP);

4.5.3 Department of Work and Pensions;

4.5.4 Edinburgh Chamber of Commerce;

4.5.5 Edinburgh College;

4.5.6 Edinburgh's Voluntary Organisations' Council (EVOC);

4.5.7 NHS Lothian; and

4.5.8 Skills Development Scotland.

4.6 Each application was scored by two separate individuals from the assessment panel, who then met to agree a moderated score with comments. The moderated score was then presented to the full assessment panel on 30 and 31 October 2024 for further comments on strategic fit and further moderation if required.

4.7 Of the applications assessed, 24 projects are recommended for a grant award of funding for up to three years, subject to the availability of funding from the Scottish Government. It is also recommended that the grants are awarded with an inflationary uplift of 3% for years two and three.

4.8 It is also recommended to extend the full funding for up to a further twelve months of six parental employability support grants.

4.9 These six grants are given to the providers of the Stage 1 NOLB services supporting young people leaving school and was agreed by committee on [27 February 2024](#). These projects have been successfully delivering employability support to parents of vulnerable young people leaving school that may not already be engaging with mainstream employability services.

4.10 The Panel consider the grants recommended for funding in Appendix 3 would provide services that strategically fit with the overall employability provision in the city, in terms of ensuring support is provided across all areas in the city and especially Scottish Index of Multiple Deprivation (SIMD) areas 1 and 2, as well as across all ages and target groups (as identified through coproduction).

4.11 Total expenditure for the 30 projects would be up to a maximum of £2,246,695 per annum over the next three years with an inflationary increase of 3% for years 2 and 3, subject to the availability of Scottish Government funding.

BAME Cultural Awareness Raising Training

- 4.12 The LEP also recommended to extend the grant to CCP to continue its engagement with ethnically diverse communities to improve in-work support to BAME communities to improve sustained employment. This project has already seen particular success this year in increasing engagement in employability services from culturally diverse communities who would not usually engage with services. This funding would be for a further £50,000 for the financial year 2025-2026 only, subject to the availability of Scottish Government funding.

Vocational Training Framework (VTF)

- 4.13 On 27 August 2024, Committee also approved, in principle, to directly award an extension year of funding the VTF to CCP, with strategic oversight for the programme to continue to be provided by the LEP, with the level of funding to be agreed.

It is now recommended to fund the VTF for a further year at the same level as 2024/2025 at an amount of up to £425,000 from 1 April 2025 until 31 March 2026, subject to the availability of Scottish Government funding.

5. Next Steps

- 5.1 If Committee approves the recommendations of this report:
- 5.1.1 Grant recipients would be informed of the outcome of their application and will be offered feedback on their applications;
 - 5.1.2 Officers will work with the funded organisations to develop delivery plans for each programme; and
 - 5.1.3 The providers delivering training and support as part of the VTF will be offered one-year extensions for their programmes.
- 5.2 The new NEST programme, including third party grants and VTF would be in place from 1 April 2025.

6. Financial impact

- 6.1 If the Scottish Government employability funding allocation is continued as anticipated, there is no financial impact to the Council as all delivery costs for the projects funded would be met from the funding awarded.
- 6.2 All projects would be contract managed by CCP, under the existing Service Level Agreement.

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 those with barriers to employment.
- 7.2 A refreshed Integrated Impact Assessment and Data Protection Impact Assessment have been completed as part of the coproduction exercise to inform service delivery.
- 7.3 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.

8. Climate and Nature Emergency Implications

- 8.1 There are no Climate and Nature Emergency implications arising directly because of this report.
- 8.2 There is a recognised need for green skills in order to support a just transition to a net zero economy, and it is anticipated that especially the VTF will continue to be able to provide support in this area. Some of the projects recommended for funding under the new NEST grants programme would also be undertaking delivery to support green skills.

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

- 9.1 The NEST programme was co-produced with key strategic partners and stakeholders and service providers. This was undertaken through a fully consultative process that included and took account of input from service users.
- 9.2 Partnership working is at the heart of the development of all employability activities, both between Council departments and other partners and the planned grants process has been designed by the LEP to complement and enhance the current strategic skills pipeline.

10. Background reading/external references

- 10.1 [No One Left Behind Delivery Plan](#)
- 10.2 [Tackling Child Poverty strategy](#)

11. Appendices

Appendix 1 – NEST Grants - Service Specification.

Appendix 2 – NEST Grants - Scoring and Selection Criteria.

Appendix 3 – NEST Grant Applications Recommended for Funding.

Appendix 4 – NEST Grant Applications Not Recommended for Funding.

Appendix 1 – NEST Grants - Service Specification

City of Edinburgh Council – Network of Employment Support and Training (NEST) Grants Programme 2025-2028

Background

The City of Edinburgh Council currently issue a number of grants relating to employability support delivery in Edinburgh. These grants, largely funded via Scottish Government's [No One Left Behind \(NOLB\)](#) and [Tackling Child Poverty](#) funding streams, are due to come to an end in March 2025.

The Local Employment Partnership (LEP) has reviewed the strategic direction and available data to assess need in the city, and have undertaken a period of significant co-production to better understand support needs in the city. As a result of this co-production and review, a new specification of service for third-party grants for 2025-28 has been developed.

The City of Edinburgh Council and the LEP would now like to invite applications for the NEST Grants Programme for 2025-2028. The grants will fund work which supports key target groups as outlined in the Local Employability Partnership Strategy 2024-2026, who are experiencing poverty and are looking to progress towards work or in work. The aim of this grants programme is to reduce the impact that poverty has on Edinburgh's citizens and to empower people through fair employment. The NEST programme aims to provide funding to, and work with, organisations as part of the "Joined Up for Jobs" network.

Overview of grant programme

Significant co-production activities have informed the grant making process. This includes focus groups and surveys with service users, service providers and other stakeholders. Applicants are advised to consult the results of this co-production on the Joined up for Jobs Website for more detail but, broadly summarised, participants in the co-production have told us that:

- Services should be person-centred and holistic, meeting a variety of needs.
- Though most people want to access services in person an online offer is also useful.
- Services should support with gaining skills/qualification/work experience/volunteering, moving into work, support in work and linking to other support services.
- Services should be inclusive and accessible.

Client Group

The NEST Grants Programme should support key client groups outlined in the LEP Strategy 2024-26:

- Clients with health issues, and/or disabilities
- Clients struggling with in-work poverty
- Ethnic minority groups
- Over 50s
- Prison leavers

The latest available data shows that an estimated 17% of people in Edinburgh were living in poverty in the period to 2022, including 20% of all children. As such, the NEST Grants Programme will also support parents from the six priority groups under the Scottish Government's policy of Tackling Child Poverty:

- Lone parent families
- Minority ethnic families
- Families with a disabled adult or child
- Families with a mother aged under 25
- Families with a child under one
- Families with 3 or more children

Bidders are expected to outline which groups their application supports and how these groups will be reached and engaged.

Delivery

Significant co-production has highlighted the main support which service users, service providers and stakeholders see as being crucial to those looking to engage in services. The NEST grants programme would like to encourage projects and organisations who can demonstrate the following:

- **Person-centred approach.** Applicants should show us that projects are person-centred, for both participants and staff. Participants should be fully engaged in the project and how their individual needs will be assessed and met. Staff and volunteers should be treated well, maximising their individual abilities by being managed effectively, well-trained and supported to create a knowledgeable and caring team.
- **Holistic services.** Applicants should demonstrate that projects are holistic and link to other services or support clients wish to access. Delivery of your projects should have an employability focus but should also link participants to support with childcare, language skills, accredited advice on finances and benefits, and health and wellbeing including mental health support.

- **Support to progress into work and support while in work.** The overwhelming support need identified by clients was preparing for, finding and sustaining work. The Council has a range of contracted providers, through the Blended Employability Service, which offer this service but there is clear demand for further support. Applicants should demonstrate how they will prepare clients for work and help them to find work. It will also be important for applicants to demonstrate that there is aftercare for clients and support in work, where appropriate, or making referrals into in-work support services.
- **Skills-based support.** A lack of skills and qualifications and a need for sector-specific training was highlighted by both clients and stakeholders. Funding has been ring-fenced under NOLB to continue delivery of the Vocational Training Framework, however further grant applications to complement skills training are welcomed. Applicants should demonstrate how their service will support people to progress towards further/higher education to improve their chances of gaining skills and qualifications, or how they themselves will deliver skills-based interventions. The cost of delivering qualifications can be included as eligible costs within your project budget.
- **Local knowledge and links.** Applicants should show us that their organisation is at the heart of the community it serves, be this a geographic community or community of interest. They should be able to demonstrate the links they have to other services in the area, which develops the ability to engage with clients and provide a holistic service to participants. Service design and review should involve not only participants but local stakeholders. A range of delivery methods should also be demonstrated, where appropriate. This can include in-person meetings, both at providers' offices and in locations clients find most convenient/comfortable, as well as support over the phone/online. Clients must live in the City of Edinburgh.
- **Expected Outcomes.** Organisations are expected to support clients to progress along the Strategic Skills Pipeline. As such, expected outcomes include jobs, in-work progressions, further/higher education, re-engagement with education and progressions to other employability provision further along the Pipeline. All job outcomes should seek to ensure clients are being supported into fair work which is also going to be sustainable. Outputs to support clients' progression along the pipeline include training, work placements and volunteering.

How to apply

Capital City Partnership, who are administering the application process on behalf of the City of Edinburgh Council, have recently launched a [new grant application portal](#). All applications must be submitted via the new portal. Applicants should register for the portal as soon as possible. Should there be any issues registering with the portal, please contact contracts@capitalcitypartnership.org.

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.

Grants will be awarded for a maximum of three years. The total budget available for the NEST Grants Programme will be dependent on the annual Scottish Government allocation of funds to local authorities. Applicants are advised to consider sustainability of funding as there can be no certainty of continuation of funding.

The maximum award for each application will be £100,000 per annum in the first year. The current average amount allocated to projects in 2024-25 is c.£63,000, based on a maximum award request of £75,000 during the previous application process.

An additional 3% per annum will be included as an inflationary increase to all successful applicants. For example, if a successful bidder requests £100,000 in year one of delivery, then they will be provided with £103,000 in year two and £106,090 in year three. This will be subject to satisfactory project performance and local authority budget allocation from Scottish Government.

All applications should make reference to the Strategic Skills Pipeline and which part(s) of the pipeline service delivery is targeted towards. Applications should also reference the Edinburgh Pipeline and how any bids would complement, rather than duplicate, existing services such as Blended Employability Service. Partnership bids are welcomed but a lead partner should complete the grant application form.

Capital City Partnership can offer optional feedback on draft applications. Draft applications for discussion must be fully completed and submitted to CCP prior to any meeting, with the deadline for draft applications being Friday 20th September. Feedback on your application will be provided between Monday 23rd September and Friday 27th September 2024.

The deadline for applications is **Noon, Friday 11 October 2024**. Late submissions will not be accepted.

Timeline

- Monday 2 September 2024 – Application process opens
- Friday 20 September 2024 – Deadline for draft applications
- Monday 23 September – Friday 27 September 2024 – Draft application feedback
- Noon Friday 11 October 2024 – Application process closes
- Tuesday 3 December 2024 – recommendations discussed by Housing, Homelessness and Fair Work Committee

What happens next?

Upon submission of your application via the [grants portal](#), an auto-generated acknowledgement email confirming receipt of your application will be sent to you.

A scoring panel made up of members from the Local Employability Partnership will review your application, considering the key criteria outlined in this specification, while following the Scoring and Selection Criteria which is part of the application pack. The scoring panel will then hold a moderation meeting to arrive at a consensus score and to select the most appropriate applications to fit the programme of support Edinburgh's citizens require.

These applications will then be recommended to the City of Edinburgh Council's Housing, Homelessness and Fair Work Committee for approval. If the Committee approve the recommendations, all applicants will be informed of the decision.

If you are unsuccessful:

You will receive an email to let you know you've been unsuccessful. You will also be offered a chance to get feedback to explain why your application has not been successful.

If you are successful:

You will receive an email to let you know you have been successful, and an initial meeting will be set up as soon as possible to discuss your application and any minor changes that may be required. You will then receive an award letter and funding agreement, which will include full details of the award, the terms and conditions of our funding, payment schedule and any specific conditions that need to be met prior to releasing payment.

All funded organisations under NEST will be required to track clients and outcomes via HELIX, our management information system. You will receive training on HELIX, including details of reporting requirements for NOLB funding. We'll also agree how to work together over the course of your funding to maximise the potential of the project, including joined up working with other successful applicants and other key partners.

Once you're ready to start, have signed the funding agreement and returned it with any additional information asked for, the first instalment of your funding will be paid in advance of the first quarter of delivery. This will take place on or after 1 April 2025, when the project is officially set to begin, subject to the annual Scottish Government allocation of NOLB and Tackling Child Poverty funds to local authorities being available.

If you have any questions about making an application, please contact contracts@capitalcitypartnership.org. A number of guidance documents have been provided as part of our application pack to make the process and expectations clear.

Appendix 2 – NEST Grants - Scoring and Selection Criteria

CITY OF EDINBURGH COUNCIL NETWORK OF EMPLOYMENT SUPPORT AND TRAINING (NEST) – 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 Network of Employment Support and Training (NEST) grant applications submitted for funding from April 2025 – March 2028.

Membership of the Assessment Panel is drawn from the Local Employability Partnership.

Each application will be scored independently by members of the scoring panel, with a moderated score being agreed by the full panel.

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 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. 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 *NEST 2025-2028 Grant Specification*.

Following the Assessment Panel scoring process, recommended bidders will be selected and recommended in a report to City of Edinburgh Council's Housing, Homelessness and Fair Work Committee, who have final approval on any spend.

PROJECT SCORING – PROPOSED PROJECT

1. Description of activities or services you propose to deliver

The description should identify specific target group(s) and propose an appropriate programme to move them towards and/or into 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 training is to be delivered, details should be noted and explained further in question B4. 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. Applicants should demonstrate how they've involved potential service users in the design of their programme.

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 particularly in stages 1 and 2; client journey clearly articulated; clear referral arrangements

2. A short summary of your project that will be used externally for marketing purposes (JUfJ website, social media etc) if you are selected for funding

The description should be brief summary of the project, which can be used when marketing the project, for example on the Joined Up for Jobs directory or social media channels. Not scored.

3. Number of years applying for

Please indicate the number of years you would to receive funding for this project. The grants programme is three years and most applicants would be expected to apply for three years funding. Not scored.

4. Grant requests per annum

Please indicate the amount of funding you would like for your project per annum. The maximum grant award is £100,000 per annum, per project. Successful applicants will have a 3% inflationary increase added to this amount each year. Taken into consideration as part of value for money, not scored individually.

5. Relevance to priorities

The application should clearly demonstrate that the proposed project or service addresses the priorities in the NEST 2025-2028 Grant 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

6. 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 has been used and is specific to the client group. In addition, the justification should be consistent with local, regional and national labour market information as appropriate. Your answer should also reflect the extent to which your proposed service enhances rather than duplicates other provision for the client group. 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

7. 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-focused costs and overheads. A coherent justification for cost per client/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

8. Monitoring, evaluation and quality assurance

The application should give evidence of effective monitoring and evaluation systems used by staff to measure the quality and effectiveness of the intervention. These might include:

- Use of monitoring information (including Helix) 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

9. Partnership working

The project should demonstrate genuine, realistic and appropriate partnership working with relevant agencies and service users in the 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

10. 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 should also outline their experience/success of working with the client group in this answer.

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

11. Location/environment

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

- Suitable opening hours

- Hybrid working (use of online support)
- 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
- Delivery other than in person
- Postcodes of areas of delivery if using outreach

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

PROJECT SCORING - TARGETS

This relates to the fit with objectives of the specification, and to the targets and impacts offered by the proposed service for the delivery period. 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). Training outputs should be commensurate with the stage of the strategic skills pipeline the project is being delivered. The number of individuals achieving each outcome/output should be given in the tables and not all outputs/outcomes are required, only those you see as relevant to the service you are delivering. You will find the definitions of outcomes in the CCP Grant Management Guide 2024 – 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

Appendix 3 – NEST Grant Applications Recommended for Funding

Organisation	Project	Client Group	Grant Request 2025-26	Grant Request 2026-27	Grant Request 2027-28	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Access to Industry	EdinMe	Youth	£100,000.00	£103,000.00	£106,090.00	Citywide	Yes	Stage 1-4	Yes	NEST
Project Description	EdinMe is a service for people aged 16-24 (25 if care experienced) with mental health wellbeing issues (diagnosed or undiagnosed) which are affecting progression towards sustained education or employment. YP referred may also have issues around the misuse of substances/alcohol; criminal justice; neurodivergences; and/or be part of LGBTQI+ communities.									
Access to Industry	Access Data	Adult/ Parents	£100,000.00	£103,000.00	£106,090.00	Citywide	Yes	Stage 1-4	Yes	NEST/PESF
Project Description	Access Data supports individuals in gaining knowledge and skills related to the world of data – preparing them for the demands of the contemporary job market. Tailored to individual needs, the project is made those with no previous experience in data, or someone who already possesses a little knowledge and skills. It will also support people with very little digital skills									
Barnardo's Works	Step 2 Work	Youth	£82,775.00	£85,258.25	£87,816.00	Citywide	Yes	Stage 2	Yes	NEST
Project Description	Step2Work is a 13-week employability programme for Young People to explore different career options, gain practical work experience and achieve a vocational qualification. Delivered 3-days a week, young people will meet other young People and participate in a range of activities.									
Barnardo's Works	Bright Family Futures	Ethnic Minority/ Parents	£76,986.00	£79,295.58	£81,674.45	Citywide	Yes	Stage 3	Yes	PESF
Project Description	Bright Family Futures (BFF) is an employability programme for New Scots Parents looking to move into work, education or training; or for those in work, a move to a better job. Through a combination of 1:1 support, group sessions & activities, Parents will receive support tailored to their needs, offering flexibility around care responsibilities.									

Organisation	Project	Client Group	Grant Request 2025-26	Grant Request 2026-27	Grant Request 2027-28	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
CHAI (Community Help & Advice Initiative)	Advice Worker Ethnic Minority Families	Ethnic Minority/ Parents	£34,973.00	£36,022.19	£37,102.86	Citywide	Yes	Stage 1-2	Yes	PESF
Project Description	CHAI's Ethnically Diverse Families Advice project offers personalised, holistic support to families from ethnically diverse backgrounds who are unemployed or struggling with in-work poverty. With a focus on early intervention, our Adviser provides expert guidance on benefits, housing, and money management, helping families maximise their income and make informed decisions about their employment options.									
Citadel Youth Centre	Futureheads	Youth	£55,848.00	£57,523.44	£59,249.14	North East/West	Yes	Stage 2	Yes	NEST
Project Description	The Futureheads Employability project supports young people aged 15 – 24 into employment, education and training. Our weekly Careers Café helps unemployed young people and school leavers with job searches, college applications, CV writing and interview preparation. Young people can also boost their CVs through accredited learning, including the SCQF4/5 Preparation for Employment award.									
Cyrenians	Foundations to Employment	Adult	£100,000.00	£103,000.00	£106,090.00	Citywide	Yes	Stage 1-2	Yes	NEST
Project Description	Cyrenians' Foundations to Employment has been delivering an innovative and bespoke employability service to those furthest from employment across the city for the last nine years. Caseworkers have extensive expertise in the management of multiple and complex needs and deliver via an outreach model.									
Cyrenians	Key to College	Youth	£100,000.00	£103,000.00	£106,090.00	Citywide	Yes	Stage 1-2	Yes	NEST
Project Description	Key to College (KTC) offers an outreach keywork service to assist school leaving college applicants through the entire college process. This includes guidance on courses, applications, college visits, interview prep, self-enrolment and setting up student account.									
Cyrenians	Key to Potential	Youth	£100,000.00	£103,000.00	£106,090.00	Citywide	Yes	Stage 1	Yes	NEST
Project Description	Key to Potential is a careers outreach keywork service. It takes referrals for young people leaving school at 16 who have had limited careers support due to disrupted education or long-term non-attendance. This stage 1 provision offers home visiting support to reach families and young people who would be missing from post-school provision to help them move onto suitable positive destinations.									

Organisation	Project	Client Group	Grant Request 2025-26	Grant Request 2026-27	Grant Request 2027-28	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Deaf Action	Employability Support for Deaf People	Adult	£67,520.00	£69,545.60	£71,631.97	Citywide	Yes	Stage 1-5	No	N/A
Project Description	Deaf Action will deliver an Employability Support programme for deaf people living in Edinburgh who are unemployed, or who are employed and seeking to further their career. The employment barriers faced by deaf people are vast and include lack of skills and qualifications; language and access challenges; and inadequate workplace support.									
Edinburgh College	Edinburgh College PESF Boost	Parents	£66,216.00	£68,202.48	£70,248.55	Citywide	No	Stage 2-3	No	N/A
Project Description	Edinburgh College will deliver a range of courses aimed at parents as a gentle introduction to the college as a means to starting to explore other educational and employment opportunities.									
Linknet	Mentoring and Training for Employment & Education	Ethnic Minority	£90,000.00	£92,700.00	£95,481.00	Citywide	No	Stage 1-5	Yes	NEST
Project Description	LINKnet's Mentoring and Training for Employment and Education project is established to help increasing the number of minority ethnic people in employment and education. Support is provided to minority ethnic people including refugees and asylum seekers over the age of 18 through a one-to-one mentoring programme delivered by experienced and trained mentors.									
Low Income Families Together (LIFT)	First Steps to Employment	Parents	£58,648.00	£60,407.44	£62,219.66	North West	Yes	Stage 1-3	Yes	PESF
Project Description	LIFT@ Muirhouse Millennium Centre offers "First Steps to Employment" support, through group sessions, workshops and one – one support. Support is aimed at providing people with new skills, increasing mental wellbeing and becoming job ready by setting realistic employment goals and develop achievable action plans.									
Multi-cultural Family Base	Multi-Cultural Family Base Pathways to Success	Ethnic Minority/ Parents	£75,000.00	£77,250.00	£79,567.50	North East	No	Stage 1-4	No	N/A
Project Description	"Pathways to Success" supports ethnic minorities, parents, and young people in Edinburgh facing barriers to employment such as language proficiency, lack of qualifications, childcare needs, and mental health challenges. Delivered by the Multi-Cultural Family Base, the program will offer a tailored services including employability workshops, sector-specific training, childcare support, and mental health resources.									

Organisation	Project	Client Group	Grant Request 2025-26	Grant Request 2026-27	Grant Request 2027-28	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
One Parent Families Scotland	OPFS Employability Support Service	Parents	£81,307.00	£83,746.21	£86,258.60	City Wide	Yes	Stage 1-5	No	N/A
Project Description	OPFS Edinburgh is dedicated to helping single parents achieve sustainable employment and improve their overall well-being. Our person-centred, six-Week Empowerment to Employment Programme, helps parents build skills in job search strategies, financial planning, and growth mindset, with 1:1 support from our dedicated Employability Workers.									
One Parent Families Scotland	OPFS Childcare Connector Project	Parents	£79,503.00	£81,888.09	£84,344.73	City Wide	Yes	Stage 1-5	Yes	PESF
Project Description	OPFS Childcare Connector provides essential support to single parents in Edinburgh, helping them navigate the complexities of childcare and secure the necessary arrangements to pursue education, employment, or volunteering. We offer personalised guidance, funding assistance, and ongoing support to ensure parents have the resources they need to succeed.									
Passion4fusion	Ubuntu Connections Service	Ethnic Minority/ Parents	£75,503.00	£77,768.09	£80,101.13	City Wide	Yes	Stage 1-5	Yes	PESF
Project Description	UCS is designed to support families from African/BME communities. Being led by lived experience, P4F work with cultural sensitivity. The families supported typically have migrant status, with no recourse to public funds. Many have fled conflict and are traumatised. They face significant barriers, including racial discrimination.									
Rural & Urban Training Scheme	RUTS into Industry Employability Programme	Youth	£84,897.00	£87,443.91	£90,067.23	City Wide	Yes	Stage 1-4	Yes	NEST
Project Description	RUTS support young people aged 16-24 who face barriers to employment. Offers individual/group support to help gain industry-recognised qualifications and achieve goals. Equips young people with skills, qualifications and supports their overall well-being and readiness for the job market.									
Space At The Broomhouse Hub	Planning Futures For People	Adult/ Parents	£92,155.00	£94,919.65	£97,767.24	South West	Yes	Stage 1-5	Yes	PESF
Project Description	PFFP is a comprehensive employability service, designed to help individuals develop skills and confidence to secure better jobs and support their families. Client groups include minority ethnic groups, parents, over 50s, young people 16-24 and those with long-term health conditions. The holistic approach addresses common barriers such as low confidence, childcare needs, and mental health issues.									

Organisation	Project	Client Group	Grant Request 2025-26	Grant Request 2026-27	Grant Request 2027-28	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Space At The Broomhouse Hub	ESOL into Work with Space	Ethnic Minority/ Parents	£73,945.00	£76,163.35	£78,448.25	South West	Yes	Stage 1-5	Yes	UKSPF Multiply
Project Description	ESOL Into Work offers a comprehensive, personalised English language and employability programme in South West Edinburgh, designed to empower minority ethnic groups and those experiencing in-work poverty. The service is designed for anyone looking to enter the job market or advance their career into a higher paying position through improved language skills.									
Stepping Stones North Edinburgh	Stepping Stones	Parents	£48,846.00	£50,311.38	£51,820.72	North West	Yes	Stage 1-3	No	PESF
Project Description	Stepping Stones offers parents in North Edinburgh the opportunity to engage with learning opportunities, explore their aspirations and goals. Stepping Stones will support parents to increase their confidence, complete courses/learning opportunities and connect parents with opportunities which can further their progression towards higher education and meaningful employment.									
Stuc/edinburgh Tuc Support@work	Edinburgh TUC Support@Work	Adult	£78,700.00	£81,061.00	£83,492.83	Citywide	Yes	Stage 5	Yes	NEST
Project Description	Support@Work (S@W) is an employment rights and responsibilities project linked to Edinburgh Trade Union Council. S@W provides case work support and representation on employment rights to workers/employability service users being supported by health professionals, employability/employment advisers within Edinburgh.									
The Welcoming Assocation	BRIDGES TO SUCCESS	Ethnic Minority	£87,830.00	£90,464.90	£93,178.85	Citywide	Yes	Stage 1-5	Yes	PESF
Project Description	The Welcoming Associations BRIDGES TO SUCCESS project supports New Scots, specifically asylum seekers, refugees, and migrants in Edinburgh. The project will tackle barriers such as language skills, lack of work experience, and social isolation through tailored ESOL classes, employment mentoring, and cultural orientation.									
Volunteer Edinburgh	Voluntary Work Coach	Adult	£86,043.00	£88,624.29	£91,283.02	Citywide	Yes	Stage 2-4	Yes	NEST
Project Description	VWC supports people to get involved in volunteer roles that help them progress towards employment or improve their options if already in work. The service develops an individual's unique skills, experience and aims, and delivered through one-to-one coaching or small groupwork, helps people find the volunteer role that is right for them and support them to address any barriers that stand in their way.									
Total			£1,896,695.00	£1,953,595.85	£2,012,203.73					

Appendix 3 Cont'd

Recommended NEST Grants to Stage 1 Providers for delivery of Parental Employability Support.

Organisation	Project	Client Group	Grant Award 2025-26	School Cluster Areas Supported	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Access to Industry	Moving Forward for Parents - City Centre and West	Parents	£100,000.00	Gorgie Mills; James Gillespie's; St Thomas Aquin's; Tynecastle; Boroughmuir; Craigmount; Forrester; St Augustine's	Yes	Stage 1	Yes	PESF
Barnardo's Works	Moving Forward for Parents - North West	Parents	£50,000.00	Craigroyston; Queensferry; Royal High School	Yes	Stage 1	Yes	PESF
Citadel Youth Centre	Moving Forward for Parents - North East (Leith)	Parents	£50,000.00	Leith; Trinity; Drummond; Broughton; Pilrig Park	Yes	Stage 1	Yes	PESF
Cyrenians	Moving Forward for Parents - East	Parents	£50,000.00	Castlebrae; Portobello; Holyrood	Yes	Stage 1	Yes	PESF
Triage	Moving Forward for Parents - South West	Parents	£50,000.00	Firhill; WHEC; Currie; Woodlands; Balerno	Yes	Stage 1	Yes	PESF
Wheatley Foundation	Moving Forward for Parents - South	Parents	£50,000.00	Gracemount; Liberton; Howdenhall; Kaimes	Yes	Stage 1	Yes	PESF
		Total	£350,000.00					

Appendix 4 – NEST Grant Applications Not Recommended for Funding.

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Action For Children	YouthBuild	Youth	£99,541.00	South East	Yes	Stage 3-4	Yes	NEST
Project Description	YouthBuild is a 7-week programme for young people (YP) aged 16-24 interested in construction who face barriers to entering employment. We offer personal development, vocational training and work experience for YP to develop essential skills/qualities for the construction sector e.g. teamwork, communication, employability skills, accreditation.							
Action For Children	NextGen	Youth	£77,221.00	South East	Yes	Stage 2-3	No	N/A
Project Description	NextGen Edinburgh is a 5-week programme focusing on working with young people aged 16-24 who are furthest away from the job market and would benefit from a programme focused on life skills, removing barriers, increasing employability skills and identifying employability goals and next steps.							
Action For Children	AfC Hospitality	Youth	£72,192.00	South East	Yes	Stage 2-3	No	N/A
Project Description	AFC HOSPITALITY EDINBURGH: This 5-week Hospitality programme focuses on training young people aged 16-24 who face a range of barriers preventing them entering and sustaining employment. The programme is aimed at those interested in a career within hospitality and will develop/improve skills & qualities such as social skills, teamwork, communication, employability skills and more.							
Apex Scotland	Empowering	Adult	£61,665.44	City Wide	Yes	Stage 1-2	No	N/A
Project Description	Apex Scotland, in conjunction with Wheatley Foundation, will offer clients tailored guidance about convictions and how they relate to training, volunteering, education and employment, as well as income maximisation, budgeting, tenancy skills and personal development.							
Barnardo's Works	Barnardo's Best	Youth	£99,866.00	City Wide	Yes	Stage 1	Yes	UKSPF
Project Description	Barnardo's Best provides tailored and flexible support for Young People (YP) who are furthest from the labour market & face challenges/barriers to moving into work, training or education. Working with a Barnardo's Project Worker (PW), we will work through problems & issues; explore career options & provide practical support.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Barnardo's Works	Pride & Progress	Youth	£15,823.00	City Wide	Yes	Stage 3	No	N/A
Project Description	Pride & Progress is a 12-week employability programme for LGBTQI+ young people (16-24) designed to help them overcome identity-related barriers like workplace discrimination, hostile environments & family rejection. Running one day per week, it builds confidence, assertiveness & workplace skills through rights awareness, peer support and mental health support, allowing them to be their authentic selves.							
Carers Scotland	Making Work Work - for Edinburgh Carers	Adult	£94,771.00	City Wide	No	Stage 3-5	No	N/A
Project Description	Carers Scotland and the Challenges Group offer Making Work Work – for Edinburgh Carers. Informed by detailed research into carers' employability and employment, this new programme supports carers to enter or sustain fair work, commensurate which works around their caring commitments.							
Cemvo Scotland	Empower through Employment	Ethnic Minority	£80,000.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	Empower through Employment supports ethnic minority individuals between the ages of 25-55 gain employability skills or attain successful employment. 12 months, one to one, bespoke support will help set life and employment goals, increase confidence and ability to identify what's right for clients.							
CHAI (Community Help & Advice Initiative)	Employability Development Worker	Adult	£37,095.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	CHAI's Employability Development Worker supports individuals and families facing barriers to employment, such as mental health challenges, disabilities, and those from priority family groups. Our tailored services include CV writing, interview preparation, job search skills, digital literacy, and confidence-building workshops.							
Community Enterprise Ltd	North West Edinburgh Enterprise Support	Ethnic Minority	£71,267.00	North West	Yes	Stage 1	No	N/A
Project Description	The programme adopts a case work approach, offering holistic support and integrating with services from our partner, Community Renewal, which is embedded in the community. We offer personalized guidance, including business planning, market research, and financial management. Workshops and training sessions will build essential skills like marketing, customer service, and digital literacy.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Community Renewal Trust	Transformational Casework in Muithouse/West Pilton	Adult	£50,142.00	North East	Yes	Stage 1	No	N/A
Project Description	Community Renewal Trust will offer holistic, integrated support around resilience, health and employment, for individuals living near Muirhouse (or wider deprived neighbourhoods in NW Edinburgh). This is for economically inactive people with complex health needs or who experience discrimination in the labour market due to being from ethnic minority.							
Community Renewal Trust	Transformational Casework in Hyvots Neighbourhood	Adult	£38,137.00	South East	Yes	Stage 1	No	N/A
Project Description	Community Renewal Trust will offer innovative holistic, integrated support in employment, community integration, and mental health for vulnerable individuals living in the Hyvots neighbourhood (South East Edinburgh). We will provide skill building, general advice, financial management advice, links to community services, and health/mental health resilience and self-management support.							
Direct Partners	Pathways to Employment	Adult	£76,000.00	City Wide	No	Stage 3	No	N/A
Project Description	We are on a mission to help you access fair employment, eliminate in-work poverty and help individuals build better lives for themselves and their families. Whether you're aged 16+, 50+, or facing barriers such as disabilities, mental health challenges, or ASN, our programmes are designed to meet your needs.							
Dynamic Community Fusion Cic	Managing Mental Wellbeing	Adult	£100,000.00	City Wide	Yes	Stage 1-2	No	N/A
Project Description	Dynamic Community Fusion CIC are working with people across the City of Edinburgh who wish to pursue employment, training, education or volunteering opportunities, but who are held back by their day-to-day struggles with their mental wellbeing. Health and Wellbeing Advisers deliver intensive support via 1:1 and small group sessions, tailored to individual needs.							
Edible Estates	Lend A Hand	Adult	£72,435.00	City Wide	Yes	Stage 1-3	Yes	UKSPF
Project Description	Lend A Hand offers outdoor training and hands-on work experience for long-term unemployed people aged 50+, supporting people to learn new skills that help them move towards employment. Participants gain horticulture, construction and landscaping skills, and contribute to developing community gardens across Edinburgh for the benefit of their local community.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Edible Estates	Growing Youth	Youth	£40,725.00	City Wide	Yes	Stage 1-3	Yes	UKSPF
Project Description	Edible Estates' Growing Youth programme empowers young people (16-25) with barriers to education or employment through vocational training, hands-on work experience and accredited qualifications in horticulture, construction, and landscaping. Through outdoor learning and hands-on experience, participants help build and maintain community gardens in Edinburgh's most deprived areas.							
Edinburgh College	Edinburgh College CARE	Adult	£62,104.00	City Wide	No	Stage 3-4	No	N/A
Project Description	Edinburgh College will deliver a range of courses for those interested in a career in Health & Social Care or Childhood Practice. The courses are Get Into Social Care, Introduction to Childhood Practice and Supporting Children with Additional Support Needs. These engaging and interactive courses are a mixture of online and face to face learning from our award winning facilities on Campuses across Edinburgh.							
Edinburgh Women's Aid (Ewa)	Peer Support Volunteer Training and Development	Adult	£45,000.00	City Wide	Yes	Stage 3	Yes	UKSPF
Project Description	In partnership with City of Edinburgh Council Domestic Abuse and Shakti Women's Aid, our goal is to provide training and skills development to build a peer support volunteer training programme that will allow women who have experienced domestic abuse to support each other towards building lives free from abuse within a safe and supporting community.							
Enable Scotland (Leading The Way)	Progress for Parents	Parents	£99,351.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	Progress for Parents supports disabled parents and/or those with disabled children to progress into sustainable, fairly paid, high-quality employment. Offering 1-2-1 support to improve their health and wellbeing, tackling the unique challenges experienced due to disability, parents will have the opportunity to achieve SQA accredited qualifications as well as a chance to explore volunteering/work placements.							
Forth Sector	FORTAG	Adult	£90,598.00	City Wide	Yes	Stage 2-5	No	N/A
Project Description	The aim of the FORTAG project is to promote financial wellbeing and increase employability rates amongst migrants with disabilities or long-term health conditions from the Indian Subcontinent and their families. The project will primarily focus on, but not be restricted to, women in the target group, supporting them into sustainable good quality jobs and helping to tackle in work poverty.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Four Square	Spring Board Employability Project	Youth	£100,000.00	City Wide	Yes	Stage 1-5	Yes	NEST
Project Description	Four Square's Springboard programme is an employability programme for young people aged 16 to 25. In 2024/25 we refocused the programme from a course-based approach, to a bespoke approach that is person centred. Each participant gets 1-2-1 support from our team who will work with them over 12 months to help them engage in meaningful activities, volunteering, learning and employment.							
Francis-hartwell Limited T/a Pathway2wellbeing	Pathways to Progress	Adult	£75,000.00	City Wide	No	Stage 1-3	No	N/A
Project Description	The "Pathways to Progress" project is a collaboration between The Early Years Hub and Pathway2Wellbeing, combining 36+ years of expertise in Early Years, Health and Social Care, Mental Health, and Wellbeing. This project provides tailored training to individuals from ethnic minorities in securing employment, enhancing personal wellbeing, and contributing to their communities.							
Generation: You Employed, Uk	Supporting learners to thrive in Tech & Green jobs	Youth	£97,500.00	City Wide	No	Stage 1-5	No	N/A
Project Description	Generation is delivering bootcamps in Edinburgh to help people from ethnic minorities facing employment barriers/in inwork poverty secure life-changing jobs in the Green and Tech sectors. Bootcamps have been co-designed with employers to equip learners without previous sector experience or education with all the technical skills, behaviours and mindsets to support them secure their first job in the target roles.							
Gtg Training	Introduction to Mechanics	Adult	£33,696.00	City Wide	No	Stage 3-5	No	N/A
Project Description	This 12 day course is designed to introduce people to the mechanics industry through taster sessions while also them gain an industry recognised certification. It aims to provide candidates with workshop experience to spark their passion for mechanic roles and guide them towards a modern apprenticeship in the motor vehicle industry.							
Hgv Training Services Limited (Hgv)	HGVC Transport and Logistics Driver Academy	Adult	£100,000.00	City Wide	No	Stage 1-5	No	N/A
Project Description	Our project will provide specialised HGV driver training for individuals in Edinburgh who are seeking sustainable employment within the Transport/Logistics sector. Focus is on underrepresented groups such as ethnic minorities, individuals over 50, and those with disabilities or health issues. Participants will gain the necessary skills and qualifications, including a CAT C HGV licence, to progress into employment.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Impact Arts	Creative Employability Hub	Youth	£85,000.00	City Wide	Yes	Stage 1-3	Yes	NEST
Project Description	Impact Arts' Creative Employability Hub in Edinburgh is delivered 4 days per week in the city centre, aimed at unemployed young people from disadvantaged communities who have struggled with formal learning environments and/or mainstream services. Through the hub we will deliver two different programmes throughout the year, providing participatory arts activities in a range of different disciplines.							
Impact Arts	Impactful Parents	Parents	£80,000.00	City Wide	Yes	Stage 1-2	No	N/A
Project Description	Impactful Parents is a fun, non-traditional employability programme for unemployed parents, embedding creativity into planned activities, with an emphasis on using art to improve parents' health and wellbeing as well as enabling parents to gain transferrable employability skills and enhance their personal development. Through the project we provide participatory arts activities of a range of different disciplines.							
Into Work	Inclusion Works	Youth	£75,896.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	Into Work's Inclusion Works! Is a stage 1-3 pipeline service for disabled and neurodivergent young people aged 16-24 across Edinburgh who require intensive support. With a combination of in-depth one-to-one key worker engagement and groupwork sessions.							
Into Work	Income Maximisation - Workshops and 1:1 Service	Parents	£68,722.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	Into Work are delivering Income Maximisation peer group workshops to parents living with poverty and in-work poverty, facing barriers to fair and sustainable work who are supported by family or other support agencies. Workshops focus on increasing household income, understanding financial entitlement, better off in work calculations and identifying eligible financial gains.							
Linkliving Ltd	Step On	Youth	£58,650.00	North East	Yes	Stage 1-2	No	N/A
Project Description	Step On is an early intervention programme providing YP furthest away from employment with the skills necessary to enter and sustain employment, to become valued members of the workforce in the future. This personal development and employability programme for 16-24 year olds provides YP opportunities to work on self-development, improve mental health and wellbeing and gain employability skills.							
Linknet	Diverse Recruitment Consultancy (DRC)	Ethnic Minority	£38,500.00	City Wide	No	Stage 1-5	No	N/A
Project Description	Diverse Recruitment Consultancy (DRC) is a new recruitment agency, for minority ethnic candidates. The DRC aims to fill a market gap, a specialised recruitment agency focusing exclusively on minority ethnic candidates, by offering personalised recruitment service in collaboration with employers. DRC fosters strong partnerships with clients (employers) and candidates (job seekers).							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Move On Scotland	MO NEA Employability Application	Youth	£76,480.00	North West	Yes	Stage 1-3	No	N/A
Project Description	NEA will offer clients individualised tailored support to build confidence and increase employability skills to assist clients on their journey back into work. Every client will work with a key worker who will be their one point of contact. Services provided will be a one-to-one intensive support approach, where every client will develop a tailored learning plan to identify and address their individual support and training needs.							
Networking Key Services Limited (Nks)	Upskilling & Prosperity pathways for South Asians	Ethnic Minority	£75,142.00	City Wide	Yes	Stage 1-5	Yes	UKSPF
Project Description	The project aims to reduce employability barriers for South Asians in Edinburgh by providing clear pathways from education to employment. It focuses on delivering fair and equal access to job opportunities while addressing the root causes of unemployment, including socio-economic disadvantages, health inequalities, discrimination, and social exclusion.							
Saheliya	Saheliya Childcare Employability	Ethnic Minority	£49,248.00	City Wide	Yes	Stage 1-5	Yes	PESF
Project Description	Saheliya's specialist childcare employability progression pathway for racialised women furthest from the job market due to mental health problems caused or compounded by gendered abuses, and who are unable to access mainstream routes, devised, developed, and delivered to overcome the specific and additional needs of our service user group.							
Social Bite	Jobs First	Adult	£63,247.00	City Wide	Yes	Stage 4-5	No	N/A
Project Description	Jobs First provides real jobs with development opportunities alongside extensive, person-centred support, to break down the barriers people with a background of homelessness face on their route to employment. It also provides comprehensive training to employers to create workplaces where a person affected by homelessness is able to thrive and to enable long-term cultural change within their organisations.							
Space At The Broomhouse Hub	Get Into Hospitality - Space	Adult	£76,531.00	South West	Yes	Stage 2-5	Yes	NEST
Project Description	Get Into Hospitality helps people transform a love of food into a rewarding career. Get Into Hospitality is a dynamic 10-week programme designed to launch a career in the vibrant hospitality industry. Whether that be a kitchen porter, driver, catering assistant, cook, or barista, we provide the skills & support to succeed.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Stemran Limited	Get the right SQA Qualification now.	Adult	£100,000.00	City Wide	No	Stage 1-5	No	N/A
Project Description	STEMRAN limited offers Educational teaching and tutoring services inform of targeted intervention which support people with no or low educational qualification to overcome barriers to job, further education and training by providing SQA courses such as Maths, Numeracy, ESOL, personal Finance, Money management and Applications of Maths.							
Stemran Limited	Workshops for BAME group	Ethnic Minority	£100,000.00	City Wide	No	Stage 1-5	No	N/A
Project Description	STEMRAN limited offers workshops for ethnic minority group on living, working and schooling in Scotland, We want you to understand the educational and curriculum system. We would also help in qualification conversion service by comparing the qualifications from your country to UK standard, which would then enable us to make a Professional judgment on the type of job, further Education and training to apply for.							
Street League	Connected	Youth	£99,693.00	South West	Yes	Stage 3	No	N/A
Project Description	Street League's Academy will support participants aged 16-24 who are not in employment, education or training and who face personal barriers to employment to improve their physical health and wellbeing and move towards and into work. Our sector-based Academy Programmes will equip individuals with the confidence, motivation, essential skills and qualifications needed to succeed in the world of work.							
The Challenges Group	Making Work Work for Edinburgh Women	Adult/Parents	£100,000.00	City Wide	No	Stage 3-5	Yes	UKSPF
Project Description	Making Work Work is a peer-led skills refresher programme which facilitates the building of the skills, confidence and networks essential for women returners to find or create work commensurate with their skills, ambitions and potential. We work with women who have taken a career break of 6+ months and have management experience or aspirations.							
The Challenges Group	LEAP (Learning, Employability and Purpose)	Adult	£79,000.00	City Wide	No	Stage 3-5	No	N/A
Project Description	LEAP (Learning, Employability and Purpose) is tailored to support women in Edinburgh on their journey back into the workforce. The programme offers short-term pro bono placements in some fantastic social enterprises and charities, providing a unique chance to update and apply skills in a meaningful way while driving social and environmental impact.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
The Challenges Group	Making Work Work - for Women in Data	Adult/Parents	£68,888.00	City Wide	No	Stage 3-5	No	N/A
Project Description	The Women in Digital & Data Innovation programme is a SQA accredited college course tailored to accommodate women's busy work and life schedules enabling them to reskill and upskill in data analysis and their presentation using industry-standard software like PowerBI.							
The Datakirk	EdinburghWrapMeAround (EWMA)	Ethnic Minority	£88,500.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	EWMA is a comprehensive, multi-stage employability pipeline support initiative, specifically designed to empower minority ethnic families, particularly those with migratory and low-socioeconomic backgrounds. This holistic programme delivers tailored career coaching, skills development, mentorship, and wraparound support, including immigration advisory services provided by ACL.							
The Prince's Trust	The Prince's Trust: Pathways to Employment	Youth	£120,400.00	City Wide	Yes	Stage 3-4	Yes	UKSPF
Project Description	The Prince's Trust will support unemployed/inactive young people, aged 16-30, from across Edinburgh City, to develop the skills and confidence needed to learn, earn and reach a positive destination. We will engage with vulnerable young people through our Get into programme, supporting them into positive destinations, including sustainable jobs.							
The Root Of It Ltd	The Root Of It	Adult	£70,000.00	City Wide	Yes	Stage 1-5	No	N/A
Project Description	The Root of It will provide a two-week intensive course designed to help you recognise and overcome the barriers stopping you landing your target role. Confidence or anxiety limiting your job hunt? This short course provides support from a trained mentor to help overcome the barriers holding you back so you can find your desired role.							
Triage Central Limited	Connected Parents	Parents	£100,000.00	South West	Yes	Stage 1-5	No	N/A
Project Description	Triage are delivering our tried and tested Connected Parents programme, enabling parents within priority groups in South West Edinburgh to overcome barriers and pursue employment or other positive destinations with confidence.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Triage Central Limited	Steps to Your Goal	Adult	£100,000.00	South West	Yes	Stage 1-5	No	N/A
Project Description	Dedicated support and employability skills for unemployed people aged 50+ in South West Edinburgh. 'Steps to Your Goal' is tailored, person-centred support designed to overcome barriers to accessing employment and/or training by increasing confidence and wellbeing, providing employability skills, practical support for money management, digital skills and identifying transferable skills and interests.							
Triage Central Limited	SW Edinburgh Supported Employment	Adult	£100,000.00	South West	Yes	Stage 1-5	No	N/A
Project Description	Triage are delivering a 5-stage supported employment model aimed at SW Edinburgh residents with disabilities and long-term health conditions who wish to pursue a supported pathway to employment. Our Key Worker and Job Coach will work closely alongside each participant to explore their strengths, interests and work ambitions and proactively engage with employers to match participants to rewarding jobs.							
Volunteering Matters (Head Office)	Parent Connect Edinburgh	Ethnic Minority/Parents	£96,464.00	City Wide	Yes	Stage 1-5	Yes	PESF
Project Description	Parent Connect is a free Employability support programme for Edinburgh parents. Support can include help to work towards future goals, getting back into work, accessing training courses, opportunities for volunteering or work placements, developing English skills, job searching, creating a CV, interview preparation and much more, all enabling parents to become "work ready".							
Volunteering Matters (Head Office)	Equip! Edinburgh	Adult /Parents	£82,798.00	City Wide	Yes	Stage 1-5	Yes	PESF
Project Description	Equip! is a free Employability support programme for people aged 16+ living in Edinburgh. The service supports people who have barriers to achieving their full potential including people with Additional Support Needs, disabilities, health issues, New Scots Refugees/Asylum Seekers, people with experience of the care system, or with criminal convictions.							
Wheatley Foundation Limited	Revive Edinburgh	Youth	£66,640.00	City Wide	Yes	Stage 1-2	No	N/A
Project Description	Revive is Making Homes and Lives Better by providing tailored support for victims of domestic abuse by helping them to move to a safe home with their families. Our service will provide a bespoke package of holistic support to help people needing to escape abuse resettle in a new community, develop and learn new skills and work towards economic resilience.							

Organisation	Project	Client Group	Grant Request Per Annum	Delivery Location	Outreach	Strategic Skills Pipeline Stage	Currently Funded	Current Funding
Workingrite	WorkingRite - Pioneers	Youth	£60,186.20	City Wide	Yes	Stage 1-4	No	N/A
Project Description	The WorkingRite Work Placement programme is a flexible, relationship focussed employability programme. We include a supported induction period of, on average, 2-4 weeks preparing for the step into the workplace. Participants will complete an accredited SQA qualification (SCQF level 4 Employability Award & SCQF Level 4 Work Placement Award).							
		Total	£3,970,114.64					