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<b>Report To:</b>	<b>Environment &amp; Regeneration Committee</b>	<b>Date:</b>	<b>3<sup>rd</sup> September 2015</b>
<b>Report By:</b>	<b>Corporate Director – Environment, Regeneration &amp; Resources</b>	<b>Report No:</b>	<b>E+R/15/09/07/SJ/SL</b>
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<b>Subject:</b>	<b>Employability Pipeline</b>		

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## 1.0 PURPOSE

- 1.1 The purpose of this report is to provide Committee with a description of services provided by the Council's Employability Pipeline and an update on the Creating A Fairer Scotland: Employability Support consultation.

## 2.0 SUMMARY

- 2.1 Inverclyde Council, through its employability pipeline, provides a range of employability activities within Inverclyde. The activity is primarily funded by the Council with additional finance secured through European, UK and Scottish Governments.
- 2.2 Services are provided annually to over 1500 local unemployed or low paid residents of all ages, with a view to giving them the skills required to achieve and retain employment.
- 2.3 From April 2017, employment support services in Scotland will change with new powers for Scottish Government and partners. This means the current UK employment services support in the shape of the National Work Programme and Work Choices will be replaced by a Scottish programme to support unemployed and disabled people in their efforts to secure employment and training. On 6<sup>th</sup> July 2015, the Cabinet Secretary for Fair Work, Skills and Training, on behalf of Scottish Government, issued a document entitled "Creating A Fairer Scotland, Employability Support: A Discussion Paper".
- 2.4 The information has been shared with Officers of the Inverclyde Regeneration and Employability Group, which will subsequently be reported at the Inverclyde Alliance Board. Additional consultation will take place across Inverclyde with relevant community and practitioners networks including both employers and clients of employability services and a response will be submitted.

## 3.0 RECOMMENDATIONS

- 3.1 That Committee note the activities of the Employability Pipeline.
- 3.2 That Committee grant delegated authority to the Corporate Director - Environment, Regeneration and Resources to prepare a response on the Creating A Fairer Scotland: Employability Support consultation to the Scottish Government by 9<sup>th</sup> October.

## 4.0 BACKGROUND

- 4.1 Tackling unemployment is a key objective of Government at all levels and is a key aim for Inverclyde – as evidenced in national economic strategies and the Inverclyde Single Outcome Agreement.
- 4.2 The U.K. Government has delivered employability support through the Department of Work and Pensions with its clients being supported by Jobcentre Plus.
- 4.3 In addition, the UK Government procures additional support for the long term unemployed and disabled jobseekers through the delivery of the National Work Programme and associated activity of the Work Choice programme. In Scotland this activity is delivered by Working Links and Ingeus - early evaluation of the National Work Programme has not been positive. Skills Development Scotland participate in the suite of available products and administer the Modern Apprenticeship Programme and the Employability Fund.
- 4.4 Regeneration and Planning are the lead Council services in the delivery and procurement of a range of employability activity within Inverclyde. The activity is primarily funded by the Council although additional finance is secured through European, UK and Scottish Governments. A range of organisations and partners deliver targeted interventions, on behalf of the Council, for both clients and employers which seek to reduce unemployment, increase employment opportunities, improve skills in the workforce and tackle some of the deep rooted barriers to employment which individuals and families in Inverclyde face.
- 4.5 Services are provided annually to over 1500 local unemployed or low paid residents of all ages, with support including advice, guidance, support with applications and preparation for interviews – every step required to achieve and retain employment.
- 4.6 Young people – benefit from training, Modern Apprenticeships, future jobs, wage incentives and employability support.
- 4.7 Graduates – benefit locally from graduate programme providing paid work experience and securing jobs with employers.
- 4.8 Disabled people – people on long term incapacity benefits receive condition management, job coaching and specialist support. Current activity includes new opportunities for people with a learning disability, young people on the autistic spectrum and involves securing good employment opportunities with good employers.
- 4.9 Lone Parents – support is provided with training, childcare and getting back into the workplace. For example, sometimes a key element within the family is identifying that work pays and the household will be better off.
- 4.10 Short Term unemployed – often local unemployed people just need a short, sharp intervention so that they do not become long term unemployed. This intervention may include renewed certificates, specific training, obtaining equipment or just help in finding the right job.
- 4.11 Long Term unemployed – some clients have been unemployed for many years and require a greater degree of support including training and work experience. But for this cohort in particular there is often a requirement for specialist support, for example, people recovering from addictions requiring addiction management support.
- 4.12 People made redundant – the process of being made redundant is an extremely challenging time for individuals and for families. Inverclyde Council and partners are a key element of support to these people through PACE, providing on site workshops, links to employers and support with applications.
- 4.13 The services which the Council provides are reviewed on a regular basis to ensure that they remain fit for purpose and do not duplicate the work which other organisations are providing.

- 4.14 From April 2017, employment support services in Scotland will change with new powers for Scottish Government and partners. This means the current UK employment services support in the shape of the National Work Programme and Work Choices will be replaced by a Scottish programme to support unemployed and disabled people in their efforts to secure employment and training.
- 4.15 On 6<sup>th</sup> July 2015, the Cabinet Secretary for Fair Work, Skills and Training, on behalf of Scottish Government, issued a document entitled “Creating A Fairer Scotland, Employability Support: A Discussion Paper”. The paper was issued to the employability National Delivery Group and lead officers were requested to share the document with community planning partners.
- 4.16 An all Members briefing will take place to allow the views of Members to be taken on board, with a prepared response presented by officers to facilitate discussion.
- 4.17 At officer level the Inverclyde Regeneration and Employability Group will be the lead Outcome Delivery Group for this activity, augmented by input from Opportunities for All and the Inverclyde Practitioners Network.
- 4.18 Additional planned consultation locally includes Focus Groups for service users that will facilitate input from unemployed people, disabled people, families and community groups.
- 4.19 A key element of the response will be to seek the views of employers and this will be achieved through the local Employer Engagement Group, targeted at both larger employers and the Small to Medium Enterprises which are a key feature of the local labour market.
- 4.20 The consultation will close on 9<sup>th</sup> October and will be followed up by a national event later in the year.

## 5.0 CURRENT POSITION

- 5.1 The discussion has commenced and consultations to seek the views of a wide range of people within the community have been taking place.

## 6.0 IMPLICATIONS

### Finance

#### 6.1 Financial Implications:

##### One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

##### Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments
N/A					

## **Legal**

6.2 There are no legal implications arising from this report.

## **Human Resources**

6.3 There are no HR implications arising from this report.

## **Equalities**

6.4 There are no equalities implications arising from this report, other than to highlight that future service provision will facilitate improved diversity and equality.

## **Repopulation**

6.5 Employability support is a key element of retaining the local population and attracting new residents to work in the area.

## **7.0 CONSULTATIONS**

7.1 This activity has been discussed with the Inverclyde Regeneration and Employability Group and associated networks.