

# Report

Report to:	<b>Executive Committee</b>
Date of Meeting:	<b>20 March 2024</b>
Report by:	<b>Executive Directors (Community and Enterprise Resources), (Finance and Corporate Resources) and (Education Resources)</b>

Subject:	<b>Employability Services</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to provide an update on:-

- ◆ the transfer of Employability Services and related compliance activity from Education and Finance and Corporate Resources to Community and Enterprise Resources

## 2. Recommendation(s)

2.1. Executive Committee is asked to approve the following recommendations: -

- (1) to approve the transfer of the Employability and related Compliance activity from Education Resources and Finance and Corporate Resources to Community and Enterprise Resources as detailed in section 4 and 5 of the report.

## 3. Background

3.1 The Council currently delivers a range of employability and senior phase work-based learning programmes to priority groups. Since 2018, the management and delivery of services, together with compliance activity has been split across separate teams in Finance and Corporate Resources and Education Resources. Operational delivery has included a blend of in-house and external delivery of activity.

3.2 A report on the realignment of the Community and Enterprise Senior Management structure, which included the creation of a new Enterprise and Sustainable Development Service, was approved by the Community and Enterprise Resources Committee on 9 August 2022. The report highlighted the opportunity for the Council to look across its wider management structure and realign service provision where areas of common benefit could be identified. The proposed transfer of Employability Services to Community and Enterprise Resources within its Enterprise and Sustainable Development Service is the progression of this work, building on the report's stated aspiration to deliver services in new and innovative ways.

## 4. Employability Programmes

4.1 Across the employability teams, the Council delivers and manages a range of programmes designed to support participants to develop the skills and experience to progress to and secure employment. Details of the programmes are set out at **Appendix 1**, a summary of which is detailed below: -

### School Employability Programmes

GradU8, GradU8 Work Experience, Foundation Apprenticeships, Aspire.

### Post-school Employability Programmes

AspireWorks, Gateway to Employment, Supported Employment, Rural Academy – South Lanarkshire College.

### Parental Employability Programmes

Supporting Families, Making it Work for Parents – Routes to Work South, Upskilling, NHS Demonstrator and Connect2 Renewables Employability Initiative.

- 4.2 As part of the Scottish Government's approach to funding employability through the No-one Left Behind (NOLB) programme, a range of employability funding streams have been devolved to Local Employability Partnerships (LEPS) via local authorities. In 2023/24 this funding increased, due partly to additional allocations to support the delivery of employability support to parents as part of the Tackling Child Poverty agenda.

## **5. Employability Next Steps**

- 5.1 To build on the positive work that has been undertaken across the employability teams, it is proposed that responsibility for youth and adult employability will transfer from Education Resources and Finance and Corporate Resources to Community and Enterprise Resources along with Compliance support from 1 April 2024. This approach will bring a range of benefits to the delivery of Employability Services.
- 5.2 A single team approach will reduce duplication, allow for flexibility and maximise the impact of the Scottish and UK Government employability funding streams. The location of the Employability Service within Enterprise and Sustainable Development will provide significant opportunities to maximise the support provided to local employers. This will include opportunities to co-ordinate and jointly promote business grants and employer recruitment incentives and to support business growth through the development of skills pathways across the range of youth and adult employability programmes.
- 5.3 The new service will have responsibility for both post-school employability programmes as well school learning opportunities through the GradU8, Aspire and Foundation Apprenticeship programmes. As these programmes are an important part of the senior phase offer and play a key role in supporting the Council's priority to continue to support school leavers into positive destinations, this activity will continue to be prioritised in the new service. The Employability Manager will continue to attend the Education Senior Leadership Team and will provide regular reports to the Education Resources Committee on the progress of the school-based programmes.

## **6. Employee Implications**

- 6.1. Consultation has taken place with Trade Unions to support the movement of employees from Education Resources and Finance and Corporate Resources to Community and Enterprise Resources. 77 employees will transfer from the 2 employability teams. This includes 38 Finance and Corporate employees and 39 Education employees. In addition, 3 clerical staff from Education support services will transfer to the new team along with Compliance support.

## **7. Financial Implications**

- 7.1. In order to facilitate the functions moving to Community and Enterprise Resources, a number of budget transfers are required. Table 1 details the various budgets which

would be transferred to the Community and Enterprise Resources. This excludes budgeted grant income that will come direct to Community and Enterprise Resources.

**Table 1 – Proposed Budget Transfers**

<b>Function</b>	<b>Net Transfer £m</b>	
Core Employability Management Team (FCR)	0.166	Mainly Staffing and minor Admin budgets.
Employability Projects Team (FCR)	0.000	All spend is funded by external income including NOLB / Tackling Child Poverty, which will likely be confirmed in March 2024. This is temporary recurring funding which is anticipated to continue.
Windfarm Projects (FCR)	0.000	All spend (est. at £0.062m) is funded by Windfarm Community Benefit monies.
Funding and Compliance Team (FCR)	0.003	All staffing spends (est. at £0.075m) is funded by SPF income with minor Admin budget available (£0.003m).
Aspire / Graduate (EDR)	1.010	£1.010m covering staffing, transport and other budgets.
<b>Total Transfer</b>	<b>1.179</b>	

## **8. Climate Change, Sustainability and Environmental Implications**

- 8.1. There are no implications for climate change, sustainability or the environment in terms of the information contained within this report.

## **9. Other Implications**

- 9.1. There are no other implications arising from this report.

## **10. Impact Assessments and Consultation Arrangements**

- 10.1. The relevant impact assessments have been carried out on the Council's employability provision.
- 10.2. Consultation has taken place with the Trade Unions regarding this proposal.

**David Booth**

**Executive Director (Community and Enterprise Resources)**

**Jackie Taylor**

**Executive Director (Finance and Corporate Resources)**

**Carole McKenzie**

**Executive Director (Education Resources)**

11 March 2024

## **Link(s) to Council Values/Priorities/Outcomes**

### Values

- ◆ Focused on people and their needs.
- ◆ Fair, open and sustainable

### Priorities

- ◆ We need to put people first and reduce inequality.

### Outcomes

- ◆ Inspiring learners, transforming learning, strengthening partnerships
- ◆ Thriving business, fair jobs and vibrant town centres

### Previous References

- ◆ Community and Enterprise Committee, 9 August 2022, Realignment of Community and Enterprise Senior Management Structure

### **Contact for Further Information**

If you would further information, please contact:-

Douglas Hashagen – Employability Manager

Tel; 0141 584 2915

Email: [Douglas.Hashagen@southlanarkshire.gov.uk](mailto:Douglas.Hashagen@southlanarkshire.gov.uk)

## **Appendix 1**

### **Employability Programmes**

#### **School Programmes**

##### **GradU8**

GradU8 is designed to enable young people to experience a college learning environment and achieve vocational qualifications. Young people can choose one of 12 subjects, which have been identified as providing sustainable employment opportunities in the local labour market and allow young people to develop skills and experiences to progress to college, employment or to continue their learning through a foundation or modern apprenticeship. Vocational Development Workers are onsite at colleges on a Monday and Friday and provide ongoing support to young people to support engagement, liaise with schools and support destination planning for any leavers. Delivery partners include South Lanarkshire College, New College Lanarkshire and Glasgow Kelvin College and local training providers.

##### **GradU8 Work Experience**

GradU8 Work Experience provides a long-term, work placement option for young people in the senior phase. The programme is timetabled on the same day as Gradu8, and placements are sourced by the Youth Employability Team. All young people are linked to the school Vocational Development Worker who supports them to complete a placement action plan.

##### **Foundation Apprenticeships**

Foundation Apprenticeships are a national senior phase option, funded by SDS and designed to allow young people to gain valuable, real-world work experience and access work-based learning while they are at school. Pupils attend college and work placements up to 2 days a week while at school. South Lanarkshire's FA programme is delivered through consortium arrangements with South Lanarkshire College and New College Lanarkshire and pupils have access to 8 subject frameworks all delivered at SCQF level 6, the equivalent of a higher.

- Accountancy
- Business Skills
- CDM
- Mechanical Engineering
- Engineering Systems
- Civil Engineering
- Financial Services
- Software Development
- Children & YP
- Healthcare

## **Aspire**

Aspire is a targeted keyworker-based support programme, designed to support young people in their last 6 months of education who are at risk of missing out on a positive destination of education, training or employment when they leave school. Young people are referred to the programme through school destination planning meetings and all young people have an individual keyworker who is responsible for engaging to assess their needs, develop individual plans and provide aftercare and destination planning support. Young people have the option to engage in a range of programmes including:

- College tasters - A range of college-based programmes are available for including construction trades and creative industries.
- RISE Groupwork - designed to focus on personal and social development, health and wellbeing & employability skills.
- Individualised Keywork support- A bespoke programme of 1-1 support delivered flexibly around a young person's needs.

## **Post-school employability programmes**

### **AspireWorks**

The AspireWorks programme supports young people aged 16-19 (or older if care experienced) who have left school and require support to progress to employment or further learning. The keyworker-based programme operates across the employability pipeline including intensive one-to-one support for young people who are disengaged and more formal employability activity for young people who are closer to employment. The programme includes:

- Flexible keywork support
- Early engagement and action planning
- Engagement activities and confidence building
- Work placements and employer engagement
- SQA Employability awards
- Sector based programmes.
- Aftercare

Young people engaging on AspireWorks can also take part in the Reach programme – a groupwork based employability programme, delivered by RTWS to support young people to progress to employment.

### **Gateway to Employment**

Gateway to Employment is a voluntary support program, delivered by Routes to Work South that supports South Lanarkshire residents aged 18+ experiencing barriers to employment to progress in their employability journey with support and to training to allow them to secure and sustain employment across all industry sectors. The programme offers a bespoke person centred 1-2-1 employability service where participants have an advisor to support them throughout their journey to employment or further education. Support offered includes, personal development, employability skills, CV support, Job search support, interview skills, mock interviews etc.)

Training and development opportunities include industry specific sector-based training (Care, Hospitality etc.) and access to funding for bespoke customised training to meet the participants needs.

### **Supported Employment**

The supported employment programme is targeted at young people and adults with additional support needs that require a longer-term approach. The programme is delivered following the 5-stage model of supported employment as adopted by Scottish Government and the Scottish Union of Supported Employment and includes 1 to 1 keyworker-based support and access to supported employment programmes including:

- Project EmployAbility
- DFN Project SEARCH
- National 4 Skills For Employment
- Pathways to Textile Care and Warehousing

### **Rural Academy – South Lanarkshire College**

The rural academy, delivered by South Lanarkshire College from Lanark, offers unemployed residents of rural communities in South Lanarkshire free access to training advice and support. Opportunities include vocational learning, employability assistance including creating / updating CVs, training courses, employer lead training courses, interview techniques, assistance with online applications, cover letters, access to work placements.

### **Parental employability programmes**

Parental employability programmes are funding under Scottish Government's Tackling Child Poverty priority and provide a range of supports and learning to increase families' income from employment. Eligible parents are from the priority groups of:

- Lone Parents
- Parents with disabilities
- Young parents aged 25 years and less.
- Minority ethnic families
- Families with a disabled child
- Families with 3 or more children
- Families where the youngest child is under 1 year.

### **Supporting Families**

The programme is a partnership between the Council, Clyde Gateway, SLLC and One Parent Families Scotland and provides early-stage individual and family support for families. The programme was initially delivered in Rutherglen before being rolled out to Cambuslang and Larkhall and will expand to Clydesdale communities in 2024/25. Support includes bespoke support with a particular focus on community connections, health and wellbeing and early-stage employability. Referrals are led by

link early years and primary establishments and the initial roll out is focused on families with nursery and primary 1 age children.

### **Making it Work for Parents – Routes to Work South**

The Making it Work programme provides employability support help parents to progress in their employability journey. RTWS work closely with Supporting Families to provide support for parents who are ready to progress to more structured employability support and training. Elements of the programme include:

- An allocated key worker to support action planning.
- Access to wellbeing, health, and holistic interventions
- Strengths and Skills Assessment
- Confidence building and personal development courses.
- Access to training and volunteering opportunities
- Money, budgeting, and debt advice
- Help with career options, job applications, CV writing and interview skills.
- Support to find a job or further education that suits your career aims.
- Access to funding through the enablement fund
- Support in work

### **Upskilling**

The upskilling programme delivers targeted support for parents from the eligible groups who are employed in low wage or part time employment and require individual support and upskilling including training and re-training to improve their earnings from employment. The programme works with individuals and employers to identify training and accredited learning opportunities that can increase promotion prospects and maximise rates of pay as well as providing ongoing support, advice and guidance.

### **NHS Demonstrator**

Parents from the priority groups can apply for various ringfenced posts within NHS and ISS at Hairmyres. These posts are supernumerary and are designed to be part time and flexible to provide working patterns that support family life. The posts are fully funded by South Lanarkshire Council through the Tackling Child Poverty programme and all participants are supported by an NHS employability job coach whilst employed.

### **Connect2 Renewables Employability Initiative**

This employability initiative is funded from a proportion of the community benefit funds to support those residing within a 10km radius of Middle Muir Windfarm development in Crawfordjohn and 10km radius of Kype Muir Windfarm development in Strathaven. The programme provides enhanced support over and above that available through the programmes outlined above and opportunities include:

- Funding for retraining and upskilling
- Help with travel.



- Into work Job Grant
- Modern Apprentice start up Grant.
- Support with Childcare Costs
- Further and Higher Education grants
- Employer Recruitment Incentives