

**Report to Audit & Scrutiny Committee**

**Date of Meeting: March 2024**

**Subject: Local Employability Performance**

**Report by: Strategic Director (Place)**

**1.0 Purpose**

- 1.1. To present an overview of the work of the Economic Development team within the Council in terms of in-house delivery, commissioning and performance of local employability support, and the on-going role of the Local Employability partnership which is chaired by Clackmannanshire Council (Economic Development team) for the year 2023/24.

**2.0 Recommendations**

- 2.1. That the Committee note and comment on the performance of the Council's Economic Development team in the delivery and performance of local employability services.

**3.0 Considerations**

- 3.1. Funding 2023/24

Funding amounts for employability programmes in Clackmannanshire for 2023/24 from both Scottish Government and UK Government is as follows:

<b>Funding Source</b>	<b>Programme</b>	<b>Amount</b>
Scottish Government	Fair Start Scotland	£150,000
Scottish Government	No One Left Behind	£262,000
Scottish Government	Child Poverty Funding (parental employability support)	£441,000 + £178,000 through GRG for staffing = £619,000
UK Government	UK Shared Prosperity (People and Skills)	£338,911

Scottish Government	Residual Modern Apprenticeship contract with Skills Development Scotland	£7,323
Total		£1,377,234

### **3.2. Employability Programmes (2023/24)**

#### **3.2.1 Fair Start Scotland**

This is a commercial contract with Scottish Government delivered in partnership with Falkirk (lead partner) and Stirling Councils, providing person-centred employability support to unemployed people including those with long-term health conditions and disabilities. This contract is now in its sixth and final year of delivery (completing in March 2024). Over the period from April 2018 to end of November 2023, our Clackmannanshire Works in-house delivery team have supported 626 participants through Fair Start Scotland.

#### **3.2.2 Positive Moves**

This is a voluntary programme offering assistance to local people who are seeking work or thinking about taking the first steps towards employment. Delivered through a partnership of Clackmannanshire Economic Regeneration Trust (CERT) who are providing support to the 'economically inactive' group of clients, and Clackmannanshire Works providing support for unemployed residents to remove barriers and help into employment. The programme was launched in April 2023 and is funded through the UK Shared Prosperity Fund up to March 2025. Positive Moves is the successor programme to our previous successful ESF funded employability programme which ran from April 2015 to end March 2023 and during its lifetime supported 1,040 people, of which 427 entered employment, 41 entered Further or Higher Education, and 331 achieved a qualification. Clackmannanshire Works are currently working with over 120 participants on the new Positive Moves programme.

#### **3.2.3 Parental Employability Support**

This programme provides employability support for parents who are either out of work or in work. Support is tailored to individual needs and helps parents increase their income either through supporting them into work or increasing their wages and/or hours. Funded through Tackling Child Poverty Funding from Scottish Government. Clackmannanshire Works team are currently supporting 84 parents.

#### **3.2.4 School Key Worker**

This is a new post this year that has been created to support young people with multiple barriers who are summer and winter leavers from the three secondary schools to help them transition towards and into a positive destination. The post is funded through NOLB and UK Shared Prosperity

funding up to 31st March 2025. Currently 19 young people are being supported via this post.

### **3.2.5 Fair Work Incentive**

This is an employer recruitment incentive of up to £8,000 which is used as a tool to help move unemployed people into work. The incentive is a contribution to the additional costs of an employer recruiting and sustaining an eligible recruit during their first 52 weeks of employment. We are currently supporting 32 people with local employers. Funded through a mixture of NOLB, Tackling Child Poverty and Council funding.

### **3.2.6 Modern Apprenticeships**

We continue to support services to recruit and train Modern Apprentices (MAs) across the Council. There are currently 13 MAs in post - 1 Mechanic, 3 Plumbers, 2 Joiners, 5 Electricians, 1 Road and 1 Business & Administration.

## **3.3 Commissioned Programmes and Other Funded Projects**

The Council's Economic Development service is responsible for the governance of the No One Left Behind and Tackling Child Poverty funding which is allocated annually by Scottish Government. Use of the funding is agreed through the Local Employability Partnership (LEP) to address identified gaps and complement existing provision locally.

### **3.3.1 No One Left Behind (NOLB)**

Three programmes for young people aged 16 - 19 have been commissioned with external providers using NOLB funding. Programmes are being delivered in two cohorts with late summer 2023 and January 2024 intakes:

- 20 week programme for young people with multiple barriers or Additional Support Needs to help build their confidence and skills to enable them to progress towards employment. 12 young people supported to date out of 22 places available. Delivered by Enable.
- 13 week Construction Sector Skills programme delivered by Stirling Community Enterprise. Programme provides a mixture of certificated training and work experience for 20 young people. 11 starts to date.
- 16 week Customer Facing Sector Skills programme delivered by Positive Qualities using the Inglewood House & Spa s the training venue. 10 places filled to date out of 20 available spaces.

All young people on these programmes are paid a weekly training allowance of £55.

### 3.3.2 Tackling Child Poverty Funding

There is a significant amount of Tackling Child Poverty funding for delivery costs this year (£441k). A range of interventions are currently in place:

- 6 x paid work placements for parents in Council nurseries
- 7 x paid work placements for parents with local employers including NHS Forth Valley
- Parental Welfare Grant : 25 x £1,000 payment for parents to support their transition into employment
- Employability Grant Scheme - funding 11 projects across 11 mainly third sector organisations to deliver a range of activities/services for parents
- Contribution to a Childcare Project Executive post with CERT
- Childminding recruitment project with the Scottish Child Minding Association
- Contribution to Money Advice, Digital Skills and Mental Health Services for Clacks Works participants
- Contribution to the THRIVE to Keep Well programme
- Barrier Free Fund – discretionary fund for Clacks Works Key Workers to access for their clients to pay for travel expenses, certificated training, child care costs, clothes for interviews/starting work, etc

3.4 In total, Clackmannanshire Council's employability service supports around 700 Clackmannanshire residents each year providing them with the confidence and skills to progress towards and into work. This is through in-house provision and commissioned services. The in-house Clackmannanshire Works key worker team support around 400 people annually and last year over 200 of those were supported into work, and over 100 into training (mainly vocational training). In addition, the team is on track to spend the £1.38m allocation in full.

## 4.0 Sustainability Implications

4.1. NIL

## 5.0 Resource Implications

5.1. *Financial Details*

5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes

5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

5.4. *Staffing*

## 6.0 Exempt Reports

6.1. Is this report exempt? Yes  (please detail the reasons for exemption below) No

## 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

### (1) **Our Priorities** (Please double click on the check box )

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all X  
Our families; children and young people will have the best possible start in life X  
Women and girls will be confident and aspirational, and achieve their full potential X  
Our communities will be resilient and empowered so that they can thrive and flourish

### (2) **Council Policies** (Please detail)

## 8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes  No

## 9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

## 10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

None

## 11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes  (please list the documents below) No

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
------	-------------	--------------------

Ali Davidson / Jane Adamson	Team Leader, Economic Development  Policy Officer, Economic Development	
-----------------------------	---	--

**Approved by**

NAME	DESIGNATION	SIGNATURE
Pete Leonard	Strategic Director (Place)	