

REPORT TO: Policy Performance and Review Committee

MEETING DATE: 10 May 2016

BY: Depute Chief Executive (Partnership and Services for Communities)

SUBJECT: East Lothian Works

1 PURPOSE

- 1.1 To provide an evaluative summary of East Lothian Works activity reflecting particularly on the range of employability support, interventions, outcomes and progress achieved to date.
- 1.2 Raise awareness of various proposals for improvement/ areas for development to help reduce unemployment, particularly youth unemployment and help raise attainment in schools and particularly for those pupils more economically deprived.

2 RECOMMENDATIONS

- 2.1 To note the contents of this report and acknowledge the wide range of interventions generally available to improve employability outcomes for individuals and communities across East Lothian.
- 2.2 Encourage ongoing joint evaluation across employability services, schools and education providers building on benchmarking and learning from best practice across the partnership and beyond to help support and guide improvements and lead to a reduction in inequalities across and within our communities

3 BACKGROUND

STRATEGIC CONTEXT

- 3.1 East Lothian Works, East Lothian's employability hub was established in April 2013 and brings together all employability-related services under the East Lothian *One Council Approach*. East Lothian Works is the central point of contact for employment advice and training and works

closely in partnership with a number of external partners including Queen Margaret University, Edinburgh College, Skills Development Scotland, DWP Job Centre Plus and a range of Third Sector Agencies.

- 3.2 In October 2014 East Lothian Council agreed to note the two-year review of the Council Plan and priorities for the remaining three years of the Plan, especially the priority: To reduce inequalities across and within our communities including
- Reducing unemployment, particularly youth unemployment and improving positive outcomes for school leavers, principally through the initiatives developed and supported by East Lothian works.
 - Also Raising attainment in schools, particularly for pupils from more economically 'deprived' areas, and providing a broader work based education experience through working with Edinburgh College and Queen Margaret University on initiatives such as the Academies

HEADLINE INDICATOR CHANGES

- 3.3 Regional Skills Assessments, first launched in 2014 by Skills Development Scotland provides a single, agreed evidence base which to build future investment in skills. The data helps provide a framework for aligning Skills Development Scotland's investment in individuals and businesses and assists partners in their strategic and operational planning.
- 3.4 From analysis East Lothian's economic performance has undoubtedly improved. Gross value added (GVA) (£m) increased 9.0% from £1,318 in 2012 to £1,436 in 2013. GVA per worker increased by 5.4% from £27,600 to £29,100.
- 3.5 The number of businesses over 2013 -2014 increased by 2.2% from 3,230 to 3,300 and the profile of the workforce has changed with an increase in total employment of 2.9% for the same period. A reduction of 6.1% of those in professional occupations within this timeframe was also evident.
- 3.6 Total population over 2013 – 2014 increased by 0.7% and it is most encouraging that International Labour Organisation (ILO) figures for unemployed notably reduced by 27.6% (2,900 to 2,100) over the period 2013/14 to 2014/15.
- 3.7 Unemployment amongst 16 -24 year olds also significantly reduced from 502 to 254 or 49.4% over the period 2014 to 2015.
- 3.8 Workless households also reduced from 5,870 to 4,869 (17.1%) in the period 2012 and 2013, and modern apprentice starts increased 13.1% from 420 to 475 in the 2013/14 to 2014/15 period.

- 3.9 The overall population in East Lothian is considered relatively affluent, with the proportion of workless households falling, and below the Scottish and UK averages. The challenge in East Lothian is therefore to continue to meet the demands of growing sectors, embedding them more fully in the area, whilst meeting the needs of employers in more traditional sectors that remain a large proportion of the economy. Further increasing the number of jobs in the area, and attracting people to work in East Lothian, will help reduce effects of commuting to Edinburgh on the local economy

STRATEGIC SKILLS PIPELINE

- 3.10 The Strategic Skills Pipeline (SSP) is used by all Local Authorities and is the framework within which the county's employability services are organised. It provides a route map of national and local provision to support people into employment through a five-staged process with individuals need at the core of this approach.
- 3.11 The rationale for adopting a pipeline approach is to facilitate more effective partnership working; to make better use of resources; to align our approach with national employability policy; to access funding and to ensure there is a strong linkage between people and jobs. **Appendix 1** outlines the pipeline in more detail and provides example of how resources from East Lothian Works are deployed; also how partner's contributions, are designed to support young people through employability fund provision. **Appendix 2** sets out in more detail the range of East Lothian Works interventions across the pipeline and includes several operational suggestions for taking forwards improvements as a result of ongoing evaluation.
- 3.12 Key strategic challenges and ongoing areas for development for East Lothian regarding utilising the potential of the pipeline are:
- The continued development of partnership working, particularly with the third sector
 - Improving our monitoring systems to ensure they are robust and effective and the data is used to inform strategic decision making
 - Continuing to improve the referral process throughout the local authority and with other providers.
 - Accessing European Social Funding and other external funding opportunities

DEVELOPING THE YOUNG WORKFORCE (DYW)

- 3.13 In December 2014, Scottish Government published Developing the Young Workforce – Scotland's Youth Employment Strategy -

Implementing the Recommendations of the Commission for Developing Scotland's Young Workforce.

- 3.14 The complexity of delivering on DYW should not be underestimated. The strategic recommendations span the education and training system and call for more effective joint working between schools, colleges, training providers and employers across the board. The ultimate aim, to provide the best possible blend of learning for young people, to equip them for work and ultimately lead to a sustained reduction in youth unemployment.
- 3.15 The Developing East Lothian's Young Workforce (DYW) Group in East Lothian comprise key partners including East Lothian Works, Schools & Education Department, Skills Development Scotland, Edinburgh College, Queen Margaret University, Department for Work and Pensions and the Third Sector interface Strive. Partners have rigorously assessed their collective progress in terms of moving forwards implementation of the strategy over the first two and reported to the Sustainable Economy Partnership (SEP) in March of this year. SEP acknowledged the work ongoing in relation to evaluating progress of DYW noting that work plans and actions to date are in line with or ahead of timescales/ milestones set and that this is bringing about the needed cultural change across the range of organisations and agencies involved at both local and national levels.
- 3.16 SEP also recommended a number of suggestions for improvements for example, promoting My World of Work resource to primary schools and encouraging partner organisations to increase the number of work placements available. SEP also posed a challenge, the 'How do we know it's working' question, and reinforced the case for further joint evaluation, benchmarking and learning from best practice across the partnership and beyond to help support and guide improvement.

MONITORING AND MEASURING OUR PERFORMANCE

- 3.17 Two key measures remain at the heart of skills and employability performance measurement and are determined by Scottish Local Authorities Economic Development (SLAED). Firstly, the numbers of unemployed people participating in Council funded or operated employability programmes and secondly, the numbers of unemployed people assisted into work from Council funded or operated employability programmes. Each are reported quarterly on AspireView.
- 3.18 Tables 1 and 2 over provide a summary of this key performance information to date:

Number of unemployed people participating in Council funded or operated employability programmes					
	Q1	Q2	Q3	Q4	Total
2013/14	NA	232	181	260	673
2014/15	222	236	349	281	1088
2015/16	253	187	172	183	795

Table 1: Number of unemployed people participating in Council funded or operated employability programmes

Number of unemployed people assisted into work from council funded or operated employability programmes					
	Q1	Q2	Q3	Q4	Total
2013/14	NA	35	28	54	117
2014/15	94	101	179	100	474
2015/16	72	45	42	50	209

Table 2: Number of unemployed people assisted into work from council funded or operated employability programmes

3.19 It is apparent that the number of people participating has reduced over the past year with a corresponding reduction in the numbers assisted into work. This is due to a number of reasons

- Systems and processes have become more robust thus there has been a reduction in double counting of clients
- An increase in targeted support for clients further from the labour market. These clients require intensive support for longer and are further from the labour market, making it much harder to obtain a positive job outcome. However, many are continuing to slowly move along the pipeline
- The conclusion of a large targeted employer recruitment incentive for local businesses to recruit unemployed young people had an impact on the number of people assisted into sustainable work
- A refocusing and realignment of specific services, such as a the previous Guideline and career guidance service resulting in less specific 1-2-1 time spent with clients at stages 4 and 5 in the pipeline.

- 3.20 Local authorities across Scotland also have concerns with the two SLAED indicators. Despite the guidance, it is apparent that local authorities are still interpreting this differently and are counting different services, programmes and therefore outcomes and a SLAED sub-group has been established to review this process.
- 3.21 Since 2013 strict attention has been given to how and what performance information East Lothian Works is capturing. There have been concerns with duplication (double counting of clients) with the systems used to collate client information. As a result a new Management Information System (MIS) Caselink has been procured. This has been rolled out and will be fully embedded for capturing performance information for 2016/17.
- 3.22 Key performance data continues to be collated and monitored across a number of Local Authorities including Midlothian, Angus, East Dunbartonshire, East Renfrewshire and Scottish Borders to enable comparison, identify best practice and support continuous service improvement.
- 3.23 To assist local authorities and schools to target resources effectively, Skills Development Scotland (SDS) provides information about school leaver destinations on an annual basis. The most recent report signals 91.9% of young people in the last leaver cohort (winter 2014 and summer 2015) have moved into a positive destination. Whilst this is a 0.3% reduction (2 young people) there has been an incremental upward trend in East Lothian for the preceding 5 years. This is shown in Table 3 below.

SLDR statistics – Initial Positive Destinations trends					
2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
86.8%	88.9%	89.9%	91.4%	92.2%	91.9%

Table 3: SLDR Figures 2009/10- 2014/15

In partnership with Education Colleagues, Skills Development Scotland and other external partners, East Lothian Works has amassed significant level of detail regarding those young people in a negative destination and resource is currently being targeted to engage them further.

RESOURCING THE EMPLOYABILITY PIPELINE

- 3.24 Aside from the local authority core funding, external funding has also enhanced provision of services in the pipeline. In particular, the Youth Employment Scotland Fund provided much needed funding to deliver a wage subsidy scheme to support the creation of sustainable job opportunities (including Modern Apprenticeships) within the private sector for unemployed 16-24 year olds. This has enabled the introduction and

creation of Modern Apprenticeships, Graduate Programmes and Paid Work Experience (Jobs Training Programme) across the local authority.

- 3.25 Opportunities for All funding is another example of where funding from Government is harnessed to target the hardest to reach in our communities. An annual grant award is used to support a programme of activity agreements with young people often the most challenging and vulnerable in our communities.
- 3.26 More recently the Scottish Employer Recruitment Incentive has been providing opportunities albeit with a sharper focus on young people with additional barriers to employment, such as care leavers, young carers, disability, lone parents, etc. While the sharper focus ensures those that require most help are able to access funding, the limited size of the programme does not make it as far reaching. 26 job opportunities were created in Phase 1, whilst Phase 2 only has grants for eight young people with additional barriers for the whole of 2016/17.
- 3.27 Strategic Intervention and Operational Applications have also been submitted to the Scottish Government to access the European Social and Investment Fund 2014-2020 for the following interventions:
- **Employability Pipeline** – providing additional funding to enhance and develop current pipeline delivery, ensuring a holistic person-centred approach is available to assist clients on their journey into employment
 - **Challenge Fund** – develop and deliver a scheme for local 3rd sector providers to deliver employability services to meet the needs of clients and ensure there are no gaps in employability provision.
 - **Employer Recruitment Incentive** - administer a small grant scheme for local private and 3rd sector organisations to create sustainable job opportunities for young people facing additional barriers to employment.

A decision is awaited on 31st May 2016 from Scottish Government and if successful the three operational programmes will help enhance and improve capacity across the range of employability and skills services currently delivered.

4 POLICY IMPLICATIONS

- 4.1 As per the East Lothian Community Planning Economic Development Strategy – Strategic Project, Develop More Sustainable Employment Pathways in East Lothian.

5 INTEGRATED IMPACT ASSESSMENT

- 5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy.

6 RESOURCE IMPLICATIONS

- 6.1 Financial - none
6.2 Personnel - none
6.3 Other - none

7 BACKGROUND PAPERS

- 7.1 The Scottish Government Economic Development Strategy
<http://www.gov.scot/Topics/Economy/EconomicStrategy>
- 7.2 East Lothian Community Planning Economic Development Strategy
http://www.eastlothian.gov.uk/downloads/download/1831/east_lothian_economic_development_strategy_2012_-2022
- 7.3 Education Working for All – Commission for Developing Scotland’s young workforce final report
<http://www.scotland.gov.uk/Publications/2014/06/4089/downloads>
- 7.4 Developing the Young Workforce – Scotland’s Youth Employment Strategy - Implementing the recommendations of the Commission for Developing Scotland’s young workforce
<http://www.gov.scot/Publications/2014/12/7750/downloads>
- 7.5 Council Plan two year review
http://www.eastlothian.gov.uk/meetings/meeting/5500/east_lothian_council
- 7.6 Sustainable Economy Partnership (SEP) – Developing the Young Workforce update
http://www.eastlothian.gov.uk/meetings/meeting/5778/east_lothian_partnership-sustainable_economy_partnership
- 7.7 East Lothian Youth Employment Activity Plan
<http://www.employabilityinscotland.com/policy-and-partnership/local-employability-information/>
- 7.8 2016 Regional Skills Assessment

<https://www.skillsdevelopmentscotland.co.uk/what-we-do/partnerships/regional-skills-assessments/>

7.9 List of Appendices:

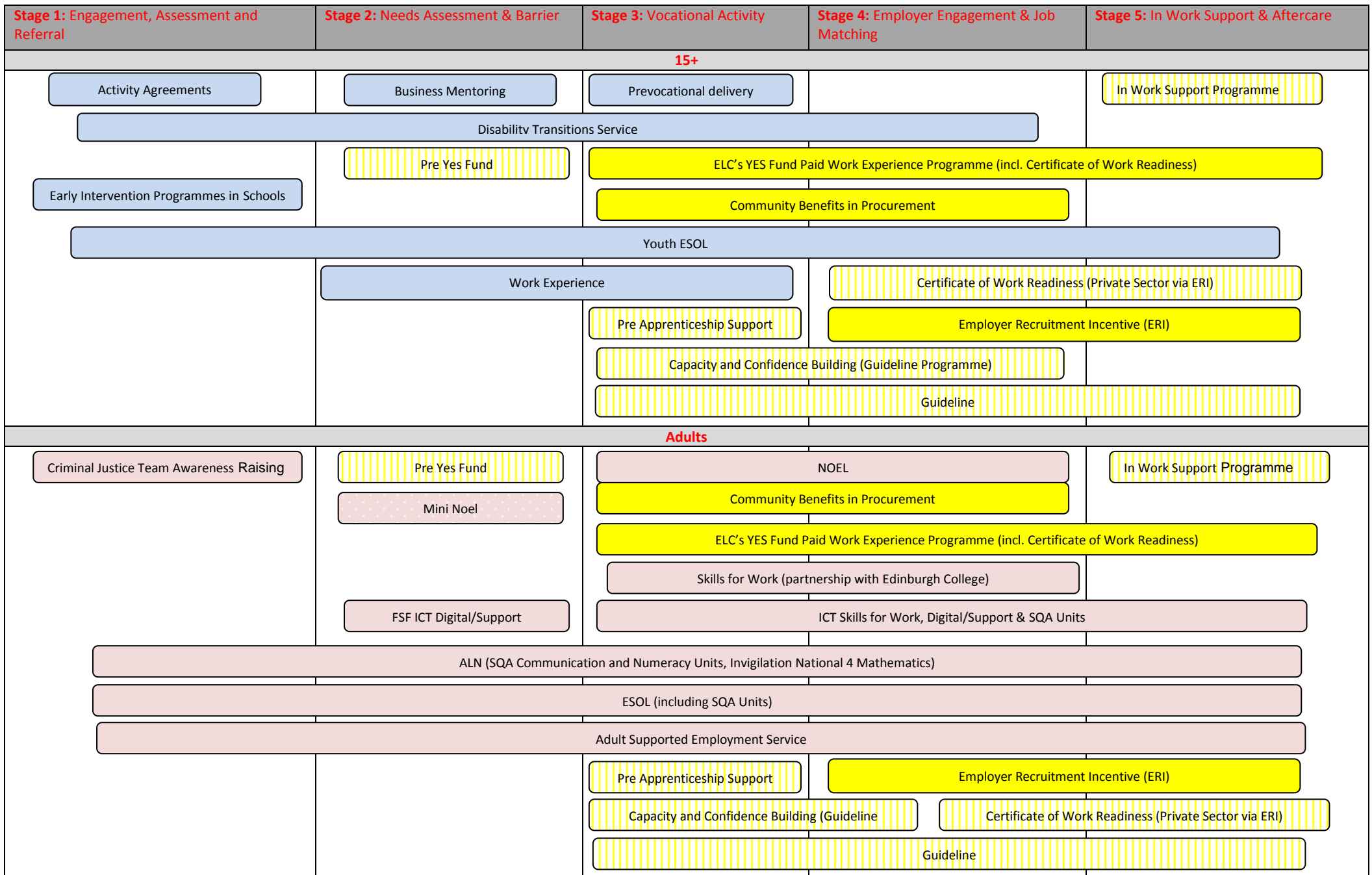
Appendix 1 East Lothian Strategic Skills Pipeline

Appendix 2 East Lothian Works – Pipeline Interventions

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East Lothian Strategic Skills Pipeline

- **Stage 1 – Registration, Assessment and Case Management** – This stage involves the initial referral and engagement and is the entry point into the employability pipeline for all clients. Initial meeting will involve checking eligibility and assessing the client's needs, assessing what provision is most suited to the client's circumstances, and agreeing the first steps of the pipeline journey (suitable stage and activity). An action plan will detail this information and information will be gathered via the Management Information System (Caselink). A Case Manager will be assigned to the individual and will maintain responsibility for the client's journey and ongoing engagement and support.
- **Stage 2 – Overcoming Barriers** - At this stage, clients require a significant level of support to help them to remain engaged and move forward in terms of meeting their educational, skills, personal and social development needs. Barrier removal often involves specialist provision and a wide ranging package of intensive, often prolonged, support tailored to the needs of the individual. This stage will identify and address barriers e.g. childcare, debt, addictions, criminal record, homelessness, confidence, motivation, core skills deficit, health, etc.
- **Stage 3 – Employability Training** – Stage 3 activity has a specific employability focus and are usually designed for clients who are closer to the labour market but require to brush up on their general employability skills, develop some sector specific skills and potentially gain some work experience in a workplace. Developing the clients employability skills would aim to improve skills in jobsearching, job application, and interview technique. Specific vocational training, work experience and volunteering activities.
- **Stage 4 – Work Focused Activity** – Activity at this stage are designed for clients who are job ready and require support to access appropriate employment. Activity will focus on employer support, engagement and job matching. This will involve supporting client's source vacancies through a range of employers, supporting employees through submitting CV's, application forms and preparing clients for real interviews. Individually tailored work experience placements designed to provide a realistic insight into the working environment, whilst providing ongoing support by Employment Support Workers. Jobmatching for young people to employers who receive a wage subsidy to employ the young people for 6 months.
- **Stage 5 – Inwork Aftercare and Workforce Skills Development** – This stage focuses on ensuring clients are able to sustain work, clients who have secured work will receive ongoing support through regular contact and reviews, any issues can be addressed and if further training is required this can be identified to ensure employment is sustained. Debt and money management advice will be available to support clients who have moved from benefits into work and may need ongoing support around managing money and debt. Vocational skills training for low skills and low waged employees. Specific training to up-skill around self employment and business start-up.



East Lothian Strategic Skills Pipeline – Young People 16 – 24 yrs (post school)

1 Referral/Engagement Activity Life and Personal Skills	2 Barrier Removal and Development Activity Core Skills	3 Vocational Skills and Work Focussed Training	4 Employer Engagement and Support – Job Matching/Broking	5 In-Work/Skills Development Aftercare
<p>Bridges Project Engagement Programmes Transitions Service Homemaker</p> <p>Social Work Adult Social Care Worker</p> <p>Real Jobs East Lothian Transition Service for disabilities</p> <p>Throughcare Aftercare (TCAC) Specialist support, e.g. homelessness</p> <p>RUTS Motorcycle Project</p> <p>Rathbone X-Ceed Service for vulnerable young people</p> <p><u>East Lothian Council (ELC)</u> Activity Agreements</p>	<p>Bridges Project Engagement Programmes Transitions Service Homemaker</p> <p>Literacy/Numeracy & Personal Development Worker Young Carers Service</p> <p>East Lothian Council Learn2Work</p> <p>Skills Development Scotland (SDS) <u>Skills Development Scotland</u> Career Coach/Work Coach</p> <p>ENABLE Inspire Me Project</p> <p>Strive Saltire Award</p> <p><u>Action for Children (Employability Fund Programme – EF)</u></p> <p><u>Barnardos Works (EF)</u></p> <p><u>Canongate Youth (EF)</u></p> <p><u>Midlothian Training Services (EF)</u></p> <p><u>Rathbone (EF)</u></p> <p><u>Right Track (EF)</u></p> <p><u>Street League (EF)</u></p> <p>Jobcentre Plus Work Club Work Experience Flexible Support Fund (FSF)</p> <p><u>No 6 (Autism Initiatives)</u></p>	<p><u>Skills Development Scotland</u> Career Coach/Work Coach Individual Learning Account (ILA) My World of Work</p> <p>Bridges Project Engagement Programmes</p> <p>East Lothian Council Supported Employment Service for Disabilities: 15-20 & 20+ Paid Work Experience</p> <p><u>Action for Children (EF)</u></p> <p><u>Barnardos Works (EF)</u></p> <p><u>Canongate Youth (EF)</u></p> <p><u>Direct Partners (EF)</u></p> <p><u>Edinburgh College (EF)</u></p> <p><u>Limelight (EF)</u></p> <p><u>Maximize (EF)</u></p> <p><u>Mentor M.A. (Scotland) Ltd (EF)</u></p> <p><u>Midlothian Training Services (EF)</u></p> <p><u>Port of Leith (EF) & Paid Work Experience</u></p> <p><u>Rathbone (EF)</u></p> <p><u>Right Track (EF)</u></p> <p><u>The Ridge (EF)</u></p> <p><u>Street League (EF)</u></p> <p><u>Training for Care (EF)</u></p> <p><u>Working Rite (EF)</u></p> <p>Jobcentre Plus IES / Work Experience / Work Club</p>	<p><u>Skills Development Scotland</u> Career Coach/Work Coach Adopt an Apprentice Employer Recruitment Incentive (ERI) Our Skillsforce</p> <p>Bridges Project Flexible Work Programmes</p> <p>East Lothian Council Supported Employment Service for Disabilities: 15-20 20+</p> <p><u>Action for Children (Employability Fund Programme – EF)</u></p> <p><u>Direct Partners (EF)</u></p> <p><u>Edinburgh College (EF)</u></p> <p><u>Maximize (EF)</u></p> <p><u>Midlothian Training Services (EF)</u></p> <p><u>The Ridge (EF)</u></p> <p><u>Training for Care (EF)</u></p> <p><u>Working Rite (EF)</u></p> <p>Jobcentre Plus Disability Employment Adviser Work Placements Work Club Flexible Support Fund (FSF) Sector Based Work Academies (SBWA)</p>	<p><u>Skills Development Scotland</u> Career Coach/Work Coach Modern Apprenticeships Our Skillsforce</p> <p>East Lothian Council Supported Employment Service for Disabilities: 15-20 20+</p> <p>Bridges Project Aftercare Support</p> <p>Jobcentre Plus Work Placements Work Club Flexible Support Fund (FSF) Community Jobs Scotland</p> <p><u>Bright Green Business</u> Environmental Placement Programme (EPP) & Step Programmes</p>

EAST LoTHIAN WORKS

STRATEGIC SKILLS PIPELINE INTERVENTIONS

YOUTH EMPLOYMENT ACTIVITY PLAN

The East Lothian Youth Employment Activity Plan (YEAP) reflects local partnership delivery arrangements and details referral routes for 16+ opportunities. The YEAP provides a simple route map highlighting local provision to support young people into employment through a staged process, at the core of which is the identification of individual need. This provision is mapped against the employability pipeline stages 1- 5 and gives practitioners throughout East Lothian key information to help them in their day to day contact with young people (aged 16 – 24) providing a clear picture of the range of services available. The guide is arranged to correspond with the pipeline approach to skills and employability as referenced in Scottish Government's *Youth Employment Strategy*.

Lead responsibility for the regular review of the YEAP sits with the Developing Scotland's Young workforce Strategy Group. The current membership is as follows:

- Skills Development Scotland
- East Lothian Council
- Job Centre Plus (DWP)
- Third Sector
- Edinburgh College

The YEAP is a living document and will be updated, monitored and evaluated on a regular basis to ensure that it supports the work of Opportunities for All in the East Lothian area.

DYW REGIONAL INVEST IN YOUTH GROUPS

Following the recommendations contained in Developing the Young Workforce – Scotland's Youth Employment Strategy Scottish Government established 13 regional groups to deliver employer engagement recommendations as set out in the strategy. DYW Edinburgh, East and Midlothian is a regional partnership involving Edinburgh Chamber of Commerce (lead partner), City of Edinburgh Council, East Lothian Council, Midlothian Council, Edinburgh College, Skills Development Scotland, East and Midlothian Chamber of Commerce and Federation of Small Businesses.

The overall principles of the partnership are to deliver an improvement in employers' engagement with schools and colleges in the region by encouraging and supporting more employers to actively collaborate with schools, colleges and other learning structures to better align skills supply and demand, delivering increased economic and societal impact from investment. Also to encourage and support employers to open up job and development opportunities to more young people and invest in their career development, stimulating increased economic growth, productivity, and earnings.

The 3 year programme is funded by a Grant of £954,000 over the 3 year life cycle from Scottish Government. Year 1: £378,000, Year 2: £298,000, Year 3: £278,000. It is important to harness this additional resource and scale of business engagement to bring about increased local benefit.

EAST LOTHIAN CONSTRUCTION ACADEMY

East Lothian Council has been instrumental in starting and supporting the 'Academies Model' in partnership with Queen Margaret University and Edinburgh College where students can, as part of their Senior Phase options, study for qualifications in Hospitality and Tourism, Creative Industries, Food Science and Nutrition and Health and Social Care

Building on this a Scottish Futures Trust grant award of £300,000 will support the capital investment needed to refurbish a vacant property in the town centre area of Musselburgh to provide a Future Technologies Centre with focus on the Construction Sector and promoting Science, Technology, Engineering and Maths (STEM). The Centre will provide an additional local option for pupils in the Senior Phase across East Lothian and offer qualification opportunities in relation to future technologies and skills and traditional crafts, alongside development and enhancement of core skills and attitudes for employability.

Feedback from local and national employers, employability services and young people have identified a local skills shortage in this field. It is anticipated that the project will take 5 months to complete, starting on-site in February 2016, completing in July 2016 and will be delivered by East Lothian Council in partnership with Edinburgh College, East Lothian Schools, local and regional employers.

The Construction Academy will build on and enhance the curricular offer and in partnership help deliver the Scottish Government's Youth Employment Strategy and East Lothian's Developing the Young Workforce Action Plan. Locating the project in Musselburgh provides a real opportunity to improve the outcomes of young people in East Lothian's most deprived area and links with a targeted approach by community planning partners to focus on prevention and early intervention in this area. It is anticipated that skills shortages in this area will become more acute as significant capital investment in key infrastructure projects ('Edinburgh 20') and house building, 10,000 new homes in East Lothian over the next 10 years is made

FORT KINNAIRD RECRUITMENT & SKILLS CENTRE

The Recruitment and Skills Centre (RSC) at Fort Kinnaird Shopping Centre supports Employers' current recruitment and staff development needs and also Jobseekers to gain and retain employment in the area. The RSC is a partnership with [British Land](#) (Fort Kinnaird) and the [Joined Up For Business](#) Partners including [Business Gateway](#), [Capital City Partnership](#), [City of Edinburgh Council](#), [Cyrenians](#), [East Lothian Works](#), [Jobcentre Plus](#), [Midlothian Council](#), and [Skills Development Scotland](#).

Our all-agency partnership provides a fully joined up service and allows a 'one stop shop' for all employers' recruitment and development needs. 40% of the footfall at FKRSC is from East Lothian residents compared to 50% from Edinburgh and 10% Midlothian. These percentages are also reflected in the increasing numbers of people being supported on to employment and the successful model is currently being developed across other similar sites in Edinburgh and Midlothian.

SUPPORTED EMPLOYMENT SERVICES

East Lothian Works continues to support 57 people with either physical or learning disabilities or with a mental health issue, over the full range of stages on the Strategic Skills Pipeline. All are supported and involved in a variety of activities, with 11 in volunteer or work experience placements, 4 on training and 12 in paid employment, with 22 being supported to find jobs and the remainder at the early stages of engagement. Figures also include eight ASD clients, who are at various stages of the pipeline and East Lothian Works is an integral to the success of contributing to the delivery of East Lothian Partnership's Autism strategy.

Continuing the strong working relationships with Intowork and East Lothian Works, 122 disabled East Lothian residents gained benefits totalling £188,320 during the year 2015/16 on top of the £140,000 for 2014-15 that they would not normally have been made aware they were entitled to.

Numbers supported have reduced from 86 in 2014-15 and the with resource capacity diverted to focus attention on working with younger people at earlier stages of transition from schools. This earlier intervention has been much welcomed and plans are to continue and raise awareness of this freed up now additional quality resource in this area and to maintain an ongoing review of supported employment services engagement.

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES

Rates of retention remain high with some learners having commenced assessments for SQA units ensuring a high level of Individual Learning Account receipts to support provision. Targeted engagement of Syrian families in Musselburgh have resulted in them be welcomed by our Esolwithus group and this in addition to ongoing support offered in parallel

with their ESOL class. A pilot class in Dunbar to fulfil unmet demand has been a success and it is planned to be continued in 2016/17. Several learners have completed NOEL/mini NOEL and ALN Computing courses and there is a need for a Conversation class in Musselburgh, to run in conjunction with the established one in Haddington.

There is currently no ESOL presence in North Berwick and plans for the future include recruiting a volunteer tutor to lead the potential Musselburgh Conversation class, advertising extensively in the North Berwick area for our next assessment sessions in late August. Also the possible introduction of a study-skills type class for learners who would like to study for more than the current 2 hours per week and further progression from ESOL to ALN.

ICT SKILLS FRO WORK/ EMPLOYABILITY

In early 2016 a decision was made by Department of Work and Pensions to cease the Flexible Support funding for the ICT Skills for Work programme. A total of 177 participants benefitted from the course from January 2013 to August 2015. Tutors delivering the course identified an employability skills gap in participants, therefore, a decision was made to continue providing employability courses which support learners to create their own CV, offer guidance with application forms and preparation for interviews. From October 2015 to March 2016 18 learners have engaged in the courses offered.

ACTIVITY AGREEMENTS

At Stages 1 and 2 of the pipeline and typically for those young people aged 16 to 19 years who are furthest from the labour market, Activity Agreements (AA) continues to support young people including those young people with disabilities and mental health issues. In 2015 – 2016 we welcomed the Disability Youth Transition Service (DYTS) to our service, which is proving to be a big success both in schools and post school. Young people are supported towards positive destinations and possibly onto AA as a next step but still supported by the same worker for continuity. AA Young people are currently engaging in a variety of bespoke programmes to best address their needs. Services include personal development wilderness journeys; equine assisted therapy; green woodworking and bushcraft skills; counselling; literacy support, and aromatherapy.

In 2015-16 we converted 100% of AA referrals to Agreements with 62% of these to positive outcomes over the year. The addition of DYTS aims to address the profound multiple barriers which are at the moment restrict any move to employment or training for some clients.

From 1 April 2016 Scottish Government, informed by feedback from Trusted Professionals are now encouraging AA engagement in schools. This will enable us to set up a 3 phase approach to the programme so that targets are met in a timely manner (phase 1 engagement [pre AA]; phase 2 training; phase 3 transition). All the young people on AA are considered to have particular needs and many have significant hurdles to overcome in order to

access employment or engage with education or training. Many have poor mental health and many take medication to alleviate symptoms of ADHD; anxiety; disrupted sleep; psychosis, etc.

Plans for the future include embedding the merger of DYTS and AA, improve reporting and recording in a timely manner, delivering group sessions/training to both services by combined staff and making the suitability assessment process for services more robust to help reduce the numbers of young people considered to be in a negative destination.

PROMOTING SKILLS FOR WORK

21 learners attended Early Education & Childcare and Introduction to Health & Social Care courses over the period in 2015 with almost all reporting improved outcomes in relation to their employment or further courses of accredited learning. Already in 2016 there are 22 learners attending Early Education & Childcare with 8 learners attending Introduction to Health & Social Care courses in Musselburgh East Community Learning Centre.

It is intended to introduce this course structure to other skills for work vocations in particular retail and tourism & Hospitality with further plans for Early Education & Childcare and Introduction to Health & Social Care courses starting August/September 2016.

I.T Skills for Work courses continue in Haddington and Musselburgh with a short course offered in Wallyford due to high demand. A total of 31 learners registered with 13 learners achieving their SQA unit Information Communication Technology SCQF Level 3. It is planned to advertise additional courses in North Berwick and Dunbar areas and to promote and extend provision to local businesses.

COMMUNITY BENEFITS IN PROCUREMENT

As a key area of work prioritised necessary to support the implementation of Developing the Young Workforce, the East Lothian Works review of adult supported employment services enabled a further dedicated resource to support this activity.

Community Benefits in Procurement provides a vital contribution to DYW and a range of local and well known companies including Hart Builders, Clark Contracts, British Gas, Hamilton Waste & Recycling, Bateleys, Wm Coates, Campbells Meat, Allan-Ross, Midlothian Physiotherapy, A G Thomson amongst others all continue to provide much valued employment related opportunities in addition to the services they are contractually obliged to deliver. These opportunities are available to a wide audience, both youth and adult services, internal to East Lothian Council and across the partnership.

NEW OPPORTUNITIES EAST LOTHIAN (NOEL)

This longstanding and widely recognised project helps remove the barriers to returning to employment or starting employment for the first time. Participants are engaged in a short course to help build their personal confidence to learn, help them develop IT skills and provides qualifications for those who have few or no recognised qualifications (e.g. SQA units in employability, communication and numeracy/certificated emergency first aid and food hygiene).

Of the 11 participants who just finished the Musselburgh course (which covered Prestonpans, Tranent and Musselburgh) in March 2016., 10 achieved SQA Building Own Employability Skills (9 at SCQF Level 4 and 1 at Level 3), Elementary Food Hygiene and Emergency First Aid certificated courses. 3 have also gained employment with 4 continuing in work placements. 5 have continued their learning in an Adult literacy and numeracy group working towards an SQA in Communication. Currently planning a further course in Haddington for the first time with 10 participants supported with travel from North Berwick, Haddington and Dunbar, as well as Musselburgh.

Acknowledging the potential gap of individuals who are further away from the job market than NOEL participants but who would benefit from confidence building and some aspects of the NOEL course and following discussion with Job Centre+ plans include holding an information session at the end of April where 16 people are expected to attend. We will then look to establish what needs there are and whether we can offer a pre- NOEL course and possibly in conjunction with Supported Employment. Also to promote a 'male only' NOEL and to provision in Musselburgh and targeting participants from the west of county.

The most recent course evaluation makes recommendation to keep the same format for the next main NOEL course, to continue with involvement of Work Experience Co-ordinator to co-facilitate and source placements, to use an ALN volunteer to assist the development officers as this provided valuable additional support. Also, Mini NOELs – to ensure that participants have a certain level of English in order to fully benefit from the course, the potential to offer a follow up course for some ESOL mini NOEL participants to further develop their employability skills and to continue to improve administration of project (especially with regards to the SQA element).