

Section 4 Integrated Impact Assessment

Summary Report Template

Each of the numbered sections below must be completed

Interim report	x	Final report	
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 (Tick as appropriate)

1. Title of proposal

Employability Third Party Grants and No One Left Behind Phase 2 Implementation

2. What will change as a result of this proposal?

The Council currently funds 17 third party grants to support Edinburgh citizens to access and progress along the Employability Strategic Skills Pipeline with the goal of securing and sustaining training and employment. These grants are to complement the larger local and national provision and to provide niche projects for priority groups.

Additional funding from Scottish Government for local employability delivery is expected to be provided to City of Edinburgh Council as part of the second phase of the No One Left Behind employability transformation in Scotland. No One Left Behind Phase 2 involves the ending of two National Training Programmes (Employability Fund and Community Jobs Scotland) on 31 March 2022 with funding being transferred to local authorities for local employability delivery.

Co-production took place with stakeholders, service providers, service users and citizens. The review found that:

- the Network of Employability Support and Training (NEST) should offer support for those at all five stages of the employability pipeline,
- NEST training and employability programmes should be aligned with occupational growth sectors where there are workforce gaps,
- services provided should follow the No One Left Behind ethos and offer holistic, person centred and local targeted employability services,
- specific target groups that may need additional support from these employability services include; care experienced, young parents, young carers, disabled people, members of the BAME community, those aged 50+, school leavers and those requiring mental health support,
- consideration needs to be given to continued access to benefits, Education Maintenance Allowance or a training allowance for those participating in these employability programmes.

As a result of the co-production, a plan for the future delivery of services was established:

- there is a need for a framework of vocational training programmes to complement existing employability delivery and support upskilling. This would ensure there are no gaps in provision following the ending of the Employability Fund programme in March 2022,
- funding to support job creation in the voluntary sector, currently offered through Community Jobs Scotland, can be met through additional funding that is being provided from the Scottish Government for Employer Recruitment Incentives and the work being carried out by Edinburgh Guarantee,

- there is still a need for a grants programme so that smaller employability providers can offer innovative programmes that may not be delivered as part of the specifications of the training framework or core employability services delivered in Edinburgh.

3. Briefly describe public involvement in this proposal to date and planned

Key stakeholders were invited to inform the process and outcomes, including development of an Integrated Impact Assessment. The Steering Group includes all members of the Local Employability Partnership:

- The City of Edinburgh Council
- Capital City Partnership
- Edinburgh College
- The University of Edinburgh
- Skills Development Scotland
- The Department for Work and Pensions
- Edinburgh Chamber of Commerce (also representing Developing the Young Workforce)
- Edinburgh Voluntary Organisations Council
- IRES, City Region Deal

A Service Provider Consultation Event was advertised widely through the Joined Up For Jobs network, directly to Employability Fund and NEST providers and through our networks of peripheral services. This included presentations and breakout consultation groups.

A Service Provider Survey was advertised through our networks to allow providers to give their thoughts and insights. The same questions were used as at the consultation event.

A Citizens Survey was advertised widely through the Joined Up For Jobs network, peripheral networks, and through social media networks, including the City of Edinburgh Council's twitter.

Co-Production has been affected by Covid-19 and has limited the ability to reach out to the wider community, especially in terms of citizens. As meetings have to be virtual, there has been concern around digital exclusion. For that reason, we asked service providers to also support completing surveys with clients in whatever form they are using to support them at present.

We used our Joined Up For Jobs and wider peripheral service networks to request organisations to host virtual focus groups with clients, using the same questions as the survey.

In Total:

- 30 people attended the service provider consultation event
- 7 service providers completed the survey
- 63 citizens provided their feedback through surveys and focus groups.

4. Is the proposal considered strategic under the [Fairer Scotland Duty](#)?

Yes

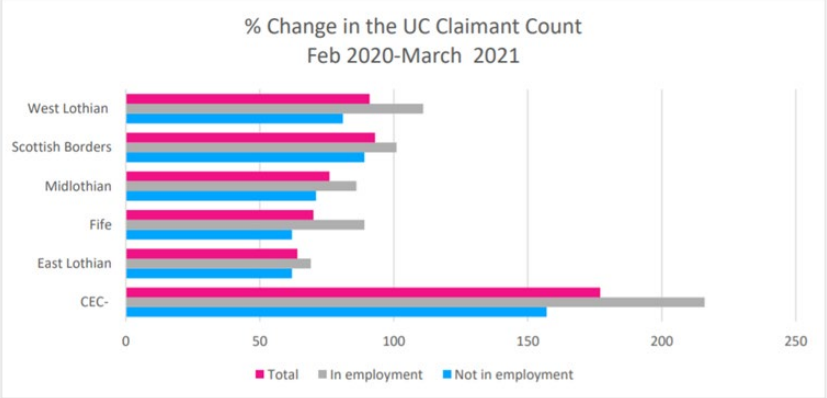
5. Date of IIA

3 Aug 2021

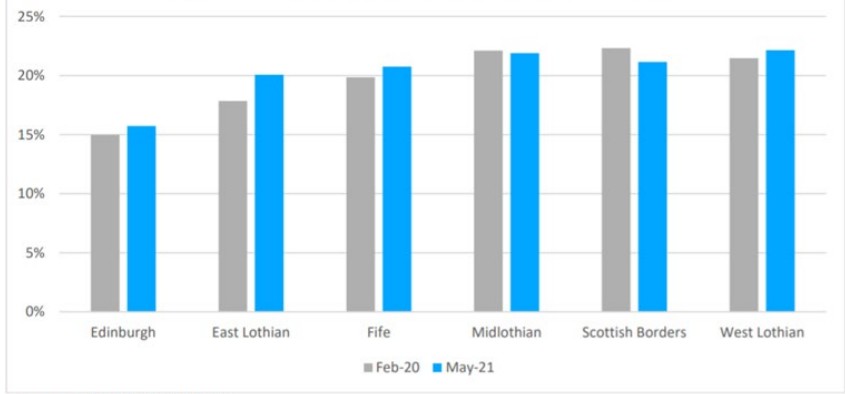
6. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)

Name	Job Title	Date of IIA training
Philip Ritchie (Lead Officer)	Business Growth and Inclusion Contracts Lead, CEC	1 November 2017
Katie Weavers (Facilitator)	Business Growth and Inclusion Contracts and Programme Officer, CEC	7 November 2019
Jessie Colligan (Minute taker)	Business Growth and Inclusion Assistant (Modern Apprentice)	29 April 2021
Kate Kelman	Deputy Chief Executive Officer, Capital City Partnership	
Craig Dutton	Strategy and Contracts Officer, Capital City Partnership	1 November 2017
Rona Hunter	Chief Executive Officer, Capital City Partnership	
Lucy Everett	The University of Edinburgh	
Diane Gordon	Edinburgh College	
Mark Merrell	EVOC	











7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?																																																																																	
Data on populations in need	Edinburgh and South East Regional Claimant Count May 2021 Update - Capital City Partnership	<p>UNIVERSAL CREDIT: Across the region there has been a 99% increase in the number of people claiming Universal Credit between February 2020 and May 2021. In the most recent figures, 116,693 individuals are claiming UC.</p> <p>Between February 2020 and April 2021 the region has seen a 121% increase in the number of individuals who are in work and claiming Universal Credit and a 88% increase in the numbers who are claiming and not in employment.</p>  <p>Table 2: Claimant Count - Scottish LAs</p> <table border="1" data-bbox="571 990 1422 1111"> <thead> <tr> <th rowspan="2">Area</th> <th colspan="2">February 2020</th> <th colspan="2">April 2021</th> <th colspan="2">May 2021</th> <th colspan="2">% Change</th> </tr> <tr> <th>Count</th> <th>Rate</th> <th>Count</th> <th>Rate</th> <th>Count</th> <th>Rate</th> <th>Feb20-May21</th> <th>Apr20-May21</th> </tr> </thead> <tbody> <tr> <td>City of Edinburgh</td> <td>7,105</td> <td>1.9</td> <td>18,130</td> <td>4.9</td> <td>17,010</td> <td>4.6</td> <td>139%</td> <td>-6%</td> </tr> <tr> <td>Scotland</td> <td>114,605</td> <td>3.3</td> <td>207,225</td> <td>5.9</td> <td>196,320</td> <td>5.6</td> <td>71%</td> <td>-5%</td> </tr> </tbody> </table> <p><i>Source: NOMIS 15/06/2021</i></p> <p>In the City Region the data shows that since April 2021 the claimant count has fallen by 6% in Edinburgh. Overall, across the city region there were in 46,290 claimants in May compared to 48,980 in April.</p> <p>Gender Profile</p> <p>In three of the Local Authorities (Edinburgh, Fife and Scottish Borders) there had been a higher percentage increase for females compared to males, between February 2020 and May 2021. In Edinburgh, the increase was 142%. The May figures are encouragingly 6% lower than in April for both males and females.</p> <p>Table 3: Change in Gender Split Across the City Region</p> <table border="1" data-bbox="571 1570 1422 1720"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2"></th> <th colspan="2">February 2020</th> <th colspan="2">April 2021</th> <th colspan="2">May 2021</th> <th colspan="2">% Change</th> </tr> <tr> <th>Count</th> <th>Rate</th> <th>Count</th> <th>Rate</th> <th>Count</th> <th>Rate</th> <th>Feb20-May21</th> <th>Apr20-May21</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Edinburgh</td> <td>All</td> <td>7,105</td> <td>1.9</td> <td>18,130</td> <td>4.9</td> <td>17,010</td> <td>4.6</td> <td>139%</td> <td>-6%</td> </tr> <tr> <td>Male</td> <td>4,435</td> <td>2.5</td> <td>11,255</td> <td>6.2</td> <td>10,565</td> <td>5.8</td> <td>138%</td> <td>-6%</td> </tr> <tr> <td>Female</td> <td>2,665</td> <td>1.4</td> <td>6,875</td> <td>3.7</td> <td>6,445</td> <td>3.5</td> <td>142%</td> <td>-6%</td> </tr> </tbody> </table> <p>Age Profile</p> <p>Table 4 below looks at the 6 Local Authorities and the City Region in terms of the 16-24 year old age category. From this table it can be seen that across the city region there had been a 93% increase in the number of 16-24 year old claimants between February 2020 and May 2021.</p> <p>In Edinburgh for example there had been a 166% increase in the number of 16-24 year old males claiming when the statistics from February 2020 are compared with those from May 2021.</p>	Area	February 2020		April 2021		May 2021		% Change		Count	Rate	Count	Rate	Count	Rate	Feb20-May21	Apr20-May21	City of Edinburgh	7,105	1.9	18,130	4.9	17,010	4.6	139%	-6%	Scotland	114,605	3.3	207,225	5.9	196,320	5.6	71%	-5%			February 2020		April 2021		May 2021		% Change		Count	Rate	Count	Rate	Count	Rate	Feb20-May21	Apr20-May21	Edinburgh	All	7,105	1.9	18,130	4.9	17,010	4.6	139%	-6%	Male	4,435	2.5	11,255	6.2	10,565	5.8	138%	-6%	Female	2,665	1.4	6,875	3.7	6,445	3.5	142%	-6%
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What can be seen here is that the percentage increase was not as marked as for 16-24 year olds and the more recent falls are not as large either.</p> <p>Table 5: Claimant Count Change by Age Across the City Region: Claimants 25-49 years of age</p> <table border="1"> <thead> <tr> <th colspan="2"></th> <th>Feb-20</th> <th>Apr-21</th> <th>May-21</th> <th colspan="2">% Change</th> </tr> <tr> <th colspan="2"></th> <th></th> <th></th> <th></th> <th>Feb20 -May 21</th> <th>Apr20 -May21</th> </tr> </thead> <tbody> <tr> <td rowspan="3">City of Edinburgh</td> <td>All</td> <td>4,310</td> <td>11,180</td> <td>10,505</td> <td>144%</td> <td>-6%</td> </tr> <tr> <td>Male</td> <td>2,680</td> <td>6,940</td> <td>6,510</td> <td>143%</td> <td>-6%</td> </tr> <tr> <td>Female</td> <td>1,630</td> <td>4,240</td> <td>3,995</td> <td>145%</td> <td>-6%</td> </tr> </tbody> </table> <p>Table 6: Claimant Count Change by Age Across the City Region: Claimants 50+ years of age</p> <table border="1"> <thead> <tr> <th colspan="2"></th> <th>Feb-20</th> <th>Apr-21</th> <th>May-21</th> <th colspan="2">% Change</th> </tr> <tr> <th colspan="2"></th> <th></th> <th></th> <th></th> <th>Feb20 -May 21</th> <th>Apr20 -May21</th> </tr> </thead> <tbody> <tr> <td rowspan="3">Edinburgh</td> <td>All</td> <td>1,730</td> <td>4,035</td> <td>3,830</td> <td>121%</td> <td>-5%</td> </tr> <tr> <td>Male</td> <td>1,125</td> <td>2,505</td> <td>2,380</td> <td>112%</td> <td>-5%</td> </tr> <tr> <td>Female</td> <td>605</td> <td>1,525</td> <td>1,450</td> <td>140%</td> <td>-5%</td> </tr> </tbody> </table> <p>Figure 1 highlights the proportion of claimants in each Local Authority who were 16-24 years of age. What we can see in this is that although Edinburgh has shown a large increase in the number of 16-24 year old claimants, it remains the area with the lowest proportion of younger claimants.</p>			Feb-20	Apr-21	May-21	% Change							Feb20 -May 21	Apr20 -May21	City of Edinburgh	All	1,065	2,915	2,675	151%	-8%	Male	630	1,805	1,675	166%	-7%	Female	430	1,110	995	131%	-10%	East Lothian	All	315	685	630	100%	-8%	Male	185	410	385	108%	-6%	Female	130	270	245	88%	-9%	Fife	All	1,740	2,995	2,890	66%	-4%	Male	1,120	1,880	1,825	63%	-3%	Female	620	1,110	1,070	73%	-4%	Midlothian	All	325	650	615	89%	-5%	Male	205	420	390	90%	-7%	Female	120	230	220	83%	-4%	Scottish Borders	All	415	770	715	72%	-7%	Male	245	455	415	69%	-9%	Female	170	315	300	76%	-5%	West Lothian	All	735	1,430	1,335	82%	-7%	Male	435	855	815	87%	-5%	Female	295	575	520	76%	-10%	City Region	All	4,595	9,440	8,855	93%	-6%	Male	2,820	5,830	5,505	95%	-6%	Female	1,775	3,615	3,350	89%	-7%			Feb-20	Apr-21	May-21	% Change							Feb20 -May 21	Apr20 -May21	City of Edinburgh	All	4,310	11,180	10,505	144%	-6%	Male	2,680	6,940	6,510	143%	-6%	Female	1,630	4,240	3,995	145%	-6%			Feb-20	Apr-21	May-21	% Change							Feb20 -May 21	Apr20 -May21	Edinburgh	All	1,730	4,035	3,830	121%	-5%	Male	1,125	2,505	2,380	112%	-5%	Female	605	1,525	1,450	140%	-5%
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		<p data-bbox="564 235 1519 257">Figure 1: Proportion of Claimants 16-24 Years of Age</p>  <p data-bbox="564 667 790 689">Source: NOMIS 15/6/2021</p> <p data-bbox="564 716 726 750">Ward Profile</p> <p data-bbox="564 772 1519 996">Table 7 illustrates that whilst every ward has seen a fall in the number of claimants over the last month, some wards have seen more significant falls than others. For example Colinton and Farmilehead saw a fall of 14% whilst Forth saw a fall of 3%. If this trend continues it would indicate that the wards which had lower claimant counts and rates pre pandemic, although they saw sharp increases last spring and summer are very likely to return to lower levels quicker than wards with historically higher claimant counts.</p> <p data-bbox="564 1019 1519 1176">The fall in the number of 16-24 year old claimants is even more varied ranging from no change in Corstorphine/Murrayfield where there were 65 16-24 year old claimants in April and again in May, through to Morningside where the 16-24 year old claimant count fell by 21% between April and May- compared to a fall of just 8% overall all.</p> <p data-bbox="564 1198 790 1220">Table 7: Edinburgh Wards</p> <table border="1" data-bbox="564 1227 1412 1892"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">All Ages</th> <th rowspan="2">% Change April 2021 -May 2021</th> <th colspan="3">Aged 16-24</th> <th rowspan="2">% Change April 2021 -May 2021</th> </tr> <tr> <th>Feb-20</th> <th>Apr-21</th> <th>May-21</th> <th>Feb-20</th> <th>Apr-21</th> <th>May-21</th> </tr> </thead> <tbody> <tr> <td>Edinburgh</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Almond</td> <td>495</td> <td>1,100</td> <td>1,040</td> <td>-5%</td> <td>75</td> <td>175</td> <td>165</td> <td>-6%</td> </tr> <tr> <td>City Centre</td> <td>490</td> <td>1,195</td> <td>1,145</td> <td>-4%</td> <td>45</td> <td>150</td> <td>135</td> <td>-10%</td> </tr> <tr> <td>Colinton/ Fairmilehead</td> <td>175</td> <td>510</td> <td>440</td> <td>-14%</td> <td>30</td> <td>100</td> <td>95</td> <td>-5%</td> </tr> <tr> <td>Corstorphine/ Murrayfield</td> <td>120</td> <td>365</td> <td>345</td> <td>-5%</td> <td>20</td> <td>65</td> <td>65</td> <td>0%</td> </tr> <tr> <td>Craigtinny/ Duddingston</td> <td>550</td> <td>1,425</td> <td>1,325</td> <td>-7%</td> <td>80</td> <td>225</td> <td>205</td> <td>-9%</td> </tr> <tr> <td>Drum Brae/ Gyle</td> <td>225</td> <td>660</td> <td>600</td> <td>-9%</td> <td>30</td> <td>115</td> <td>100</td> <td>-13%</td> </tr> <tr> <td>Forth</td> <td>720</td> <td>1,730</td> <td>1,670</td> <td>-3%</td> <td>130</td> <td>285</td> <td>280</td> <td>-2%</td> </tr> <tr> <td>Fountainbridge/ Craiglockhart</td> <td>205</td> <td>625</td> <td>560</td> <td>-10%</td> <td>20</td> <td>95</td> <td>90</td> <td>-5%</td> </tr> <tr> <td>Inverleith</td> <td>220</td> <td>670</td> <td>625</td> <td>-7%</td> <td>25</td> <td>130</td> <td>110</td> <td>-15%</td> </tr> <tr> <td>Leith</td> <td>630</td> <td>1,375</td> <td>1,310</td> <td>-5%</td> <td>80</td> <td>180</td> <td>170</td> <td>-6%</td> </tr> <tr> <td>Leith Walk</td> <td>550</td> <td>1,490</td> <td>1,375</td> <td>-8%</td> <td>65</td> <td>150</td> <td>125</td> <td>-17%</td> </tr> <tr> <td>Liberton/ Gilmerton</td> <td>540</td> <td>1,455</td> <td>1,370</td> <td>-6%</td> <td>105</td> <td>275</td> <td>265</td> <td>-4%</td> </tr> <tr> <td>Morningside</td> <td>150</td> <td>495</td> <td>455</td> <td>-8%</td> <td>20</td> <td>120</td> <td>95</td> <td>-21%</td> </tr> <tr> <td>Pentland Hills</td> <td>625</td> <td>1,330</td> <td>1,265</td> <td>-5%</td> <td>95</td> <td>240</td> <td>225</td> <td>-6%</td> </tr> <tr> <td>Portobello/ Craigmillar</td> <td>625</td> <td>1,535</td> <td>1,435</td> <td>-7%</td> <td>110</td> <td>265</td> <td>245</td> <td>-8%</td> </tr> <tr> <td>Sighthill/Gorgie</td> <td>550</td> <td>1,470</td> <td>1,390</td> <td>-5%</td> <td>90</td> <td>220</td> <td>195</td> <td>-11%</td> </tr> <tr> <td>Southside/ Newington</td> <td>230</td> <td>710</td> <td>665</td> <td>-6%</td> <td>40</td> <td>125</td> <td>105</td> <td>-16%</td> </tr> </tbody> </table> <p data-bbox="564 1899 790 1921">Source: NOMIS 15/6/2021</p>		All Ages			% Change April 2021 -May 2021	Aged 16-24			% Change April 2021 -May 2021	Feb-20	Apr-21	May-21	Feb-20	Apr-21	May-21	Edinburgh									Almond	495	1,100	1,040	-5%	75	175	165	-6%	City Centre	490	1,195	1,145	-4%	45	150	135	-10%	Colinton/ Fairmilehead	175	510	440	-14%	30	100	95	-5%	Corstorphine/ Murrayfield	120	365	345	-5%	20	65	65	0%	Craigtinny/ Duddingston	550	1,425	1,325	-7%	80	225	205	-9%	Drum Brae/ Gyle	225	660	600	-9%	30	115	100	-13%	Forth	720	1,730	1,670	-3%	130	285	280	-2%	Fountainbridge/ Craiglockhart	205	625	560	-10%	20	95	90	-5%	Inverleith	220	670	625	-7%	25	130	110	-15%	Leith	630	1,375	1,310	-5%	80	180	170	-6%	Leith Walk	550	1,490	1,375	-8%	65	150	125	-17%	Liberton/ Gilmerton	540	1,455	1,370	-6%	105	275	265	-4%	Morningside	150	495	455	-8%	20	120	95	-21%	Pentland Hills	625	1,330	1,265	-5%	95	240	225	-6%	Portobello/ Craigmillar	625	1,535	1,435	-7%	110	265	245	-8%	Sighthill/Gorgie	550	1,470	1,390	-5%	90	220	195	-11%	Southside/ Newington	230	710	665	-6%	40	125	105	-16%
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As a result, there may be an increase in the number of claimants who have a job but earn less now than previously and apply for UC to help cover household expenses. This has increased from 19,338 claimants in February 2020 to 42,826 in April 2021 – 121% increase across the region. Those that were out of work increased from 39,224 in February 2020 to 73,867 in April 2021- an 88% increase across the region.</p> <p>Overall, the greatest increase has been in the number claiming UC but still in work. This was a 215% increase in Edinburgh. Across the region there has been a 121% increase in the numbers in work and claiming compared to 88% increase for those not in employment.</p> <p>Table 9: Universal Credit Claimants</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">February 2020</th> <th colspan="2">April 2021</th> <th colspan="2">% change</th> </tr> <tr> <th>Not in emp</th> <th>In emp</th> <th>Not in emp</th> <th>In emp</th> <th>Not in emp</th> <th>In emp</th> </tr> </thead> <tbody> <tr> <td>Edinburgh</td> <td>9,041</td> <td>4,650</td> <td>23,081</td> <td>14,645</td> <td>155%</td> <td>215%</td> </tr> <tr> <td>East Lothian</td> <td>3,725</td> <td>2,120</td> <td>5,975</td> <td>3,584</td> <td>60%</td> <td>69%</td> </tr> <tr> <td>Fife</td> <td>14,794</td> <td>6,467</td> <td>23,855</td> <td>12,260</td> <td>61%</td> <td>90%</td> </tr> <tr> <td>Midlothian</td> <td>3,173</td> <td>1,741</td> <td>5,425</td> <td>3,242</td> <td>71%</td> <td>86%</td> </tr> <tr> <td>West Lothian</td> <td>5,608</td> <td>2,809</td> <td>10,152</td> <td>5,973</td> <td>81%</td> <td>113%</td> </tr> <tr> <td>Scottish Borders</td> <td>2,874</td> <td>1,546</td> <td>5,382</td> <td>3,119</td> <td>87%</td> <td>102%</td> </tr> <tr> <td>Total</td> <td>39,224</td> <td>19,338</td> <td>73,867</td> <td>42,826</td> <td>88%</td> <td>121%</td> </tr> </tbody> </table> <p>Source: StatXplore 16/6/2021</p> <p>Figure 8: Employment change by Industry, Edinburgh, East and Midlothian</p> <table border="1"> <thead> <tr> <th>Declining Sectors</th> <th>Employment change 2009-2019</th> <th>Employment change 2019-2020</th> <th>Employment change 2020-2021</th> </tr> </thead> <tbody> <tr> <td>Accommodation & Food Services</td> <td>13,400</td> <td>-3,100</td> <td>-2,900</td> </tr> <tr> <td>Administration & Support Services</td> <td>11,600</td> <td>-1,800</td> <td>-500</td> </tr> <tr> <td>Arts, Entertainment & Recreation</td> <td>6,200</td> <td>-900</td> <td>-1,100</td> </tr> <tr> <td>Financial & Insurance</td> <td>-1,700</td> <td>-1,200</td> <td>-100</td> </tr> <tr> <td>Wholesale & Retail Trade</td> <td>7,100</td> <td>-500</td> <td>-600</td> </tr> <tr> <td>Information & Communication</td> <td>11,500</td> <td>-900</td> <td>-200</td> </tr> <tr> <td>Manufacturing</td> <td>-1,000</td> <td>-200</td> <td>-300</td> </tr> <tr> <th>Growth Sectors</th> <th>Employment change 2009-2019</th> <th>Employment change 2019-2020</th> <th>Employment change 2020-2021</th> </tr> <tr> <td>Human Health & Social Work*</td> <td>8,800</td> <td>2,000</td> <td>900</td> </tr> <tr> <td>Education</td> <td>3,700</td> <td>1,400</td> <td>600</td> </tr> <tr> <td>Professional, Scientific & Technical</td> <td>7,800</td> <td>1,600</td> <td>-600</td> </tr> </tbody> </table> <p>*Decline/Growth in 2019-20 and 2020-21 may not sum to total 2019-2021 decline/growth due to rounding.</p>		Participation	Non-Participation	Unconfirmed	East Lothian	96.8	2.3	0.9	Scottish Borders	96.1	3.1	0.9	Midlothian	96.0	3.7	0.3	Edinburgh	96.0	3.1	0.9	Scotland	95.7	3.1	1.2	West Lothian	94.9	4.3	0.8	Fife	94.1	4.2	1.7		February 2020		April 2021		% change		Not in emp	In emp	Not in emp	In emp	Not in emp	In emp	Edinburgh	9,041	4,650	23,081	14,645	155%	215%	East Lothian	3,725	2,120	5,975	3,584	60%	69%	Fife	14,794	6,467	23,855	12,260	61%	90%	Midlothian	3,173	1,741	5,425	3,242	71%	86%	West Lothian	5,608	2,809	10,152	5,973	81%	113%	Scottish Borders	2,874	1,546	5,382	3,119	87%	102%	Total	39,224	19,338	73,867	42,826	88%	121%	Declining Sectors	Employment change 2009-2019	Employment change 2019-2020	Employment change 2020-2021	Accommodation & Food Services	13,400	-3,100	-2,900	Administration & Support Services	11,600	-1,800	-500	Arts, Entertainment & Recreation	6,200	-900	-1,100	Financial & Insurance	-1,700	-1,200	-100	Wholesale & Retail Trade	7,100	-500	-600	Information & Communication	11,500	-900	-200	Manufacturing	-1,000	-200	-300	Growth Sectors	Employment change 2009-2019	Employment change 2019-2020	Employment change 2020-2021	Human Health & Social Work*	8,800	2,000	900	Education	3,700	1,400	600	Professional, Scientific & Technical	7,800	1,600	-600
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	<p data-bbox="331 241 539 398">Covid-19 Labour Market Insights July 2021 - Skills Development Scotland</p> <p data-bbox="331 1400 507 1646">A Just Capital Actions to End Poverty in Edinburgh – Edinburgh Poverty Commission – Sept 2020</p>	<p data-bbox="563 219 1428 246">Comments: what does the evidence tell you with regard to different groups who may be affected?</p> <p data-bbox="563 219 1173 246">COVID-19 Labour Market Insights: Scotland's People</p> <div data-bbox="563 257 1519 974"> <p>Equality Considerations</p> <ul style="list-style-type: none"> Across the UK, people from ethnic minority backgrounds have faced greater labour market difficulties than their white counterparts.¹ Evidence suggests that employees from ethnic minority groups were more likely to lose their jobs as a result of the crisis.² COVID-19 has negatively impacted on some disabled people by exacerbating structural labour market inequalities. This includes, increasing redundancies and loss of earnings, and negative impacts on health and mental wellbeing in the workplace.³ Women, particularly young women and disabled women, were more likely than men to report increased financial precarity as a result of the pandemic. Close the Gap and Engender also reported that women were almost twice as likely as men (14% and 6% respectively) to say the support they received from their employer to balance home schooling and childcare had decreased from the first lockdown.⁴ Who Cares? Scotland highlighted that the pandemic has exacerbated an already challenging employment market for Care Experienced people, including access to secure employment. Who Cares? also identified a lack of support for Care Experienced people being made redundant, including help to navigate the complex benefits system.⁵ <p>Spotlight on Young People</p> <p>The consensus amongst economists and researchers is that young people across the UK are bearing the brunt of the pandemic's impact on the labour market. Prior to its onset young people were already more likely to be in low paid positions, have informal work arrangements and work in many of the sectors most heavily impacted by the pandemic, like hospitality and retail. Although the number of people on furlough has fallen rapidly since the lockdown at the start of 2021, those aged 18-24 remain disproportionately affected. In May 2021, young people were more likely to be out of work than older people (16% and 6% respectively).⁶</p> <p>Within the cohort of young people, there is further variance. The effects of the pandemic have been more pronounced for young people from a minority ethnic background, young women and young people with low or no qualifications. There is limited data for disabled young people, but wider evidence for disabled people of all ages would suggest they have also been more adversely affected.</p> <p>Research conducted by The Young Women's Movement⁷ found that:</p> <ul style="list-style-type: none"> The pandemic affected employment stability for 51% of young women, with 25% being furloughed, 8% being made redundant, and 20% not being able to find work during the pandemic; Just over 40% of young women did not feel secure in their current employment; 60% of young women who participated in the research said that their career plans had changed, such as seeking career changes and opportunities, due to the pandemic, as well as other factors including Brexit; and Some participants said that the pandemic gave them the opportunity to refocus and seek opportunities they had not considered before. <p><small>¹ Uneven Steps. Resolution Foundation. (April 2021) ² BAME COVID-19 Deaths. Razaq et al. (2020). ³ Fairer Scotland for disabled people. Scottish Government. (March 2021). ⁴ Joint Briefing Close the Gap & Engender. (May 2021). ⁵ COVID-19 Recovery Planning. Who Cares? Scotland. (February 2021). ⁶ Out of the Woods? Resolution Foundation. (July 2021). ⁷ 2020/2021. The Young Women's Movement. Status of Young Women in Scotland</small></p> </div> <div data-bbox="563 985 1519 1344"> <p>Strategic Labour Market and Skills Response</p> <p>Scottish Government's 'Programme for Government' sets out specific commitments around employability and skills support, including:</p> <ul style="list-style-type: none"> Support for apprenticeships; The Young Person's Guarantee; The National Transition Training Fund; A £100 million Green Jobs Fund; Funding for employers to access flexible workforce development opportunities and support inclusive economic growth through up-skilling or re-skilling of employees; Fair Start Scotland to help those facing the greatest barriers find work; No One Left Behind funding aimed at helping those who face challenging barriers to finding and maintaining employment reach their potential; Support for those affected by redundancy through PACE¹ initiative, including additional funding to reflect the current increase in people facing or experiencing redundancy; Investment in Individual Training Accounts; and Funding to support community jobs. <p>Young Person's Guarantee</p> <p>The Young Person's Guarantee aims within 2 years to give all young people, aged 16-24 in Scotland, the chance to succeed through the opportunity of a job, apprenticeship, education, training or volunteering.</p> <p>The Guarantee is being delivered in partnership through Scottish Government, Local Authorities, colleges and universities, Skills Development Scotland, Fair Start Scotland, the third sector and Developing the Young Workforce. These services will link with other local provision and UK-wide interventions through DWP, such as Kickstart.</p> <p>The Young Person's Guarantee has developed 18,000 new opportunities for young people through £60 million of investment in 2020/21, with a further £70 million allocated for 2021/22.</p> </div>
		<p data-bbox="563 1400 1519 1556">To end poverty in the city, the single biggest transformation Edinburgh could achieve would be to make the experience of seeking help less painful, less complex, more humane, and more compassionate. We call on City of Edinburgh Council to lead in the design and delivery of a new relationship-based way of working for all public services in Edinburgh.</p> <p data-bbox="563 1579 1519 1680">In the wealthiest city in Scotland, we estimate that almost 78,000 people are living in relative poverty, representing some 15% of the population and as many as 1 in 5 children.</p> <p data-bbox="563 1702 1519 1982">The majority of people living in poverty in Edinburgh are of working age, in employment, living in rented accommodation, with the highest rates experienced by families with children. Lone parents, nine in ten of them women, disabled people, carers and Black and Minority Ethnic families are more likely to be in poverty than others in the city. Such families live in every area of the city, in every type of neighbourhood. Two-thirds of people in poverty in Edinburgh do not live in those areas commonly considered as 'deprived'. Very often these families will be affected by physical and mental health burdens related directly to the poverty they experience.</p> <p data-bbox="563 2004 1519 2072">Almost one in three of the city's households in poverty are only there due to high housing costs.</p>

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	<p>Citizens' Perspectives of Poverty in Edinburgh: Consequences and Solutions – The Edinburgh Poverty Commission</p>	<p>Too many people in poverty in Edinburgh are not aware of, or able to access all the support to which they are entitled.</p> <p>Inequality in Edinburgh is most starkly apparent in the way that the availability and quality of opportunities to progress in life depend on your income and where you live in the city. This is reflected in an attainment gap that is wider and reducing more slowly than in Scotland as a whole</p> <p>The report calls on City of Edinburgh Council to embed a 20-minute walking or 'pram pushing' distance principle at the heart of designing all neighbourhoods in Edinburgh with consequences for planning of housing, amenity, employment, and services.</p> <p>It also calls on City of Edinburgh Council to work with partners to accelerate digital inclusion, putting affordability and skills at the heart of its plans.</p> <p>Poverty is present in Edinburgh: 84% of respondents stated that there was "quite a lot" of poverty in Edinburgh. The vast majority of the remainder (14%) considered that there was "some" poverty in Edinburgh. Less than 2% thought that there was either "none" or "very little" poverty in Edinburgh.</p> <p>Work Doesn't Pay Enough. The most common explanation provided for poverty in Edinburgh (86% of respondents) was the belief that work did not pay enough.</p> <p>Disability in the Household. A similar proportion of respondents (83%) cited disability as a contributory factor, although this was not considered to be the main reason by many (less than 1%).</p> <p>Inequality. Although five other factors were considered by more people to contribute to poverty in Edinburgh, inequality was the reason that was considered to be the main reason by most people (27% considered inequalities to be the main reason for poverty in Edinburgh, while 73% considered it to be a contributory factor).</p> <p>Other contributory factors were identified by the majority, including:</p> <p>Alcoholism, drug abuse or other addictions (79%). Interestingly, only 4% considered this to be the main cause of poverty in Edinburgh – this stands in sharp contrast to prevailing attitudes in Scotland/UK, in which this is considered to be the most important single reason for poverty.</p> <p>Inadequacy of social benefits. Social benefits not paying enough (69%) and 'lack of entitlement to social benefits and not being able to work' (65%). Cannot access affordable housing (79%).</p> <p>Structural problems. In addition to inequalities, discrimination was identified by the majority as a reason (61%).</p> <p>Other clusters of reasons were found to have dimensions with majority support and others with minority support:</p> <ul style="list-style-type: none"> • Family matters. Family break-up or loss of a family member (76%), generational pattern (40%), and too many children in the family (19%) • Other work-related reasons. Adults being out of work for a long time (64%), adults not wanting to work (29%), and adults not working enough hours (26%). • Geographical factors were 'only' supported by a (not-insignificant) minority. Living in a poor-quality area (41%).

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		<p>Local issues: The open-ended responses that amplified the responses to fixed response questions highlighted that there are a number of issues that might be considered to be particularly important in the local context of Edinburgh. Of note were the following:</p> <ul style="list-style-type: none"> • High cost of living in Edinburgh. • Concern with the lack of affordable housing. • Sense that the city functions for the benefit of elites, visitors and shorter-term residents. • City divided between core and periphery. • National government is failing, but the City of Edinburgh Council still has some responsibility for tackling poverty in the city. • Work must be rewarded with adequate pay. • There are many examples of positive local action. • There is a strong commitment to make Edinburgh a better city. • Action needs to be more collaborative and better co-ordinated. • People with experience of poverty need to be involved in decision-making (not only listened to). 																																																						
Data on service uptake/access	NEST Employability Third Party Grants Caselink Statistics – Capital City Partnership	<p>Statistics for Employability Third Party Grants are from April 2019 – May 2021. This is to take into account the abnormal figures during Covid-19.</p> <p>There were 1388 engagements on Caselink from 1288 individual clients.</p> <table border="1" data-bbox="571 925 837 1043"> <thead> <tr> <th colspan="2">Gender</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>760</td> </tr> <tr> <td>Female</td> <td>628</td> </tr> </tbody> </table> <table border="1" data-bbox="871 925 1082 1115"> <thead> <tr> <th colspan="2">Age</th> </tr> </thead> <tbody> <tr> <td>-16</td> <td>32</td> </tr> <tr> <td>16-24</td> <td>812</td> </tr> <tr> <td>25-49</td> <td>391</td> </tr> <tr> <td>50+</td> <td>153</td> </tr> </tbody> </table> <table border="1" data-bbox="1139 925 1517 1200"> <thead> <tr> <th colspan="2">Pipeline stage at engagement</th> </tr> </thead> <tbody> <tr> <td>Stage 1</td> <td>554</td> </tr> <tr> <td>Stage 2</td> <td>270</td> </tr> <tr> <td>Stage 3</td> <td>302</td> </tr> <tr> <td>Stage 4</td> <td>113</td> </tr> <tr> <td>Stage 5</td> <td>134</td> </tr> <tr> <td>not stated</td> <td>15</td> </tr> </tbody> </table> <table border="1" data-bbox="571 1211 1182 1630"> <thead> <tr> <th colspan="2">Employment Situation</th> </tr> </thead> <tbody> <tr> <td>Unemployed</td> <td>309</td> </tr> <tr> <td>In full-time or part-time education</td> <td>298</td> </tr> <tr> <td>Long Term Unemployed</td> <td>191</td> </tr> <tr> <td>Employed</td> <td>105</td> </tr> <tr> <td>Workforce Returner</td> <td>69</td> </tr> <tr> <td>Part-time worker</td> <td>53</td> </tr> <tr> <td>Young People aged <25 impacted by Covid-19</td> <td>36</td> </tr> <tr> <td>Underemployed</td> <td>33</td> </tr> <tr> <td>Low income employed</td> <td>31</td> </tr> <tr> <td>Employment status affected by Covid</td> <td>13</td> </tr> <tr> <td>Self Employed</td> <td>2</td> </tr> </tbody> </table>	Gender		Male	760	Female	628	Age		-16	32	16-24	812	25-49	391	50+	153	Pipeline stage at engagement		Stage 1	554	Stage 2	270	Stage 3	302	Stage 4	113	Stage 5	134	not stated	15	Employment Situation		Unemployed	309	In full-time or part-time education	298	Long Term Unemployed	191	Employed	105	Workforce Returner	69	Part-time worker	53	Young People aged <25 impacted by Covid-19	36	Underemployed	33	Low income employed	31	Employment status affected by Covid	13	Self Employed	2
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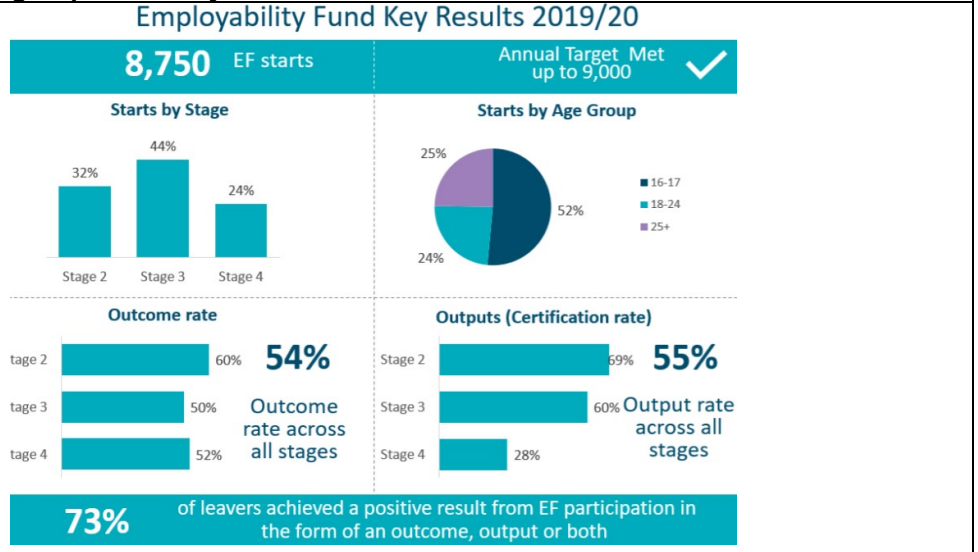
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- ### Equality
- Gender: There were fewer female than male starts to the Employability Fund in 2019/20, with females accounting for 33% of starts and males accounting for 67%.
 - Disability: 28.2% of EF starts self-identified an impairment, health condition or learning difficulty (I/HC/LD) in 2019/20 compared to 24.3% last year (+3.9 pp). 1
 - Ethnicity: 3.8% of EF starts self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group, -0.2 pp higher than last year. 3
 - Care Experience: 7.0% of EF starts self-identified as care experienced.

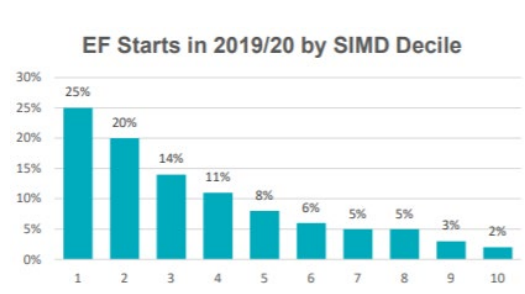
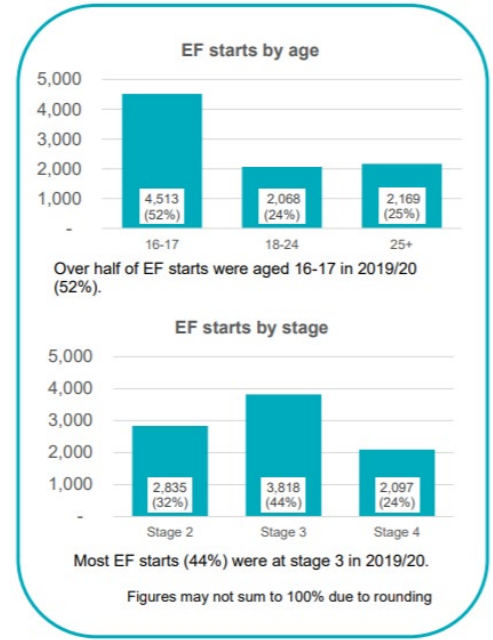


Figure 1.2: Percentage of EF starts by SIMD decile

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		<p>Gender</p> <p>In 2019/20, there were fewer female than male starts to the Employability Fund,</p> <p>Demographic statistics suggest there may be fewer females than males in the pool of individuals requiring EF intervention. For example, the gender split in the Scottish unemployed population is 55% male, 45% female. In addition, young females (aged 16-19) are more likely to be participating in either education, employment or training/other development with 92.2% of young females engaged in these activities compared to 90.9% of males.</p> <table border="1" data-bbox="571 555 1085 896"> <thead> <tr> <th>Ethnic Group</th> <th>Number of EF starts</th> <th>% of EF starts (known)</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>8,385</td> <td>96.2%</td> </tr> <tr> <td>Mixed or multiple</td> <td>43</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>129</td> <td>1.5%</td> </tr> <tr> <td>African, Caribbean or Black</td> <td>106</td> <td>1.2%</td> </tr> <tr> <td>Other ethnic group</td> <td>53</td> <td>0.6%</td> </tr> <tr> <td>Total Known</td> <td>8,716</td> <td></td> </tr> <tr> <td><i>Prefer not to say</i></td> <td>34</td> <td></td> </tr> <tr> <td>Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group</td> <td>331</td> <td>3.8%</td> </tr> </tbody> </table> <p>Achievements (Outcomes and Outputs)</p> <p>The Employability Fund rewards Training Providers for outputs (certification) and outcomes (progression to a Job, MA, self-employment, more advanced form of learning or progression to the next stage of the SSP). The fund is designed to allow providers to help individuals with differing needs secure positive outcomes.</p> <div data-bbox="566 1153 1149 1937" style="border: 2px solid #00A0C0; border-radius: 20px; padding: 10px;"> <p style="text-align: center;">Outcome Rates</p> <table style="width: 100%; text-align: center;"> <tr> <td>All Stages</td> <td>Stage 2</td> <td>Stage 3</td> <td>Stage 4</td> </tr> <tr> <td>54%</td> <td>60%</td> <td>50%</td> <td>52%</td> </tr> <tr> <td>-0.2 pp lower than the previous</td> <td>+0.9 pp higher than the previous</td> <td>-0.6 pp lower than the previous cohort</td> <td>-1.3 pp lower than the previous cohort</td> </tr> </table> <p style="text-align: center;">Outcome Rate over time</p> <table style="width: 100%; text-align: center;"> <tr> <td>100.0%</td> <td>53.5%</td> <td>53.2%</td> <td>54.0%</td> <td>54.2%</td> <td>53.9%</td> </tr> <tr> <td>0.0%</td> <td>Q4 2018/19</td> <td>Q1 2019/20</td> <td>Q2 2019/20</td> <td>Q3 2019/20</td> <td>Q4 2019/20</td> </tr> </table> <p style="text-align: center;">Outcome Rate by stage over time</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>Q4 2018/19</th> <th>Q1 2019/20</th> <th>Q2 2019/20</th> <th>Q3 2019/20</th> <th>Q4 2019/20</th> </tr> </thead> <tbody> <tr> <td>STAGE 2</td> <td>55%</td> <td>57%</td> <td>59%</td> <td>60%</td> <td>60%</td> </tr> <tr> <td>STAGE 3</td> <td>52%</td> <td>50%</td> <td>50%</td> <td>51%</td> <td>50%</td> </tr> <tr> <td>STAGE 4</td> <td>54%</td> <td>55%</td> <td>56%</td> <td>54%</td> <td>52%</td> </tr> </tbody> </table> </div>	Ethnic Group	Number of EF starts	% of EF starts (known)	White	8,385	96.2%	Mixed or multiple	43	0.5%	Asian	129	1.5%	African, Caribbean or Black	106	1.2%	Other ethnic group	53	0.6%	Total Known	8,716		<i>Prefer not to say</i>	34		Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	331	3.8%	All Stages	Stage 2	Stage 3	Stage 4	54%	60%	50%	52%	-0.2 pp lower than the previous	+0.9 pp higher than the previous	-0.6 pp lower than the previous cohort	-1.3 pp lower than the previous cohort	100.0%	53.5%	53.2%	54.0%	54.2%	53.9%	0.0%	Q4 2018/19	Q1 2019/20	Q2 2019/20	Q3 2019/20	Q4 2019/20		Q4 2018/19	Q1 2019/20	Q2 2019/20	Q3 2019/20	Q4 2019/20	STAGE 2	55%	57%	59%	60%	60%	STAGE 3	52%	50%	50%	51%	50%	STAGE 4	54%	55%	56%	54%	52%
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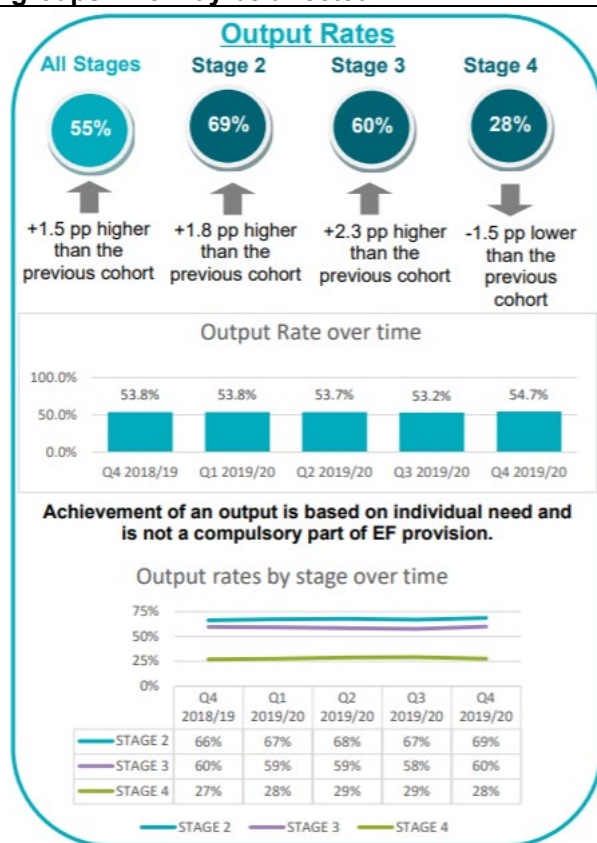
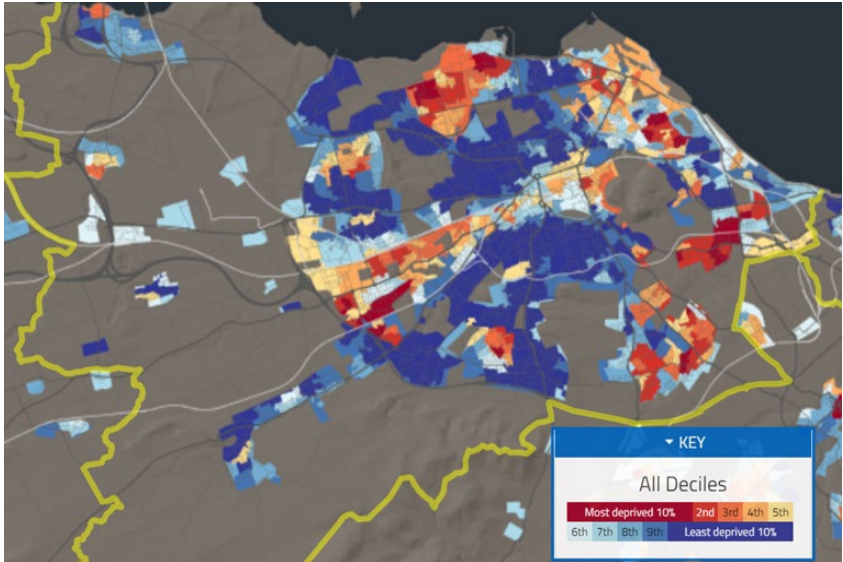


Table 2: EF starts in 2019/20 by Local Authority (based on trainee home address) and age

Local Authority	16-17	18-24	25+	Total
Aberdeen City	103	57	66	226
Aberdeenshire	79	75	72	226
Angus	84	56	69	209
Argyll & Bute	58	13	11	82
Clackmannanshire	33	15	18	66
Dumfries & Galloway	90	28	62	180
Dundee City	237	117	9	363
East Ayrshire	150	87	74	311
East Dunbartonshire	53	45	27	125
East Lothian	84	35	24	143
East Renfrewshire	20	7	8	35
Edinburgh, City of	251	113	125	489
Falkirk	104	72	39	215
Fife	420	168	294	882
Glasgow City	771	280	265	1,316
Highland	86	56	38	180
Inverclyde	78	61	55	194
Midlothian	80	14	7	101
Moray	29	34	57	120
Na h-Eileanan Siar	24	*	*	31
North Ayrshire	173	94	82	349
North Lanarkshire	466	104	175	745
Orkney Islands	*	7	*	16
Perth & Kinross	76	61	49	186
Renfrewshire	137	73	96	306
Scottish Borders	76	43	49	168
Shetland Islands	*	*	10	17
South Ayrshire	51	64	39	154
South Lanarkshire	352	102	208	662
Stirling	77	26	11	114
West Dunbartonshire	106	92	88	286
West Lothian	159	59	35	253
Total	4,513	2,068	2,169	8,750

Table 4: Achievement summary by equality characteristics

Equality Summary (excluding prefer not to say)	Outcome, Output or Both	Leavers	Achievement Rate
Gender			
Female	2,353	3,160	74%
Male	4,418	6,090	73%
Disability			
Disabled	1,531	2,153	71%
Not Disabled	5,004	6,773	74%
Ethnicity			
Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group	277	369	75%
White	6,439	8,798	73%
Care			
Care Experience	438	659	66%
Experience			
No Care Experience	6,223	8,424	74%
Total	6,771	9,250	73%

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	Community Jobs Scotland - geographical profile for phase 1 to phase 4 – Scottish Government	<p>The total opportunities from 2011-2015 for Community Jobs Scotland. Edinburgh's total is 403, which is the third largest after Glasgow and North Lanarkshire.</p> <table border="1" data-bbox="571 320 847 1124"> <thead> <tr> <th>LAA</th> <th>Total Jobs over all phases</th> </tr> </thead> <tbody> <tr><td>Aberdeen City</td><td>111</td></tr> <tr><td>Aberdeenshire</td><td>91</td></tr> <tr><td>Angus</td><td>106</td></tr> <tr><td>Argyll & Bute</td><td>90</td></tr> <tr><td>Clackmannanshire</td><td>106</td></tr> <tr><td>Dumfries & Galloway</td><td>167</td></tr> <tr><td>Dundee City</td><td>236</td></tr> <tr><td>East Ayrshire</td><td>202</td></tr> <tr><td>East Dunbartonshire</td><td>90</td></tr> <tr><td>East Lothian</td><td>83</td></tr> <tr><td>East Renfrewshire</td><td>57</td></tr> <tr><td>Edinburgh City</td><td>403</td></tr> <tr><td>Eilean Siar</td><td>51</td></tr> <tr><td>Falkirk</td><td>145</td></tr> <tr><td>Fife</td><td>428</td></tr> <tr><td>Glasgow City</td><td>918</td></tr> <tr><td>Highland</td><td>184</td></tr> <tr><td>Inverclyde</td><td>128</td></tr> <tr><td>Midlothian</td><td>105</td></tr> <tr><td>Moray</td><td>69</td></tr> <tr><td>North Ayrshire</td><td>248</td></tr> <tr><td>North Lanarkshire</td><td>493</td></tr> <tr><td>Orkney Islands</td><td>34</td></tr> <tr><td>Perth & Kinross</td><td>106</td></tr> <tr><td>Renfrewshire</td><td>223</td></tr> <tr><td>Scottish Borders</td><td>102</td></tr> <tr><td>Shetland</td><td>32</td></tr> <tr><td>South Ayrshire</td><td>138</td></tr> <tr><td>South Lanarkshire</td><td>312</td></tr> <tr><td>Stirling</td><td>104</td></tr> <tr><td>West Dunbartonshire</td><td>137</td></tr> <tr><td>West Lothian</td><td>140</td></tr> <tr><td>Totals</td><td>5839</td></tr> </tbody> </table>	LAA	Total Jobs over all phases	Aberdeen City	111	Aberdeenshire	91	Angus	106	Argyll & Bute	90	Clackmannanshire	106	Dumfries & Galloway	167	Dundee City	236	East Ayrshire	202	East Dunbartonshire	90	East Lothian	83	East Renfrewshire	57	Edinburgh City	403	Eilean Siar	51	Falkirk	145	Fife	428	Glasgow City	918	Highland	184	Inverclyde	128	Midlothian	105	Moray	69	North Ayrshire	248	North Lanarkshire	493	Orkney Islands	34	Perth & Kinross	106	Renfrewshire	223	Scottish Borders	102	Shetland	32	South Ayrshire	138	South Lanarkshire	312	Stirling	104	West Dunbartonshire	137	West Lothian	140	Totals	5839
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<p>Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.</p>	SIMD 2020 – Scottish Government	 <p>The areas of highest deprivation (10%) are:</p> <ul style="list-style-type: none"> • Muirhouse • Granton, Royston Mains and Wardieburn • Restalrig and Lochend • Niddrie, Bingham, Magdalene and The Christians • Craigmillar • Moredun and Craigour • Hyvots and Gilmerton • Oxgangs • Clovenstone, Murrayburn and Wester Hailes • The Calders 																																																																				

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		See above for additional information from Poverty Commission and Labour Market statistics.
Data on equality outcomes	Yes	See above
Research/literature evidence	Yes	<p>See Above.</p> <p>A paper containing economic and employability data was also drafted and used to inform the review. This pulled together national and local data from reports including, but not limited to:</p> <ul style="list-style-type: none"> • Scottish Government reports, • City of Edinburgh Council reports, • Edinburgh Poverty Commission, • Caselink reports, • Skills Development Scotland reports • Data sources (Nomis and Stat-Xplore), • Capital City Partnership, • SCVO
Public/patient/client experience information	Yes	<p>Co-Production with citizens and service users has highlighted that those already connected to a Third Party Grants service are really happy with the level of support received.</p> <p>Feedback highlighted that their main requirements for a future service are that they are supportive, personalised and that they take into account wider issues, include health and wellbeing, welfare rights and confidence building.</p> <p>Emerging Themes from Service Providers:</p> <ul style="list-style-type: none"> • Mix of all stages of the pipeline • should be aligned with occupational growth sectors where there are workforce gaps, • services provided should follow the No One Left Behind ethos and offer holistic, person centred and local targeted employability services, • specific target groups that may need additional support from these employability services include; care experienced, young parents, young carers, disabled people, members of the BAME community, those aged 50+, school leavers and those requiring mental health support, • consideration needs to be given to continued access to benefits, Education Maintenance Allowance or a training allowance for those participating in these employability programmes. <p>Emerging Themes from Clients:</p> <ul style="list-style-type: none"> • One-to-one support and groupwork • Meeting in local community • Mix of virtual meetings and face to face • Being able to “meet” regularly • Support with interviews/ CVs/ applying for jobs • Wider support, not just how to get a job <ul style="list-style-type: none"> • Most popular answer about what help they required was CVs and Job Search with 67% • 55% need careers advice • 51% need work experience and help with work-related skills • 48% need help with confidence and how they’re feeling. • 40% need help with training

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<ul style="list-style-type: none"> 36% need help with English language 27% need help with digital skills
Evidence of inclusive engagement of people who use the service and involvement findings	Yes	<p>Co-Production – see above</p> <p>Continual co-production with service users will be written into the contracts to ensure that they remained relevant to service users and met their needs.</p>
Evidence of unmet need	Yes	See Above
Good practice guidelines	Yes	<p>In order to continually improve the customer experience, and following consultation with the providers' network, the Joined Up For Jobs partnership introduced a customer care quality standard for provider organisations.</p> <p>Providers seeking City of Edinburgh Council funding are expected to hold or be working towards the Charter.</p> <p>Annual contract management checks will ensure that the level of service is maintained and improved.</p>
Carbon emissions generated/reduced data		N/A
Environmental data		N/A
Risk from cumulative impacts		N/A
Other (please specify)		N/A
Additional evidence required		N/A

8. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>Equality is at the heart of the employability services – accessing good quality opportunities (jobs, training and progressions) is fundamental to reducing inequalities and improving health and wellbeing. Through the NOLB strategy, services are prioritising wellbeing and driving the person-centred approach to delivery and commissioning of services.</p> <p>Creating a Vocational Training Framework to support individuals who are closer to the labour market and that is responsive to growth sectors and labour market demands will more effectively support into sustainable employment.</p> <p>The shift from national services to local services allows it to be more focused on the needs of citizens at a local level and to focus on those in most need. The 20 Minute Neighbourhood agenda will be key to building stronger communities and</p>	<p>All</p> <p>All</p> <p>All</p>

<p>support the innovation at a local level and support local services.</p> <p>Integration with other employability services and related non-employability services will be a key element of the future services. These services are targeted to support clients who have interlinked support requirements.</p> <p>In recent years, more emphasis has been put on co-designing with clients' input and the importance on co production being continual. A new client management information system is currently being designed and will replace Caselink. The new system allows clients to register and book appointments themselves, giving them more control over their data and the services that they require. It enables clients to be more active in the support that they receive. This allows clients to have a more active role within their development.</p> <p>English as a second language is a significant barrier in Edinburgh for those seeking employment. Therefore, an increased focus on encouraging participation from BME projects has already begun. Projects have been engaged with in the past few months to increase representation. Employability networks, through partnerships, have now been able to provide support to those who have been under-represented previously. This will continue to be developed through the NEST grants and Vocational Training Framework.</p> <p>Negative</p> <p>The nature of the Covid-19 crisis has had an impact on the regular way in which co-production and services are carried out. There was an awareness that it could create a digital exclusion problem because focus groups and surveys could only be held online which could limit those with no access or skills to partake. The employability network and wider stakeholders supported the delivery of co-production by contacting service users by phone to complete surveys in lieu of face to face interactions. This was unavoidable in the current crisis.</p> <p>If the Covid-19 pandemic was to worsen again or continued reduction in face-to-face services continues, the digital divide will be further exacerbated and would have large negative impacts of the equality of opportunities for citizens. This is not specific to this grants process but services in the employability network have been developing solutions to support clients remotely, including increased use of phone and text.</p> <p>Due to the current Covid-19 situation there is a danger in the sectors recruiting staff that cannot accommodate home-working where people think this is their only one option for employment. There is a potential negative mental health impact.</p> <p>There has been a large increase in the prevalence of mental health issues in recent years, largely due to Covid-19. Staff in</p>	<p>All</p> <p>All</p> <p>Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) Refugees and Asylum Seekers</p> <p>Those vulnerable to falling into poverty or are already experiencing poverty Low literacy / numeracy</p> <p>Those vulnerable to falling into poverty or are already experiencing poverty Low literacy / numeracy</p> <p>All</p> <p>All</p>
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commissioned services need to have a good understanding of these issues and the best way to support clients, including where to direct them for additional support.	
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<p>Environment and Sustainability including climate change emissions and impacts</p> <p>Positive</p> <p>As part of the commissioning and co-production process organisations are asked at point of application about their future around sustainability and the environment.</p> <p>Skills Development Scotland are commissioning a paper on the future growth of green jobs. This will allow better strategic planning and allow us to be better informed around where the new job growths could be. It will allow for the alignment of interventions to train those in vulnerable groups to be able to access these jobs.</p> <p>Negative</p> <p>It is not anticipated that there will be any negative environment and sustainability impacts on anyone engaging with the service.</p>	<p>Affected populations</p> <p>All</p> <p>All</p>
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<p>Economic including socio-economic disadvantage</p> <p>Positive</p> <p>The nature of the strategic interventions planned as part of the Employability Third Party Grants and NOBL2 will be a positive for all areas under the Economic section.</p> <p>The aim of these NEST grants and Vocational Training Framework are to improve the quality of services and to ensure access, both in terms of physical location and accessibility to the service.</p> <p>There is a focus on identifying and targeting the gaps in national provision and other local provision to support those citizens who cannot access or do not want to engage with other provision.</p> <p>Negative</p> <p>The move from national to local funding of services means that the national promotional campaigns to advertise these services will be lost. Therefore, citizens and service providers might find it tougher to navigate local services.</p>	<p>Affected populations</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p>
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9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children’s rights, environmental and sustainability issues be addressed?

All of the NEST grants and the Vocational Training Framework will be delivered by external providers. As part of the Council’s grants process, due regard is required to be given to all equalities and rights, environmental and sustainability impacts when undertaking work for the Council. Bidders will be asked to confirm that policies are in place to support all areas outlined above.

10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

Any decision on the awarding of the grants will be made through the Council’s committee structures. Once a decision has been made on awarding the grants, the associated reports will be available for the public to view on the Council’s Committee Papers Online website.

The chosen providers will provide information about marketing and promotion as part of their application and this will then be discussed on an ongoing basis with the Grant Manager at Capital City Partnership (who are an Arms Length Company of the Council and act as the monitoring team for all commissioned employability services). The providers’ communication plan should also specify how this will be accessible to all clients, taking into account any disabilities or language barriers.

Information about the new services will also be communicated via the Council’s customer facing website and social media channels. In the build up to its launch, the Council will work with the chosen provider(s) to promote this to customers.

The Council will work with other employability providers in the city to promote the new service to customers via the Joined Up for Jobs network.

Any associated media for this service will be designed to be accessible and easy to understand for a range of population groups, especially our target customers.

11. Is the policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this.

No

12. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
The impacts of Covid-19 had an impact on the co-production opportunities in designing the NEST grants and Vocational Training Framework. We will work with the network of employability providers and wider peripheral services to help us contact clients via phones to ask for their feedback and to complete surveys.	Katie Weavers Craig Dutton	1 July 2021	1 July 2021
Staff in the Joined Up For Jobs network need training and upskilling to support clients with concerns about their mental health/wellbeing. This should be complemented by an increase in training for the Joined Up for Jobs network to ensure understanding of all priority groups and their needs.	Rona Hunter Kate Kelman	31 March 2022	1 January 2022
To ensure clients and service providers have a strong awareness of local services available and are able to navigate these, an emphasis on branding under the Edinburgh Guarantee is important to make sure that all the services are recognisable across the city. This will also involve clear service descriptions and target groups on the Joined Up For Jobs website.	Katie Weavers Craig Dutton	1 April 2022	6 January 2022

14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?

No

15. How will you monitor how this proposal affects different groups, including people with protected characteristics?

The contract will be managed by our arm's length company, Capital City Partnership, who will provide regular reports on performance. This will include the impact the service is having on targeted groups, including those with protected characteristics.

16. Sign off by Head of Service/ NHS Project Lead

Name

A handwritten signature in black ink, appearing to read 'Nancy B', written over a horizontal line.

Date

4 November 2021

17. Publication

Completed and signed IIAs should be sent to strategyandbusinessplanning@edinburgh.gov.uk to be published on the IIA directory on the Council website www.edinburgh.gov.uk/impactassessments