

To: Community Planning Oversight Group

On: 23rd June 2022

Report by:

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Economic Development Manager, Renfrewshire Council*

TITLE:

Renfrewshire Employability Delivery Plan 2022-25

1. Summary

- 1.1 As a requirement for No-One Left Behind funding from the Scottish Government all Local Employability Partnerships (LEPs) across Scotland are now required to produce local delivery plans for employability support and to publish these locally. Accordingly, Renfrewshire LEP has developed its first delivery plan for the period 2022-25.
- 1.2 The Delivery Plan will be updated regularly to reflect local need and the changing economic and wider circumstances. It will also change when new employability funding is provided for the area.

2. Recommendations

- 2.1 The Community Planning Oversight Group is asked to –
 - i. Note and endorse the Delivery Plan

3. Background

- 3.1 Renfrewshire Local Employability Partnership aims to integrate and align local employability services across Renfrewshire and improve employability outcomes, particularly for those hardest to reach. Services support those who want to work to gain skills and experiences to enter work and to progress in the workplace, with no-one left behind.
- 3.2 The Renfrewshire Employability Partnership supports around 5000 people each year with employability. Around 1500 people will need intensive support and the plan recognises that more has to be done to reach those not currently engaging

with employability services or with the hardest issues to overcome. Specific actions are included in the plan to support particular groups.

- 3.3 The Renfrewshire Employability Delivery Plan presents an outline of the planned employability infrastructure and provision over the next 3 years in Renfrewshire and the rationale behind this. This includes a more detailed plan of discretionary services to complement the statutory provision in place, utilising Scottish Government employability funding and other resources.
- 3.4 Funding to support discretionary employability services comes mainly from Renfrewshire Council (Economic Development) and the Scottish Government (No-one Left Behind) with a budget of around £5M for 2022-23.
- 3.5 The Delivery Plan has been prepared by the Local Employability Partnership and reflects the views and needs of those out of work, those who have experienced unemployment or underemployment and employers. Organisations providing employability services and other types of support to residents have also been involved, sharing their experience and knowledge.
- 3.6 The attached Delivery Plan (appendix 2) follows a template provided by the Scottish Government and is a lengthy document. A summary version has also been produced and is also attached (appendix 1.).

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Renfrewshire Employability Services Delivery Plan (Executive Summary) 2022-2025

Introduction to the Renfrewshire Local Employability Partnership:

Renfrewshire is recognised nationally for its strong partnership approach in employability with the active involvement of a wide and diverse range of local partners across the voluntary, public, education and private sectors.

The Renfrewshire Local Employability Partnership (LEP) consists of:

- a **management group** with strategic and operational partners working together to develop shared objectives, the alignment of efforts and the joint commitment of resources relating to employability. Members are Renfrewshire Council, Skills Development Scotland, Department for Work and Pensions, West College Scotland, University of the West of Scotland, Engage Renfrewshire, Renfrewshire Chamber of Commerce, Developing the Young Workforce (West), Health and Social Care Partnership, NHS Greater Glasgow and Clyde.
- A number of **thematic sub-groups** of operational staff from across a very wide range of services meeting regularly to discuss and agree services for priority groups. These groups bring forward new service ideas and discuss key issues of referral and support.

In total over 60 people are involved actively in the Renfrewshire LEP. Additionally, an annual conference is held for all local staff with an interest or remit in employability which attracts around 150 people.

Renfrewshire Local Employability Partnership wants to improve employability outcomes in Renfrewshire. To support those who want to work to gain skills and experiences to enter work and to progress in the workplace. To open doors to fair and secure work and to support all those who want help. To make employability support straightforward, easy to access and available to all, with no-one left behind.

Across Scotland the role of the LEPs has become essential to Scottish Government funding and approaches for employability. A key element of securing financial support from the Scottish Government is an active LEP agreeing local priorities and co-commissioning services with the production of a local Delivery Plan. This is a summary of that plan.

Employment / Unemployment in Renfrewshire:

For the first time since records began there are “fewer unemployed people than job vacancies,” the Office for National Statistics (ONS) has announced. The rate of employment is at a high level in Renfrewshire (almost at pre-covid levels) but there are around 2,000 less people in employment overall with around 1000 having moved from self-employment to paid employment during the past 2 years and around 2,000 moving from being economically active to economically inactive (mostly

due to health). Still the figures for the area are very positive with Renfrewshire being better than the Scottish average in all key indicators.

Many people struggle to find their way into employment and there is currently a hidden talent pool of around 10,000 people in Renfrewshire who want to work but are not currently job seeking. This consists of more than half of the current claimant count (3,850 at April 2022), several hundred young people not claiming benefits but unemployed and over seven thousand economically inactive people who indicate that they want to work.

As an integrated employability service, the Renfrewshire Employability Partnership aims to support the development of opportunities and services that supports more people to move into the world of work.

Employability Support in Renfrewshire:

There is a wide range of employability related services available across Renfrewshire through the various partners. Each partner has a distinct role and range of services to ensure that anyone who wants support in Renfrewshire can get it. Current services include:

1. Statutory employability services providing services to all:
 - The Department of Work and Pensions (DWP) provide employability support, guidance and signposting to those claiming benefits who are required to be actively seeking work through work coaches, based in 3 jobcentres.
 - Skills Development Scotland (SDS) provides Career Information, Advice and Guidance (CIAG) services to Renfrewshire school pupils in all secondary schools and to post school customers through their SDS centres, and outreach activity.

2. A range of wider discretionary employability provision offering targeted services:
 - Renfrewshire Councils Employability Service (Invest in Renfrewshire) provides a wide range of intensive support to around 1500 people who need it most. Bespoke services and programmes are available to distinct target groups and the service bridges the gaps and augments statutory employability services.
 - Scottish Government Fairstart Scotland Programme (contracted locally to the Wise Group) to provide 12-18 months of tailored, flexible, and person-centred pre-employment support to targeted people in Renfrewshire who want help to find and stay in fair and sustainable work.
 - A wide range of Community, Learning and Development (CLD) and volunteering opportunities are available with Renfrewshire Council's Education Dept (CLD) and Engage Renfrewshire playing key capacity building and support roles, working with local groups and organisations.
 - A range of third sector and private sector training providers offering vocational skills and employment support.

3. Extensive training and further/higher educational opportunities: these are provided locally by West College Scotland and the University of the West of Scotland and offer both academic and vocational skills linked to labour market demands.

All of the above services work together to provide an employability service to meet the needs of people and businesses in the area. The Partnership has developed a broad 3 year plan for the development of employability services which will evolve over time to take account of changing economic circumstances, opportunities and funding requirements.

Renfrewshire Employability Services Plan 2022-25

The Renfrewshire Employability Partnership has identified key priorities for the coming 3 years to respond to the current economic circumstances and support the needs of the area and those looking for work. These are summarised as:

- **To positively promote the benefits of work within the area** and to ensure that people locally are aware of the opportunities open to them and the support to help them find work. We will work with employers to promote Fair Work and consider flexible working arrangements to support more parents to return to work.
- **To engage with, and support, more people:** we need to reach those people who want to work but perhaps don't know where to start and to ensure that they get the right service for them. We will work across, and with, more third sector and public sector services and ensure that outreach provision is situated in areas with highest levels of unemployment.
- **To make our services easier to access and straightforward to understand:** we will continue to work in partnership to streamline communication channels and to simplify the processes for users of the services.
- **We will work collectively to ensure the aims of “No-One Left Behind”** and to continue to assess against a range of indicators to ensure that we have the right services in place for those who need our support most.

No-One Left Behind in Renfrewshire

No-One Left Behind is a key policy objective of the Scottish Government and has directed much of the Renfrewshire approach since 2019.

Across the Renfrewshire LEP around 5000 people each year are supported with employability. Many of those will progress easily into work however others will require a longer, more supported journey. No-One Left Behind is about focussing on those who need more support, and ensuring that services are designed with these groups and address the issues they face. **We aim to assist around 1500 people across Renfrewshire this year under the banner of No-One Left Behind.**

We recognise that more has to be done to reach those not currently engaging with employability services or with the hardest issues to overcome. In terms of No-One Left Behind the Renfrewshire Employability Partnership have identified a range of priority groups requiring additional support and attention in the next three years.

Key Target Groups	Key Targeted Responses 2022-25
Young people, particularly those 16-18 years and also care experienced young people	<ul style="list-style-type: none"> ▪ Continuation of the “Kickstart Plus” model to allow an additional 80 young people to be sustained in work for an additional 6 months after the end of Kickstart ▪ wage incentives for particularly vulnerable individuals from this and other target groups not able to access work without this (10 places) ▪ Continuation of Renfrewshire YPG programme ▪ Street League and Barnardos programmes for young people
Unemployed /low-income Parents (in support of the child poverty agenda)	<ul style="list-style-type: none"> ▪ Parental employment support team working specifically with unemployed or low-income parents ▪ New £1000 transition to employment grant to allow parents to start work ▪ Wage incentives to create school hour jobs for parents
Communities with higher levels of employment deprivation, particular focus on in the lowest 5% SIMD	<ul style="list-style-type: none"> ▪ Outreach services based in priority areas ▪ Commissioned training provision targeting these areas including a ‘door knocking’ approach targeting disengaged young people and their families
People with criminal convictions	<ul style="list-style-type: none"> ▪ Specialist key worker team and programmes ▪ Integrated support with social justice team and Scottish Prison Service ▪ New support service for those with particular issues of employment due to convictions
People with disabilities	<ul style="list-style-type: none"> • An employer recruitment incentive to develop and subsidise new job roles for those with complex disabilities • Continuation of the successful Project Search programme based at Renfrewshire Council • Work to increase employers and frontline staff awareness and understanding of different disabilities such as autism
People with health issues and conditions	<ul style="list-style-type: none"> • Upskilling front-line health staff to be able to link to appropriate employability services. • Provision of mental health and wellbeing interventions where these are not readily available but will help support journey towards employment eg counselling; • Provision of the STEP’s Programme as a gateway to wider employability support.
Black, Asian and other minority ethnic groups including refugees	<ul style="list-style-type: none"> • Employability partners to be supported to use a new Racial Equality toolkit. • More support to access modern apprenticeships beyond school age. • Clearer path to transfer skills and qualifications acquired outside the UK and build on these.
Long term unemployed adults	<ul style="list-style-type: none"> • 6 month (Scottish Living Wage) fully paid work placements in the Public or Third sector with training and support (75 places)

The model of support for No-One Left Behind in Renfrewshire

For those who require additional support there is a well-established 5 stage model of employability support delivered through a key worker model. Each person will receive a key worker to support them through their journey and to access the rights supports and services for them as they progress.

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Engagement, Referral and Assessment	Barrier Removal, basic skills, key skills, introduction to employability	Vocational skills, work experience and job search activity	Employer Engagement, work trials, job matching and entering work.	In Work Support, Aftercare and further development
End to End Case Management /Key Worker Support				

The model of support includes the following services for **all** clients:

- Key-worker support
- “Better off in work” calculation and benefits advice to ensure that the individual is accessing all available benefits and to establish the levels of increased income through work.
- Financial assistance for work clothing and transport to work / training
- Childcare support during training
- Transport assistance to those not eligible for the Scottish Governments free bus travel scheme
- Access to over 700 training and development opportunities commissioned locally for the coming year
- Flexible Training Fund of up to £3000 per person to purchase specific training (if not already delivered through commissioned services)
- Introductions to key employers looking to recruit

What will Success Look Like?

A performance framework has been developed to track progress and outcomes. A summary of the Renfrewshire Local Employability Partnership ambitions are:

- Unemployment will continue to reduce and economic activity levels will increase over the next 3 years.
- Around 1500 people each year will benefit from the No-One Left Behind approach and services.
- More people in the priority groups will:
 - Engage with Renfrewshire employability services
 - Receive careers/employment related advice and guidance
 - Participate in training and development opportunities provided by Renfrewshire LEP delivery partners
 - Progress towards and into work or self-employment.
- Access to employability support for all residents requiring assistance will be improved and simplified with more access in local communities and clear first points of contact. This will help to tackle significant engagement challenges reported by all partners.
- Services that support residents’ wellbeing including employability will be more integrated.
- Employability services will be informed and shaped by lived experience.

- Through the Employability Service Standards and Employability Customer Charter, customers will know what to expect when accessing employment services and what to do if they feel the commitments are not being met.

Funding for Employability

Each partner brings their own funding and resources to the partnership. Different Services have varying amounts of discretion in how to use the funding they have (statutory providers don't have as much discretion) and partners are honest about this. All partners recognise the restrictions other may have and work together to ensure that the funds with most discretion are used to best effect, bridging gaps in service and integrating with other service areas.

Funding for 2022-23 to support discretionary services comes mainly from Renfrewshire Council (£1.8M), ESF (£1.2M) and the Scottish Government (£2M) with a budget of around £5M for 2023. This will fund:

- The Invest in Renfrewshire Employability Service, including specific key workers, employer liaison, financial support to individuals and support to priority groups (£2M)
- £1.2M commissioned training and support services
- Over £1.3 M of employer recruitment / paid work placement / wage subsidies
- £0.25M transition to employment fund for parents
- £0.25M flexible training fund

Funding for the current year is higher than normal by around £1M due to Renfrewshire Council utilising a Covid recovery fund to support more unemployed people to become economically active.

Further Scottish Government funding is anticipated later in the year aligned to the new Child Poverty Delivery Plan linked to increasing parental employment support and supporting more people into work.

Key changes for the year ahead and beyond include the closure of ESF programmes and the introduction of UK Government Funding (UK Shared Prosperity Fund). The Renfrewshire Local Employability Partnership are already meeting to discuss key new opportunities such as the "Multiply" programme and how to ensure that employability services remain linked to local needs as ESF closes and UKSPF commences.

Conclusion

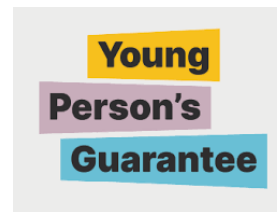
The Renfrewshire Local Employability Partnership has a strategic interest in employability because of its relationship to the wellbeing of communities and economic development in their areas. The successful delivery of employability positively impacts on the Fairer Scotland Duty, Equality Duty and Child Poverty Duty as well as the alignment with Fair Work and Inclusive Economic Growth.

This plan has been developed through the Local Employability Partnership with each organisation able to contribute and discuss the key issues for employability in Renfrewshire. The plan will continue to evolve over the next few years in line with economic and funding priorities and the needs of Renfrewshire.



Employability Delivery Plan 2022 - 2025

no  one
left behind



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Section 1.

Introduction

Renfrewshire is ambitious for the future and the Renfrewshire economy has fantastic foundations on which to grow. We have high levels of employment and have committed substantial investment to grow the economy. We are going further by developing new neighbourhoods to live in and investing in our cultural infrastructure and new places to visit.

Still, we face significant challenges and barriers, not least with areas of persistent poverty and so it is vital that, as we invest in our economic future, we ensure Renfrewshire is a place of inclusive growth where no one is left behind.

Supporting people into fair, sustainable jobs is central to delivering many of the ambitions for inclusive growth in Renfrewshire. Employability services are pivotal to avoiding the widening of social and economic inequalities and providing opportunities for personal growth and development. By supporting those who are most vulnerable we recognise the vital role that a range of organisations across the employability landscape play, providing a diverse range of provision and ensuring that the right support is put into place for those who rely on these services.

2020 – 2022 has been an exceptional time with significant impacts on communities, businesses and the wider economy. Many groups of people were disproportionately impacted by the pandemic, but Renfrewshire has recovered well with strengthened partnership working, greater alignment and integration of local employability services and increased funding to support higher levels of service need.

Employability is recognised as a key contributor to economic recovery, supporting both inclusive economic recovery and social renewal to mitigate the long term scars of unemployment, poverty and disadvantage. The employability landscape is changing significantly, reflecting the Scottish Government's [No One Left Behind](#) (NOLB) policy ambitions as well as wider economic drivers such as the Covid Pandemic recovery plans and the impacts of Brexit.

NOLB aims to achieve transformational change in how employability plans and services are developed and delivered to ensure they are meeting the needs of those requiring employability support in particular, those experiencing the greatest barriers to work. It requires a shift in decision making from the national to local level, recognising that Local Employability Partnerships are best placed to determine how employability resources are used and applied in their areas.

This **Delivery Plan** presents an outline of the planned employability infrastructure and provision over the next 3 years in Renfrewshire and the rationale behind this. This includes a more detailed plan of interventions to be in place for 2022/23 for Renfrewshire residents, in particular those locally co-commissioned to complement the statutory provision in place.

The Delivery Plan will be updated annually to reflect local need and the changing economic and wider circumstances. It is the responsibility of the Renfrewshire Local Employability Partnership (LEP) to produce, review and report on progress and performance.

Background

Renfrewshire Local Employability Partnership (RLEP) is the local strategic employability partnership consisting of partner agencies from the Renfrewshire Community Planning Structure. RLEP is chaired by Renfrewshire Council and has met, as an active partnership, for around 10 years. Its purpose is to support the implementation of local and national employability policy (including No One Left Behind and the Young Persons Guarantee) through collective leadership, joint planning and co-commissioning. In doing so the partnership, working closely with local delivery partners, will make the best use of resources available to deliver effective needs-led employability services that help Renfrewshire residents make a successful transition towards employment.

RLEP

Membership.



Governance and Reporting Arrangements

Renfrewshire LEP reports directly to the **Renfrewshire Community Planning Executive Group**.

It is responsible for delivering aspects of **Renfrewshire's Community Plan**, (Local Outcome Improvement Plan) in particular, activity relating to the objectives:

- “Our Renfrewshire is thriving: maximising economic growth that is inclusive and sustainable” and
- “Our Renfrewshire is fair: addressing the inequalities that limit life chances”.

In response to the Covid-19 pandemic, Renfrewshire Council in collaboration with partners developed **Renfrewshire's Economic Recovery Plan** and a number of the priorities within that including **Supporting Young People**; **Economic Wellbeing** and **Skills and Employability** sit with the LEP.

RLEP is also represented on a number of other community-planning thematic partnership groups ensuring links to other local strategies and plans including:

- Renfrewshire's Child Poverty Action Plan
- Renfrewshire Childrens' Services Partnership Plan
- Renfrewshire Health and Social Care Partnership – Strategic Plan 2022 – 2025 (consultation stage)
- Renfrewshire's Community Learning and Development Strategy
- West College Scotland Corporate Strategy 2019-2025

There are many other national and local strategies that have relevance to employability and vice versa including the Scottish Government's new National Strategy for Economic Transformation and RLEP will continue to consider these and what impacts or opportunities they present.

Action 1.

The integration of plans and actions has been challenging over the pandemic and work is underway with the local Community Planning and Child Poverty Leads, Health, Children's services and Community Learning and Development colleagues to re-build connections and alignment.

As RLEP had evolved over the years, so too has the wider employability partnership structure with a range of working groups, networks, and forums to support effective collaboration and lived experience/staff involvement, at the planning and operational levels. A recently revised structure is outlined in the diagram below

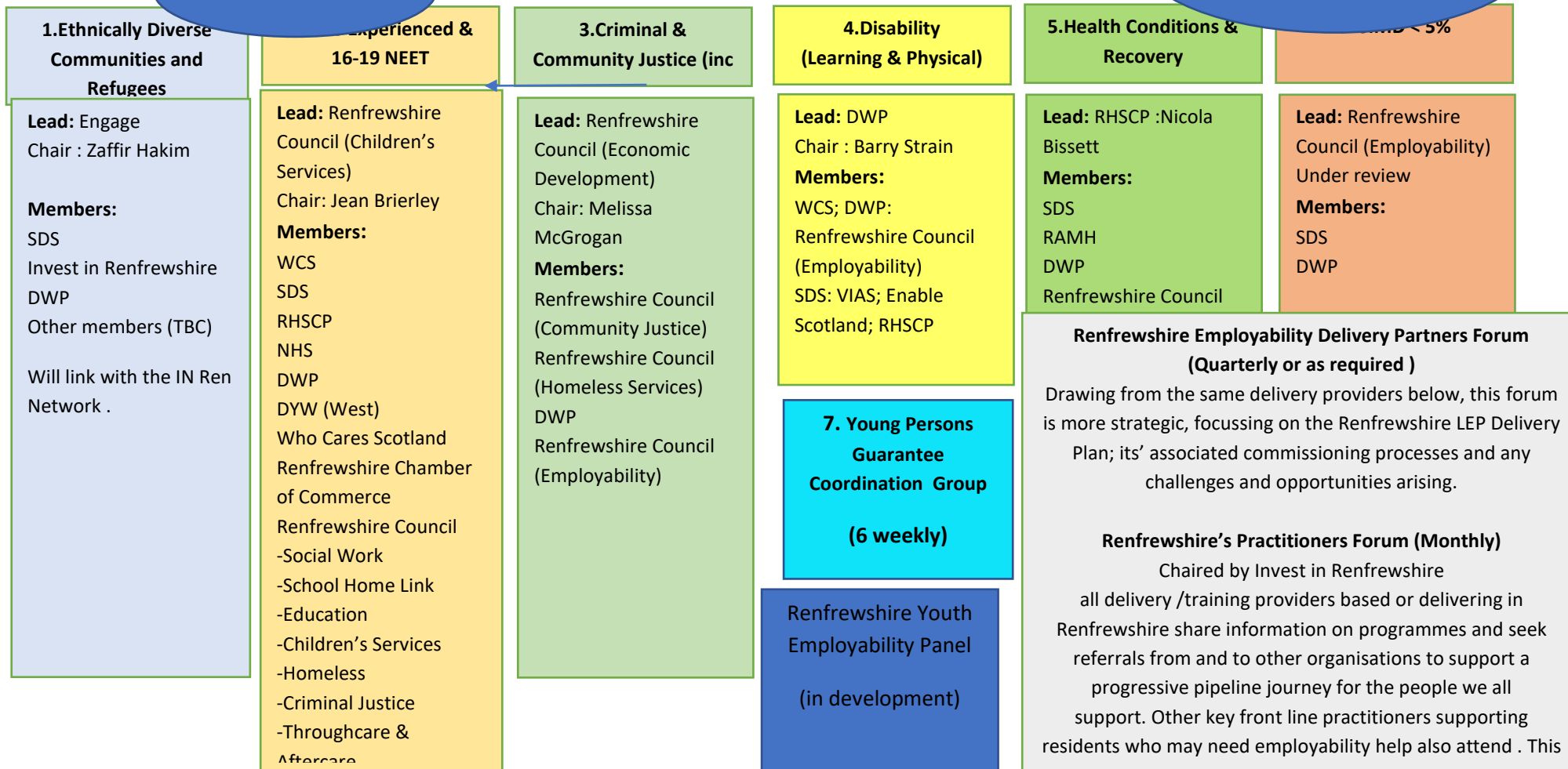
These groups will contribute to the ongoing development of this delivery plan for Renfrewshire.

Community Planning Executive Group

Renfrewshire Local Employability Partnership

Bi Monthly

Meet Quarterly



NOLB LEP Sub-Groups

Progress in Strengthening the Local Employability Partnership

RLEP's role over the years has developed with most notable changes coming in to affect following the publication of No-One Left Behind reports which included a [Local Employability Partnership Framework](#) to ensure consistency across all areas of Scotland .

This enhanced role brings new co-commissioning responsibilities and an expectation of making better use of data and intelligence to inform our local plans and services. Following a self-assessment process which considered these responsibilities, RLEP has developed a [Renfrewshire LEP Improvement Plan](#) which is regularly reviewed and updated.

RLEP is recognised as a strong and effective partnership locally and nationally however there is always scope for improvement and since development of the Improvement Plan in Summer 2021, there has been good progress as summarised below.

Theme 1 – Leadership and Relationships - Strengthen LEP links with Community Planning.

Progress - Formal reporting process to the Community Planning Executive Group now in place.

Theme 2 – Governance / use of Resources - Strengthen governance and working arrangements including continuous professional development opportunities (CPD) to align with enhanced role of LEPs (commissioning/Young Persons Guarantee) and ensure delivery partners and stakeholders are informed and involved and have the knowledge and skills required.

Progress – New Partnership Coordinator post created to support the LEP and its' additional responsibilities. Local employability structure enhanced with the creation of the new Young Persons Coordination group and Delivery Partners Forum; new employability grants process developed working closely with the forum and grant agreements in place to March 23. Ongoing communications with delivery partners and stakeholders. Expansion of local client management system Hanlon to enable use by all delivery partners involved in grants programme. Scope to develop further. New RLEP web pages created to provide a 'hub' for all partners to share information including CPD opportunities.

Theme 3 –Use of Evidence – Take a more joined up approach to capturing, sharing and using appropriate data /evidence to inform decision making.

Progress – Collaboration to enhance the 16+Datahub has reduced the number of unknowns and improved the reliability of data. This work is ongoing; local data profile produced to inform the new Employability Grants programme.

Theme 4 - Community/service user engagement and participation - Develop a more collective approach to the engagement of both those who use our services and those who are not engaging to inform decision making and service design and maximise uptake of services and opportunities available.

Progress - Virtual Employability Conference “Leaving No-one Behind in Renfrewshire” enabled the engagement of 138 employability and wider support staff/stakeholders reflecting the experiences of those who do and don’t use employability services. YPG Marketing and Communication plan in place including YPG website and social media platforms supported by a new YPG Graduate Intern. YPG Youth Survey engaged over 160 young people and over 100 parents/carers. The findings from both have informed this delivery plan. A Renfrewshire YPG Youth Panel is in development linking with the National YPG Youth Leadership Group and other local youth groups ensuring young people are informing our YPG approach. A new black and minority ethnic “IN Ren network” has been established with employability being one the areas of focus. This is supported by the local third sector interface – Engage Renfrewshire. Further engagement approaches including a focus on other priority groups including the 25 and over age groups will be a key consideration in 2022. The roll out of the Scottish Approach to Service Design tools and development opportunities developed nationally will support this.

Theme 5 - Focus on Outcomes /Performance Management and Reporting - Develop a collective and outcome focussed performance management and reporting process.

Progress - A YPG Performance Management Framework has been developed by LEP members and progress is reported at YPG Coordination Group Meetings. The LEP Performance Framework for the LEP and this plan is referred to in section 6. This will be further developed now that the [Employability Shared Measurement Framework](#) has been published.

Section 2: Vision, Objectives, and Delivery Infrastructure.

RLEP's Vision

Employability services in Renfrewshire support people towards and into fair, sustainable jobs and contribute to Renfrewshire's inclusive, sustainable economy with well-being at its core.

Employability provision is responsive and accessible, in particular to those with greatest need and is designed and delivered around the needs and aspirations of those using our services.

What Will Success Look Like in Renfrewshire?

Our overarching **objective** is to improve the employability of Renfrewshire residents, reduce unemployment and economic inactivity levels in the area and engage people who need our support. We can measure progress by monitoring the claimant count (this is the rate and number of residents of working age claiming out of work benefits) ;unemployment rate and the economic inactivity rates.

As with the rest of the UK and indeed wider afield, the COVID pandemic had a massive impact on the rate and number of residents out of work as can be seen on the chart below. At its peak in August 2021 (6.8% equating to 7,765 residents) Renfrewshire was above both the Scottish and UK levels. **The very strong local partnership working during the pandemic has greatly helped the recovery process and the figure has reduced significantly to 4,180 3.6% (Mar 2022) now below the Scottish rate of 3.8%.**



In addition to the overarching objective above, **RLEP is committed to reducing inequalities (in relation to employment) that exist between different geographic areas and for different groups who face significant barriers to work.** Success therefore has to go beyond reducing unemployment at a Renfrewshire level to reducing the gaps that exist for these areas and groups.

The world of work is constantly evolving and another key objective for the LEP is **to ensure that our residents have the appropriate skills and are suitably prepared and informed to match those required by local businesses** and others within reach.

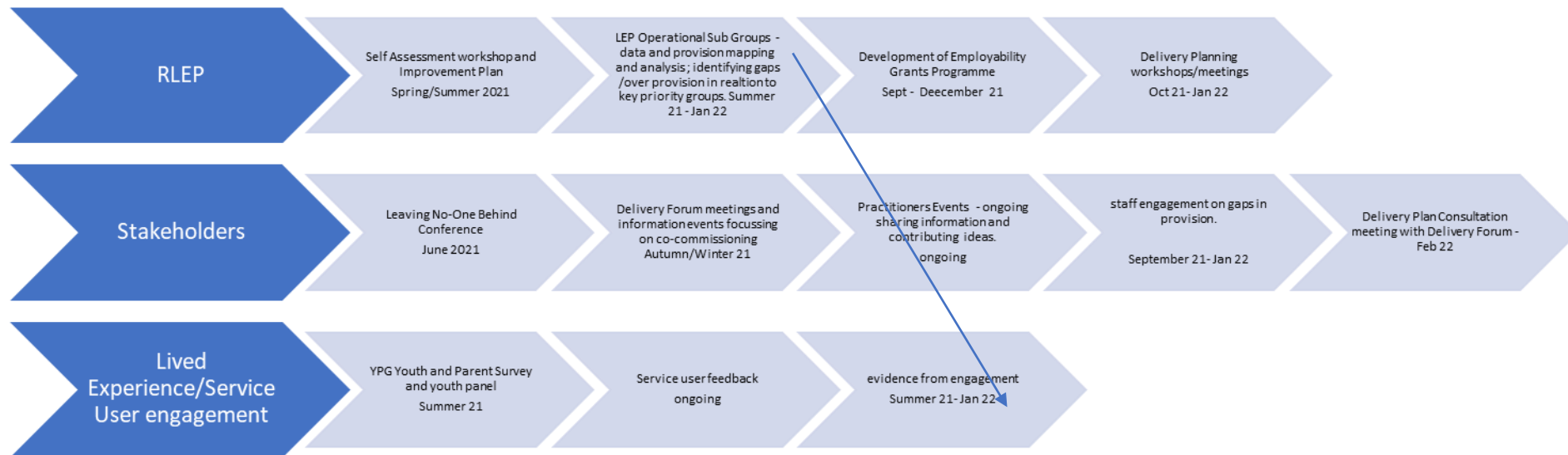
Tackling poverty and in particular child poverty is a key objective of the Community Planning partnership. **Increasing income from employment for (low income) parents** is one of the 3 drivers of child poverty and one that RLEP is in a good position to lead on.

Our performance Framework in section 6 details a range of indicators and targets set by RLEP that will help us to measure progress in relation to these objectives and throughout this plan, we will evidence our local approach and actions.

Success can also be measured by **customer and stakeholder satisfaction** and **impacts on wider wellbeing** that we will measure through evaluative processes, capturing qualitative data and outcomes, again outlined in section 6.

Developing and Delivering the Plan

RLEP has produced this plan **with involvement from stakeholders; local forums and working groups and from lived experience/service user engagement.** This work started Spring/Summer 2021.



Action 2.

A summary of the evidence gathered **through lived experience** and practitioner engagement is provided in Annexe 3. RLEP recognises service user/lived experience engagement is critical and work will continue, through our youth engagement work and additional engagement approaches the LEP Operational sub-groups are taking forward.

Driving Continuous Improvement and Quality in Service Delivery As highlighted in section 1., the employability system in Scotland is undergoing a transformation, since the publication of the No One Left Behind documents which outlined the need for a better aligned and integrated employability support system. 6 key principles, informed by stakeholders, were agreed to guide the transformational change currently under way:

- A system that provides flexible and **person-centred support**;
- is more **straightforward** for people to navigate;
- is better **integrated and aligned** with other services, in particular, although not exclusively with health provision;
- provides pathways into **sustainable and fair work**;
- is **driven by evidence**, including data and the experience of users; and
- that supports more people – particularly those facing multiple barriers – to move into the **right job, at the right time**

Since then, a number of tools and frameworks have been developed nationally to support LEPs and partners across Scotland to ensure employability services are of a consistently high quality and meet the needs and expectations of service users and other stakeholders. These have recently been made available and in Renfrewshire, RLEP is currently looking at how we customise these to ensure they fit with the local context.

They include:



1. [Employability Service Standards](#) :
2. An [Employability Customer Charter](#)
3. Tools to support service user involvement in line with the [Scottish Approach to Service Design](#) - this will allow us to progress the action we agreed at our Employability Conference in June to train SASD champions across our employability partnership who will then cascade the tools and learning within their organisations. This will enhance other work RLEP partners are progressing in relation to increasing the level and quality of service user/lived experience engagement in Renfrewshire such as that highlighted in section 1.5. and the evidence in section 3.3.
4. A [Continuous Improvement Toolkit](#)

RLEP's goal is that all organisations providing employability support in Renfrewshire will sign up to these standards, promote and support the customer charter and use these toolkits. This has already been built into the terms and conditions of our Local Employability Grant Awards (our current local co-commissioning approach).

Action 3.

The [RLEP web pages](#) will be an information hub for these frameworks and information and training sessions will be provided using the Delivery Partners and Practitioners Forums. In addition, the RLEP Employability Conferences in 2022 (June and October) will be an ideal opportunity to develop awareness, knowledge and skills; and agree local collaborative actions across a broad range of partners and staff. In relation to the Renfrewshire Customer Charter, we will work with local service users and forums such as the youth panel in the customisation and establishment of this, aiming for a local launch by the end of 2022.

Renfrewshire's Delivery Infrastructure

Within Renfrewshire we have a rich and diverse employability landscape and can celebrate many years of effective partnership approaches and programmes to support residents towards and into work through the 5 stage Employability Pipeline (Annexe 1.) A wide range of delivery partners from across the public, Further and Higher Education, Third and private sectors provide a broad spectrum of support and provision.

The DWP; Renfrewshire Councils Employability Service, Invest in Renfrewshire and Skills Development Scotland Professional Careers Advisory service are **the first points of contact for anyone looking for work or training** albeit residents can go direct to providers.

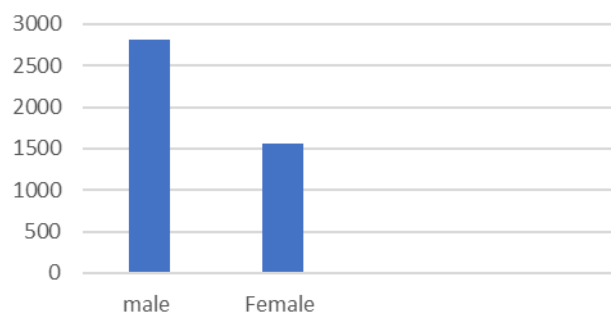
The **DWP** provides Universal Credit and legacy benefits for those of working age. Through work coaches they provide employability support and guidance and signposting to a range of partners across Renfrewshire.

57 work coaches are based in 3 job centres in Paisley, Renfrew and Johnstone. They also use a range of outreach venues to increase accessibility and engagement.

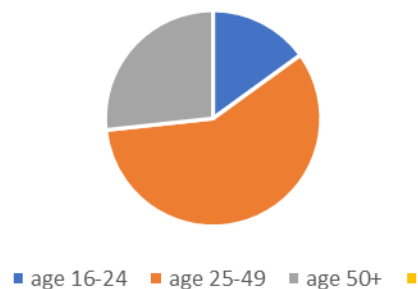
Examples include a successful Youth Hub in the Russell Academy alongside Invest and SDS. Outreach work at The Circle enables easy access to support for people with disabilities and with substance misuse issues,.

DWP engage with people claiming out of work benefits - those who are economically inactive whether unemployed or unable to work or in employment and receiving Universal Credit to top up wages. Work Coaches focus their engagement on those who are required to be actively seeking work.

Claimant Count Jan 21 , 4375
claimants - gender split



Claimant count Jan 2021 , 4375
claimants , age breakdown



Operating across Renfrewshire, **SDS** provides Career Information, Advice and Guidance (CIAG) services to Renfrewshire school pupils annually through universal and targeted support in every maintained secondary school and schools specialising in additional support, and to post school customers through their SDS centres, partner, and outreach locations and through Partnership Action for Continuing Employment (PACE). This also includes delivery of SDS's commitments under the Scottish Government's Opportunities for All policy.

SDS also provide key labour market data. Further details on the support provided to individuals and businesses is available here [SDS Renfrewshire](#) and for SDS Performance in Renfrewshire: [SDS Performance Renfrewshire](#)

A team of 22 Professionally Qualified Careers Advisers and 1 Personal Adviser are supported by 3 Team Leaders and an Area Manager.

Between 1 April 2020 and 31 March 2021, the team recorded 2985 engagements with 1169 post school customers.

The tables below provide a profile of customers and the type of service received.

Breakdown of Customers supported by CIAG Services by age and status at 1st engagement

Age at 1st Engagement	Unemployed (Seeking & NOT Seeking)	Employment	FE/HE	Other Training & Development	Total Customers
Total Customers	549	386	169	65	1,169
16-19	349	140	149	58	696
20 +	200	246	20	7	473

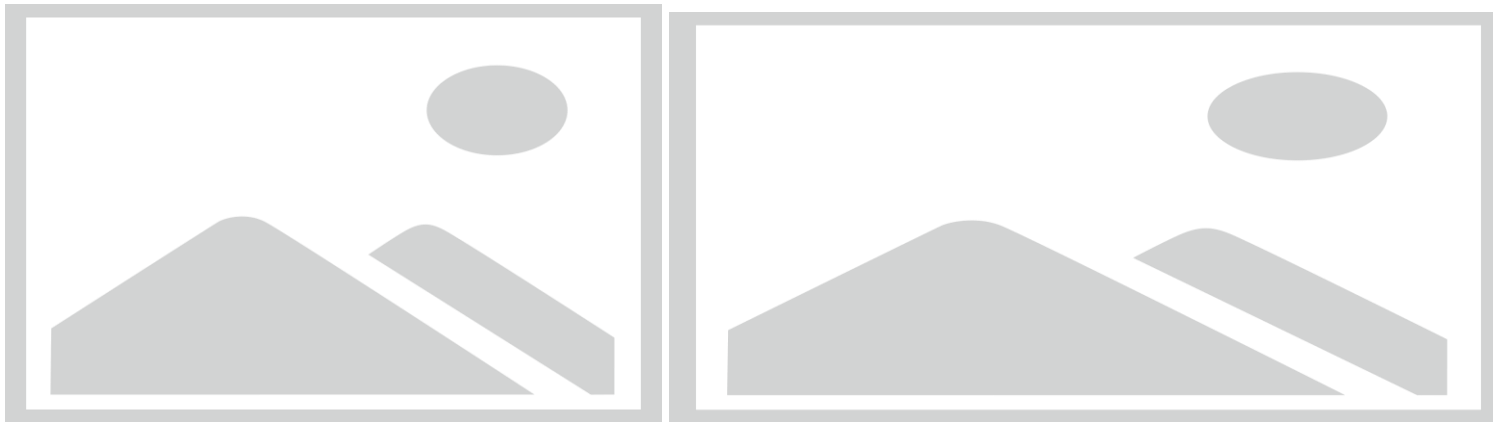
Age Group at Engagement	Coaching Support (Guidance)	Coaching Support (Employability)	Supported within a Group	Grand Total	
Total Engagements	1,935	1,023	27	2,985	
16-19	1,472	526	16	2,014	
20-24	158	107	6	271	
25-30		60	82	142	
31+		245	308	5	558

Invest in Renfrewshire is Renfrewshire Council's Economic Development Service. This comprises closely aligned teams which engage with Renfrewshire residents looking for employability support and employers requiring staff including the Council's own departments (one of the largest employers in the area). The Service also provides business development support and support to social enterprises and those considering self-employment.

Invest manages various employment recruitment incentives - YPG; YPG's with disabilities and LTU incentives.

24 staff provide a key worker role to around 1000 new customers a year. This includes specialist key worker services to care experienced young people and those with convictions. This support is delivered from Invest's main base - The Russel Institute and via outreach activity. A further 5 staff provide a job brokerage service working with local employers.

The following charts provides a profile of the current active caseload of 1314 clients (as at Feb 22).



7% of the caseload are from an ethnically diverse community; over 40% of clients live in households where nobody is working; 28% live in the most deprived datazones (SIMD); over 25% have a long-term physical disability/health condition; 35% mental health issues and /or substance related conditions; and 25% with low or limited work experience; 16% are parents; 9% have criminal convictions.

Over the years many delivery partners from **the voluntary/ third** sector have delivered or supported employability programmes and support in Renfrewshire alongside the key public sector and further/higher education partners. RLEP believe that having this mix is crucial to fully meet the needs of residents and utilise the assets that all sectors bring. **Engage Renfrewshire**, our Third Sector interface plays a key role in employability support. Engage represent the voluntary sector at the LEP and through a wide range of networks, forums and communication channels including a Daily e alert to >700 third and public sector subscribers, they enable our Third sector to be fully engaged and informed in our employability partnership approaches. They offer key resources such as Team Kinetic (volunteer management system) and website <https://volunteer.engagerenfrewshire.com/index-classic>; a Volunteer Development and Marketing Officer; Volunteer Managers' Forum. This results in a wide mix of voluntary opportunities on-/offline across a broad range of local volunteer involving organisations.

Delivering the Young Workforce (DYW) West Region facilitates effective relationships between schools and businesses with a view to preparing young people for the world of work, building their knowledge and understanding of the employment sectors and career pathways. Activity is focused on helping reduce the number of young people that will be future employability partner clients – by helping young people in education reach a sustained positive destination.

For school pupils, the support available has been significantly enhanced in 2021 through the recruitment of **DYW Schools Coordinators** in each of the 11 high schools in Renfrewshire, who work very closely with SDS Careers Advisors; an Invest Advisor and Education staff who coordinate delivery. Partner providers with expertise in providing engaging support to those young people with barriers to employment such as Barnardos and Streetleague are commissioned as required either by the schools via their own budgets or strategically via other funding channels including RLEPs co-commissioning budgets for school leaver activity.

The aim is to ensure that those young people who might otherwise struggle to progress into a positive destination receive the support they require to achieve their potential.

Renfrewshire greatly benefits from having **Further and Higher Education Establishments** in the area – **University of the West of Scotland** and **West College Scotland**.

UWS are recognised for their wider access/inclusive approaches helping to attract students who may otherwise not have considered higher education.

West College Scotland allocates considerable resources to employability provision and opportunities. This includes Full Time and Part Time SCQF accredited courses across a wide vocational curriculum delivered in blended format from Paisley campus and community based short courses delivered in their Community Learning Centre in Ferguslie. A wide range of online accredited courses are also provided through distance learning.

The college delivers a range of MA and FA frameworks; short Skills Boost Courses for young people and adults using YPG and NTTf funding.

Employee upskilling is delivered via the Flexible Workforce Development Fund. WCS have also developed bespoke Employability Programmes covering skills shortage sectors or targeted to priority groups supported by RLEP and other Grant Funding and are delivering a “Women into STEM” programme commissioned by SDS.

Employability support is embedded in all FE/HE programmes as well as delivered.

Action 4.

RLEP members advocate a 'no wrong door' approach and the partnership is keen to further review the accessibility of employability support and how this can be further simplified to improve engagement.

Location of Services

Most of our employability support is provided within Paisley which has good transport connections to and from other parts of Renfrewshire and some services are available in our other more populated towns/communities. As the LEP explores outreach approaches this map of services is likely to change with an increase of support available within targeted communities.

Johnstone Job Centre

Renfrew Job Centre



Currently mapping facilities/partners to work with for outreach/co-facilitation – focus – projects/services engaging priority groups and communities with the highest levels of employment deprivation -

Linwood

Various communities in and around Paisley (including Ferguslie Park and Foxbar);
Linwood and Johnstone

Action 5.

Engaging residents in need of support has been challenging throughout the pandemic and even as services begin to return to face to face or indeed hybrid models, engagement levels remain lower than pre-pandemic levels. RLEP is now exploring how collaborative outreach approaches, taking the services to communities be established quickly. These have worked well previously in SIMD areas such as Ferguslie Park where targeted outreach successfully engaged many new service users. Engagement approaches also have to consider hybrid approaches recognising that for some service users online support and provision is more accessible.

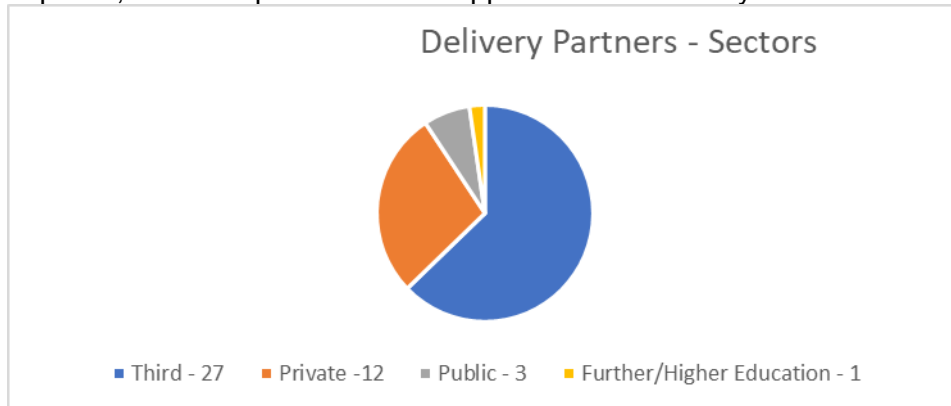
Action 6.

The community Planning Partnership's approach in relation to Locality Planning is under review and this is likely to present new opportunities for co-locating a range of services and supports including employability, within communities.

Co-Commissioning in Renfrewshire

The funding sources have and are changing as detailed in section 1., and the process by which provision is commissioned and funded is changing from March 2022 with a significant proportion of budgets coming to LEPs to co-commission locally instead of nationally.

The Delivery Partners Forum aligned to RLEP currently has around 40 organisations involved. It was established in 2021 as RLEP believes that having a mix of public, third and private sector support is crucial to fully meet the needs of residents and utilise the assets that all sectors bring



RLEP strives to keep all informed and involved in our co-commissioning processes through regular emails and meetings, starting at the Employability Conference in Summer 21.

Recognising the need to have a co-commissioning process in place to enable delivery of provision both in the latter quarter of 2021/22 and for 2022/23, RLEP worked at pace to go through an options appraisal process from which it was agreed that a Grants programme (managed by Renfrewshire Council on behalf of RLEP) would be the most effective mechanism.

This process was developed in Autumn and launched on the 1st October 21. Young Persons Guarantee and No One Left Behind budgets have and will be allocated through this alongside other funding made available including Renfrewshire Council contributions.

[The framework that supported this programme](#) outlined RLEP's priorities and provided a wealth of data including evidence from staff and service user/lived experience to help inform applicant organisations develop proposals that would meet local requirements and need.

This included:

- More supported employment and training provision for people with disabilities, to provide an all age and stage disability employment programme,
- More provision targeted at Renfrewshire's most economically deprived communities (5% most deprived datazones)
- Skills based courses
- Enterprise/Self-employment support
- Support for low income and unemployed parents
- Support to tackle low levels of young people engaging in the employability pipeline
- Support for those with convictions
- Support for young people from stage 1 through to stage 5 with a particular focus on care experienced young people and young people disengaged from services.

Further details on the 21 employability programmes commissioned with 10 providers through this process is outlined in our Provision Plan in annexe 2.

Future Co-Commissioning

RLEP is confident that the provision commissioned above, alongside the programmes already in place via DWP; SDS; Invest; Fairstart Scotland and the further and higher education sector as detailed in Annexe 2, the Provision Plan for 2022-23 will meet most if not all of the level and scope of provision needed in 2022/23 based on the current level of demand.

This position will be closely monitored by RLEP and by the Operational groups each focussing on our priority client groups whose role is to gather data and evidence including service mapping to identify gaps in provision. Further detail on the groups findings is included in section 4

RLEP has agreed that any gaps in provision in 2022/23 and commissioning for 2023/4 and the years beyond will use three options available, determined by the cost, scope, scale and urgency of the provision required.

- Further Rounds of Renfrewshire Employability Grants using the processes and management infrastructure that has been put in place,
- Quick quote contracts,

- The new National Employability Dynamic Purchasing System

Local Alignment and Integration

Effective Integration of employability services can be evidenced through a number of successful partnerships which brings benefits to customers and services alike.

- SDS is now co-located with Invest in the Russell Institute in Paisley.
- DWP in partnership with Invest provides a full time Youth Hub also in the Russell Institute.
- Invest staff attend Job Centres on a daily basis.
- The RLEP Communication and Marketing assistant is based part time with Youth Services/CLD.
- WCS Community Learning Centre located within Engage Renfrewshire Ferguslie Third Sector Hub

As referred to on page 4, RLEP is represented on a range of strategic and operational partnership groups to enable connections between employability and other key community planning themes such as child poverty and health improvement.

RLEPs Operational Working groups detailed in the employability structure on page 5 are also a very successful in enabling alignment and integration of services. Membership of these groups include staff from a wide range of disciplines and services including housing; social work; health; third sector. Some examples include -

- Very strong links with Community Justice services – where an Invest employability key worker is co-managed by Community Justice.
- Strong links with schools ,2 Invest staff providing transition support, work experience, foundation apprenticeships co-managed by Education and based in schools.
- DWP staff based in Circle, the key support centre for those with substance and or mental health issues.
- Money advisor based in the Invest Employment Hub

Action 7.

With services beginning to return to face to face, and the need to re-invigorate links and partnership working which lessened through the pandemic, RLEP is in discussions with a range of partners to improve alignment and integration. This is particularly critical at this point in time when engagement is challenging. Examples include -

- Closer working with the Councils Resettlement Team who are currently supporting new refugees from Afghanistan and expect more Syrian refugees again in the near future.
- Developing stronger links with the local Digital (Inclusion)strategy; Citizen Voice; Connecting Scotland.
- Establishing better links with the NHS funded Community Links workers based in GP practices who in the last quarter have been supporting around 600 people of working age referred by GPs and health practitioners. The service recognises the need to establish a more formal referral pathway for employability which could be key in supporting their wider health and wellbeing.

- Improving links between Community Learning and Development (including Adult Learning; Community Capacity Building; Youth Services) and exploring opportunities for co-location/collaboration.
- Improving links with organisations and services supporting parents such as nurseries and child-care providers; health visitors and midwives and a range of third sector partners.
- Working with HSCP to address significant staff recruitment and retention challenges.

Section 3: Economic, Policy and Operational Context

Local Economic/Labour Market Profile –

Local Challenges and Opportunities

As part of the Delivery Plan development process RLEP members undertook a SWOT analysis of the current Renfrewshire economic context. This was key given the changes to the local economy, both from the Covid Pandemic and Brexit impacts and also opportunities linked to some key developments in Renfrewshire and in particular the Advanced Manufacturing Innovation District Scotland (AMIDS) which will be an internationally recognised centre for advanced manufacturing. The growing Netherton Campus, near Glasgow Airport, will be at the heart of AMIDS. It is already home to the £65 million National Manufacturing Institute Scotland and the £56 million Medicines Manufacturing Innovation Centre. AMIDS will be an exciting employment location in the near future

<p>Strengths</p> <ul style="list-style-type: none"> Strong partnership ethos Evidence of good data from lived experience groups Strong relationships Mixed economy – sectors Lots of jobs Good accessibility to jobs - large travel to work area LEP well established – good recognition locally and nationally Innovative Nothing off the table Well-served for further and higher education Manufacturing/R&D/Education re NMIS Glasgow Airport Hillington Regional Shopping/Leisure hub at Braehead Accessibility to Glasgow City Region Jobs Highly qualified Young People 	<p>Weaknesses</p> <ul style="list-style-type: none"> Lack of local (equalities) data to inform sub groups Aging population and workforce Some partners eg DWP, bound by rules and regulations Engagement challenging Struggling to fill posts - so many roles – most challenged sectors care /logistics/hospitality Lack of awareness of jobs market/sectors. Accessibility of employability services – need for single point of contact. Front line staff need to know more about what we do – More communication. Lack of visibility in communities Ageing Workforce /Unfilled vacancies Upskilling Requirements Loss of EU Workers - Brexit
<p>Opportunities</p> <ul style="list-style-type: none"> We can do more with volunteering - profile/value etc Opportunity to raise awareness of sectors - across the priority groups - involving employers in awareness work; open days etc . Not just schools. More opportunities than demand - tackle duplication. New engineering/manufacturing via AMIDS 	<p>Threats</p> <ul style="list-style-type: none"> Competing priorities Mismatch between opportunities and skills/interest More customers with barriers/further away from the labour market - issues with engagement and with commitment from employers. Employers may disengage if we can't meet their needs. We may lose job opportunities.

<p>Opportunities within social care Opportunity to do more for priority groups Home working opportunities for those who would normally struggle to work. Communication - single place /process Use of case studies / ex clients to promote services – peer support approaches /mentoring.</p>	<p>Home working Trust – due to misinformation during pandemic. DWP process can lead to those on benefits without work-coaches not getting employability support eg care givers; long term health conditions.</p>
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RLEP will give further consideration to the SWOT analysis above and throughout this plan actions relating to some of the points above are highlighted in green.

Action 8. A key theme coming through the SWOT is around customer awareness and engagement with employability services. Aligned to this is the way in which employability services support clients seeking employment to existing immediate vacancies. Furthermore, a critical part of this theme is the role employability services play in enabling clients to develop skills and raise aspirations essential for the future world of work.

Action 9. Further consideration will be given to the need to take a more collaborative approach to communication and marketing including a campaign to promote the benefits of working.

Place Plan Priorities

The Community Plan for Renfrewshire is currently under review and the revised plan is likely to include strengthening of the Locality Planning approach in the area, including more alignment and integration of a range of locality/place planning mechanisms alongside other key place-based policy areas such as community wealth building.

Employability will be a key focus for this revised approach which links well with the work RLEP is already considering in relation to taking services to people and communities and not always relying on them coming to centrally based services. This will include targeting towns and Renfrewshire’s most disadvantaged Communities and in particular those in the 5% most deprived (Scottish Index of Multiple Deprivation).

Evidence Led Planning – as highlighted on page 6, RLEP agreed a key priority within its Improvement Plan was to take a more joined up approach to capturing, sharing and using appropriate data /evidence to inform decision making.

A comprehensive data and evidence report was produced as part of the Employability Grants process to inform priorities; proposals and decision making as can be seen in the The framework that supported this programme from page 12 .

Since then, a local data dashboard has been produced for use by all LEPs which provides data helpful in developing our local employability approaches and services. The dashboard is updated quarterly and more up to date figures for some of the indicators are referred to in the performance framework on page 38.

	Indicator:	Date	Renfrewshire	Member Authority RAG			City Reigon		
				Current Performance Against National Average	Short-term Performance Against National Trends	Performance Target	Glasgow City Region	Scotland	United Kingdom
Poverty and Child Poverty	% Children in Child Poverty	2020	23.1			↓	26.0	24.3	31.0
	% Children in Childcare	2019	28.5			↑	25.6	27.2	n/a
	% of Children in Low Income Families	2020	17.5			↓	21.1	18.6	19.1
	Families with Children receiving Universal Credit or Tax Credits (%)	2021	32.5			↓	37.7	35.0	n/a
	Families with Dependent Children eligible for Child Benefit (%)	2020	94.0			↓	94.1	92.5	92.0
	Claimant Count Rate (%)	2021	3.9			↓	4.7	4.0	4.4
	% of Household that are workless	2019	22.3			↓	24.8	21.5	16.3
Education	% of School Leavers in Positive Destination	2020	94.0			↑	93.6	93.3	n/a
	Participation Rate (%)	2021	93.0			↑	92.4	92.2	n/a
	Degree-level Qualifications Rate (%)	2020	50.3			↑	47.4	49.3	43.0
	No Qualifications Rate (%)	2020	5.0			↓	10.6	8.0	6.6
Labour Market	Number of Incapacity Based Benefits (per 1,000 16 - 64 population)	2021	67.3			↓	71.0	56.8	n/a

	Economic Inactive: Long-term Sick/Disabled Rate (%)	2020	24.4			↓	30.7	28.7	24.0
	Economic Inactivity Rate (%)	2020	19.4			↓	24.3	23.2	21.1
	Employment Rate (%)	2020	76.7			↑	72.2	73.5	75.3
	Unemployment Rate (%)	2020	4.9			↓	4.6	4.4	4.6
	Employment in low pay sectors (%)	2020	37.2			↓	30.8	29.6	n/a
	% of Residents employed in Quality Work	2018	69.0		n/a	↑	67.4	62.6	59.3
	Gender Employment Gap (% difference between Male and Female Employment Rates)	2020	2.7			↓	6.2	5.1	6.6
	Median Weekly Earnings (Residence-based, full-time)	2021	663.2			↑	643.3	622.0	610.7
	20th Percentile Weekly Earning (Residence based, full time)	2021	449.0			↑	437.7	431.2	423.9
	Underemployment Rate %	2020	9.5			↓	7.4	8.1	n/a
	% Employed in SOC 1 Occupations	2020	11.8			↑	8.0	8.9	11.4
Economy	% of Procurement spend on Local SMEs	2020	22.2			↑	20.7	28.5	n/a
	Social Enterprise Rate (per 10,000 total population)	2019	5.5			↑	7.8	11.0	n/a
	Gross Value Added (£m)	2019	4,526	n/a		↑	47,324	147,333	1,977,096
	GVA per hour worked (£)	2019	33.7			↑	32.6	34.4	35.2

This is complemented by a locally developed dashboard that allows us to track claimant count and child poverty related data in our most deprived data zones and at a town and villages level. [Claimant count \(arcgis.com\)](https://arcgis.com)

As well as this RLEP make good use of the 16+Data Hub ; and the SDS data and analysis via the [SDS Regional Skills Assessments](#)

Evidence from lived experience engagement is documented in annexe 4.

The key datasets that RLEP has chosen as the most appropriate to measure its performance on can be seen in the Performance Framework (section 6) .

Section 4: Service Delivery (Supported by Annex 1 and 2)

Supply & Demand Mapping

Much that NOLB has helped to simplify and streamline the local employability landscape it remains a challenge to maintain a comprehensive map of services available for Renfrewshire residents.

Whilst there is a far clearer picture through the new co-commissioning role, provision that is funded through sources beyond the Scottish Government's allocation of employability funding to Councils/LEPs can be hard to track and at times is unknown to the LEP. This can lead to duplication and confusion.

Action 10.

Work to produce a comprehensive map of local employability provision is underway and the Local Provision Plan for 2022/23 on page includes the services and opportunities we are currently aware of however this remains a work in progress that we believe will greatly benefit RLEP and all stakeholders.

Service Delivery Priorities and Key Priority Groups

This Delivery Plan sets out RLEPs ambition to ensure that anyone in Renfrewshire requiring employability support can receive this albeit that the range of provision may be limited and determined by the level of need and barriers experienced.

Whilst the overall objective is to reduce unemployment, tackling inequalities in relation to employment is the key focus and our partnership working and provision will reflect this.

As outlined on page 5, the LEP has established **Operational Working Groups** for our **priority groups**. Just as the role of the LEP has increased to include co-commissioning, the same will be true of these sub-groups which have and will play a key role in shaping our commissioning requirements, given that they will have the experience and evidence at their fingertips. Each group has or is developing a plan with actions and rationale for these including relevant data collected and analysed. Given these are new and evolving plans, wider evidence had to be used in addition when commissioning the provision in late November 21, already agreed for 2022/23 including the data and evidence report (link referred to on page 20).

Geographical Target groups

Unsurprisingly, Renfrewshire's highest levels of unemployment are associated with its most deprived communities as do its highest levels of child poverty. This link shows a map of the datazones in Renfrewshire that sit within the 5% most deprived in Scotland [Claimant count \(arcgis.com\)](#). These datazones have been prioritised for employability investment with all providers of co-commissioned services being asked to target the relevant communities.

The performance framework will measure the impact of the co-commissioned provision in these areas.

As outlined previously, the emerging approach to place/locality planning in Renfrewshire and the planned employability outreach activity, will have a key focus on these areas.

Young People

Renfrewshire is recognised for its strong partnership ethos and this greatly helped RLEP establish an effective approach to delivering the Young Persons Guarantee at the point when youth unemployment rose significantly in the early months of the COVID pandemic.

RLEP established a **YPG Coordination group** and created a YPG coordination post to maximise the impact of the YPG for Renfrewshire young people. Establishing a YPG Youth Panel as referred to on page 6 will be key in ensuring young people are able to influence and inform the local YPG approach.

Youth unemployment/claimant count figures began to reduce from August 2020, so much so that the claimant count figure is now below what it was in February 2020. We currently have around 700 unemployed young people accounting for those not receiving benefits.

Renfrewshire has had a very positive response from local employers to create opportunities for young people whether through Kickstart or other Employment Recruitment Incentives. 430 young people have benefitted from these incentives to date.

A successful Kickstart Plus programme to extend 6 month placements to a year will be continued in 22/23 with the potential to support a further 80 young people and their employers.

For those not ready for work, a range of vocational, personal development and volunteering opportunities have and will continue to be provided under our YPG offer for young people. Lived experience engagement with 163 young people out of work or at risk of losing their jobs and 108 parents of young people in the same situation (further detail in Annexe 4) highlighted that many young people need help to understand the local labour market and determine what type of work they want to do. Access to vocational training opportunities and work experience were also highlighted as a key priority.

The key challenge however has and still is engaging young people.

It is widely acknowledged that the pandemic has had a massive impact on young peoples' mental health and wellbeing and engagement more generally.

A YPG Communication and Marketing Assistant, Internship opportunity was created to maximise the use of our local YPG website and Opportunities Portal (that aligns with the recently launched National YPG Website) and social media to help tackle the engagement challenge and work is ongoing including building the profile of a new YPG Renfrewshire Instagram account and other social media channels.

Our provision for 2022/23 will therefore focus on engagement work to connect with the young people not engaging with services at this moment and support them to re-engage with a particular focus on the 5% most deprived areas (SIMD 2016). Through newly established information sharing agreements (using the 16+ data hub data) a key voluntary sector partner will use a new approach including home visits, to establish trust and relationships with disengaged young people, help them to identify and tackle barriers to engagement with employability support and 'hand hold' them to the right service. This will be scaled up if successful and the demand remains. It will also act as a research project providing RLEP and the YPG Coordination group with insight into why young people have not been engaging and what they would like from employability services.

Our plan will also include additional work with school leavers including those in their last 6 months at school at risk of disengaging or not progressing into a positive outcome. This will include skills taster programmes. This will compliment significant work across Renfrewshire schools which is already positively impacting on school leaver destinations. Again, voluntary sector partners with a track record of working effectively with young people with barriers to engagement will be delivering this work.

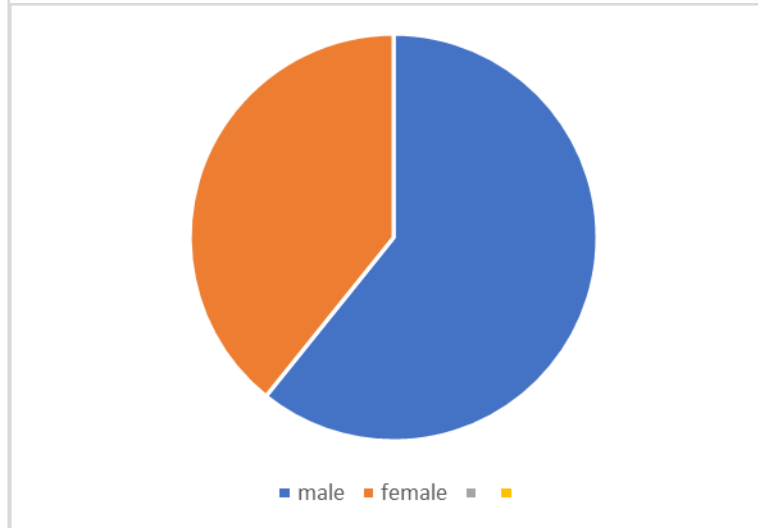
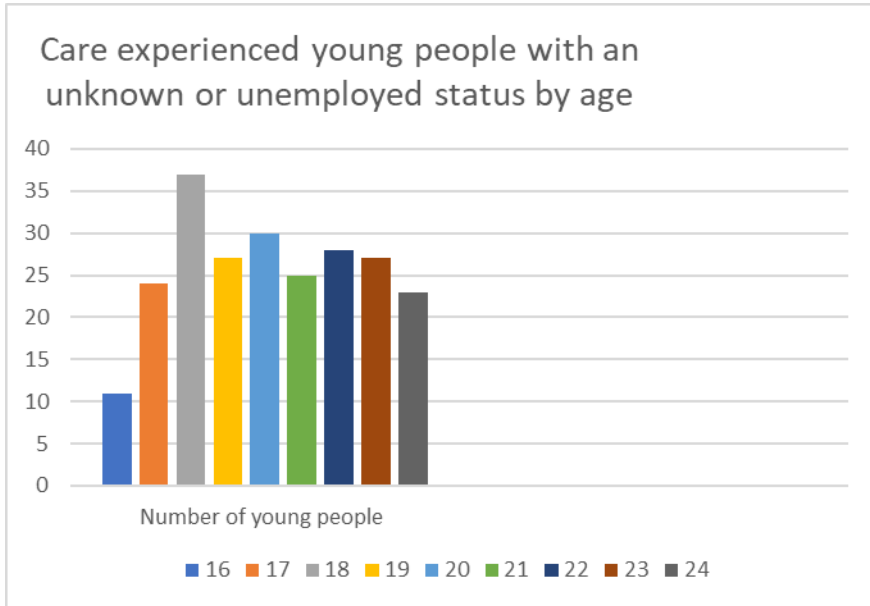
The evidence to support this is strong. Partners report significant numbers of job opportunities that they are struggling to fill; employability providers have all highlighted engagement challenges; our youth claimant count rates in the most deprived areas remain significantly higher than the Renfrewshire rate and the participation rate for 16-19yr olds is also lower in these areas with a 12% gap between the 20% most and least deprived data zones.

In terms of providing employability support to young people (beyond the engagement work above), given the number of job opportunities available for young people, not all will require additional support to progress. RLEPs focus will, therefore be on young people **with significant barriers - those who are Disabled; Care experienced; are in the criminal justice system or are from a black, Asian or minority ethnic groups. Further detail on how we are responding to the needs of these priority groups follows.**

Accessing meaningful local level equalities data relating to employability to support this and monitor progress is challenging however national data sets highlight inequality gaps for all of these groups and we know that the level of current provision does not match the number of young people from these groups known to services/recorded on the 16+ data hub.

Care Experienced Young People

Local analysis of data (the 16+ data hub being a key source) tells us that there are 808 care experienced young people aged 16 – 24 who have left school. 231 currently have an unknown status or are unemployed which has reduced from 365. Although there is improvement, it still equates to 29% of the cohort (105 unemployed/126 unknown). The table below provides an age and gender breakdown.



The Care Experienced Operational Group established a tracking group to ensure the information in the datahub is as accurate as possible and to identify and engage with young people requiring support which has contributed to reducing the numbers referred to above. Covid impacted on the work of the group which has now being refreshed.

The group is mapping the customer journey and supports available with a view to identifying any gaps. Care experienced young people are able to access mainstream employability guidance and support and an advisor working specifically with care experienced young people is based in the Council’s Invest Employability team. In terms of targeted provision, there is an employability programme (stages 1-3) aimed specifically at this target group however advice from those supporting care leavers suggests many young people in this cohort are happy to be included in mainstream provision and to tackling any barriers to them being able to access these. To add to this, a new Employer Recruitment Incentive will target care experienced young people and others with the most significant barriers who cannot find work without the support of an incentive .

Those on/supporting the YPG Youth Panel are aware of the need to ensure care experienced young peoples’ voices are heard and the local Promise Ambassador is now involved with the group and in the Care Experienced Operational group.

Young People and Adults with Physical and Learning Disabilities

Supported employment opportunities for adults and young people with disabilities was identified as the most significant gap in provision in Renfrewshire. The RLEP Performance framework highlights that our local disability employment rate is significantly lower than for Scotland at 44.8% (Scotland 49%).

It has proven difficult to secure accurate data at a local level. More consistent and regular data collection and analysis is required.

Based on national data, the number of Renfrewshire residents who would define themselves as disabled is estimated at 23,000 (**20% of the population**). Employment rates vary greatly depending on disability. Those with a **mental health condition** have the lowest employment rate at **21%**. The Employment rate for people with **learning disabilities** is **26%**. Disabled people are more than twice as likely as non-disabled people to have **no qualifications - 26%** compared to 10%.

1185 people within Renfrewshire have a diagnosis of **autism** of whom 817 are unemployed. 549 will have no Intellectual Disability and are the group which potentially have the most to gain from employment support. The 16+ data hub highlights 210 young people with additional support needs are unemployed.

The Disabilities Operational Working group has been considering how best to address the provision gap and good progress has been made with 3 new commissioned programmes now in place and a new Supported Employment Recruitment Incentive.

The group is gathering additional local data and evidence to inform further provision and practice and this includes work to increase employers and front line staff awareness and understanding of different disabilities such as autism. Other priorities are to increase the data available to establish need including evidence from lived experience engagement. Clearer provision gaps and improvement areas will follow.

Unemployed Young People and Adults with Convictions/in the Criminal Justice System

There is a lack of data available locally to get a measure of the number of residents within this priority group. Members of the Operational group are currently carrying out an exercise to determine how many people accessing their services have criminal convictions as a starting point.

A new employability service for sex offenders has been commissioned by the LEP, provided by APEX given the level of specialist knowledge and expertise required. 75 residents are estimated to be in need of the support of whom the programme aims to engage 40 by the end of March 2023.

West College Scotland has also been commissioned to provide a stage 1 and 2 programme for those with convictions following successful pilots in 21/22. A specialist key worker (co-hosted by Invest and Housing services) has been a key asset in developing links between key stakeholders linked to criminal justice, including prisons and this and other employability provision and wider supports.

A mapping process has identified a good range of services available – employability and wider however with scope to improve integration and streamline/simplify access. Potential gaps currently being explored include the provision of life skills support and digital support including a digital/IT hub.

People from ethnically diverse communities

A new Operational Working group focussing on the needs of people from ethnically diverse communities including refugees is in its early stages of development and a priority will be to gather data and evidence to determine gaps in provision. As highlighted above, access to local level employment data for Black, Asian and minority ethnic groups is challenging. Engage Renfrewshire previously facilitated engagement work with BAME residents and identified a number of areas for further consideration/development by the working group. .

- More information about alternative and aspirational employment.
- Volunteering should be more widely promoted to BAME people, particularly young people, because of the many benefits in terms of career progression.
- More could be done re upskilling and CPD for people with professional qualifications from abroad.
- Better information about the range of apprenticeship opportunities.
- More support to access modern apprenticeships beyond school age.
- Literature must reflect the diversity within the community.
- Clearer path to transfer skills and qualifications acquired outside the UK.

A key target group will be those supported through the Renfrewshire Council Resettlement team who are wishing to find employment. This includes refugees from Syria, Afghanistan and potentially Ukraine. Language is often a challenge and the availability of ESOL programmes will be considered.

Young People and Adults in Recovery from Mental health and /or Substance issues

27,500 (24.6%) working age residents in Renfrewshire are **economically inactive** (23.9% Scotland). Of these, **31% want a job**, significantly higher than the Scottish level of 19.6%.

Of the figure above, 9,900 (35.9%) are long term sick, significantly higher than the Scottish level of 29.4%. Although there is no figure available for those classed as temporarily sick, based on the Scottish level, we can estimate this to be around 600 people, giving a total of 10,500 residents.

Applying the figure of 31% wanting a job (likely to be lower for those with health issues) **we can estimate that around 3000 residents currently inactive, could potentially be supported on a journey back into employment.**

Given the level of challenge, the Health Conditions Recovery Operational Group has taken the decision to focus on those in or seeking recovery from mental health illness and addiction for year one of this delivery plan based on evidence including the following -

- Renfrewshire has a 24% local share of datazones in the most deprived 20% (the highest deprived local authority in Scotland). People living in more deprived areas experience higher levels of alcohol and drug related harm” (Renfrewshire ADP Prevention and Education Sub-Group Review of Population and Prevalence Data September 2021)
- Drug Deaths in Renfrewshire are highest in over 10 years of reporting (67 deaths in 2020 National Records Scotland,2021)
- Invest reports that as at Feb 22, 318 clients (33% of their current caseload of 1314) have a mental health issue and 19 clients (2%) have a substance related issue.

In terms of specialist support and provision in Renfrewshire, the DWP has Disability Employer Advisers and Youth Employability Coaches who give specialist support to jobseekers within each Jobcentre across Renfrewshire and support all customers with Health and Disability supports required. There is also a DWP Work Psychologist for specialist support available where required. Invest have a Health and Wellbeing worker in post who can deliver individual or group work sessions looking at health barriers to employment.

Paisley JCP office is currently trialling a Health Model Office approach to make access to services easier and more supportive to those with health conditions.

A relatively new Recovery Hub (Circle) which supports those with Mental Health illness and/or addiction in Recovery is a key facility and resource base and hosts outreach support from a Job Coach in terms of specialist Employability support.

Employability partners have a strong relationship with Health Improvement Teams and community health teams who encourage and support referrals. This has reduced during the pandemic but is expected to rise as the pandemic restrictions lift. Building on this successful partnership, links will be established with the Community Links workers aligned to all 29 GP surgeries in Renfrewshire and with 2 new occupational therapists to also be aligned to health facilities.

Advice Works also have outreach in the Employment Hub in The Russell institute in Paisley providing in-work financial calculations and financial/benefit checks, often critical support for the health conditions priority group.

The group is planning engagement work with current or potential service users in their priority group to inform the further development of employability support. Other areas for development include -

- developing a single point of contact for target groups
- Build on existing Job Coach outreach models
- Creating a directory of provision for priority groups based on previous local and National examples
- Upskilling any front-line staff in Renfrewshire to be able to ask employability questions but also then have the means to support clients to access good employability opportunities
- Provision of interventions to support mental health and wellbeing where these are not readily available but will help support journey towards employment eg counselling; massage etc
- Provision of the STEPs Programme as a gateway to wider employability support.

The group will continue to link closely with the Disability Sub-group and will align priority work areas where applicable.

Low Income Parents/ Families in Poverty

The Scottish Government has recently published its [Child Poverty Delivery Plan 22-26](#) . There is a stronger focus on parental employment in this plan than in previous versions with significant levels of resources being allocated to support this.

Action 11.

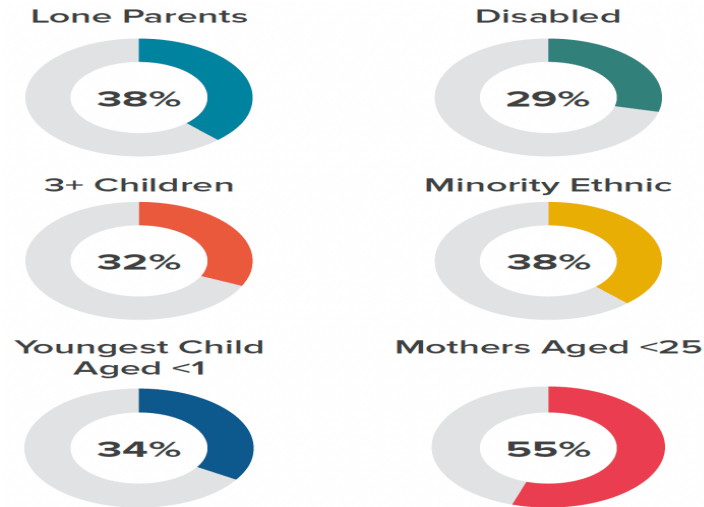
Part A of the Child Poverty Delivery Plan commits to ***providing the opportunities and integrated support parents need to enter, sustain and progress in work*** . Renfrewshire LEP will play a key role in managing delivery in Renfrewshire and ensuring a coordinated approach that best meets the needs of local families.

Given we are awaiting the full detail on local allocations of funding and expectations on the LEP and local partners we have not been able to outline detailed plans as yet however as this Delivery Plan is an evolving, this will follow. The specific actions will also be outlined in Renfrewshire's Local Child Poverty Action Report. This is an annual report produced by Renfrewshire Council and NHSGGC which outlines progress on actions taken locally to tackle child poverty as well as actions to be progressed in 2022/23. The new report is due to be published in June 2022.

Child Poverty Priority Groups

The Scottish Government has identified particular family groups as per this diagram, that are more likely to be impacted by poverty than others. Almost 90% of all children in poverty in Scotland live within these family types whilst the relative poverty level for Scotland is 24%. (23% in Renfrewshire).

Our local delivery will need to focus on these groups.



In Renfrewshire, low-income parents whether in or out of work will be supported. There is already a strong track record in supporting parents into and within work and new activity will build on what has worked best. Through the Parental Employment Support programme (PES), there are currently 4 key workers in the Councils' Invest in Renfrewshire team providing intensive support to parents. In addition to providing employment advice and guidance, parents have access to training and personal development opportunities; funding to help with childcare and other potential barriers and driving lessons where relevant.

A new Transition into Employment grant will target parents on UC (unemployed) and moving into work. It will support the additional costs they may face in the early stages before being paid (transport, childcare, work clothes, etc) and is expected to help 200 parents.

The current key challenge is engaging parents and our new, additional resources will allow us to undertake research and engagement work with parents to allow RLEP and partners to better understand their needs and expectations and inform service design. There is scope to build on research carried out 20/21 with 32 families (*Poverty Alliance, Get Heard Scotland. "Living Through the Pandemic: Experiences of low-income families in Renfrewshire and Inverclyde"*) the results of which are included in annexe 4.

The additional resources will also enable barriers such as childcare, transport and health and wellbeing concerns to be tackled in addition to providing the required employability guidance and support required.

A specific practitioners' group has been established involving a wide range of local organisations and groups who work with parents and can help to identify those requiring support and develop collaborative approaches. There are also links with schools and early years establishments and with early years health workers however this is an area for further development as is building on local data and evidence to inform the PESF provision.

RLEP will also continue to support and encourage fair work. Staff from across the partners in employer engaging roles are in a prime position to promote the Real Living Wage and other measures to increase income and job security and progression. Consideration will be given to the related project and actions outlined in the recently published Scottish Government's Strategy for Economic Transformation.

Another new approach to tackling in-work poverty is a new flexible training fund for UC claimants (either unemployed or in low paid work) which will be introduced to increase participants skills and qualifications to prepare them for higher paid employment (with employability support from the Invest team).

Employability staffs' and other practitioners' awareness of child poverty is key and RLEP will use the Employability Conference in June 2022 to build awareness and understanding.

Effective communication is also important if RLEP is to improve engagement with parents. RLEP's chair is having discussions with Scottish Government colleagues about a national campaign to raise awareness of the support available to help parents towards, into and within work and promote the benefits of working or progressing in work. The ambition is that local campaigns can then align with this and ensure simple, clear and effective messaging. The same can said of communications with all the RLEP priority groups.

This will be complimented by a new offer of 3 months free bus travel for UC adults (who don't qualify for the young persons bus pass scheme) when they enter employment or training for employment. This allows additional support in the early stages of work while benefits change and pay is retrospective.

Section 5: Resources

Scottish Government Funding:

As highlighted previously, NOLB phase 2 has brought about changes to how employability funding is allocated with a shift to local commissioning. The key difference in NOLB Phase2 is the conclusion of both the Community Jobs Scotland and Employability Fund Programmes with funding now being directed to the local areas to meet local needs.

Scottish Local Government and Scottish Government signed a partnership agreement in 2018 to jointly commit around £60M each to local employability support. Alongside this is a commitment from the Scottish Government to a simplification of the grant funding approach and processes which in time will provide councils and LEPs with multi-annual funding and streamlined reporting.

This will take a year or so to get to this point however the processes, even for 2022/23, should be simpler and less bureaucratic.

The Scottish Government, through its single NOLB grant award letter to Renfrewshire Council has confirmed that a total of £1,944,262 has been allocated to Renfrewshire 2022/23 for locally delivered employability services (including some LEP commissioned employability support). This does not include Fairstart Funding which is likely to come to LAs/LEPs from April 2023 as part of NOLB Phase 3. The recent publication of the Scottish Governments Child Poverty Delivery Plan has highlighted additional employability funding for parental employability support albeit the local allocations have not been confirmed as yet.

Confirmed Scottish Government Funding 22-23

Investment	Scotland Allocation 2022/23	Renfrewshire Allocation 2022/23
No One Left Behind	£15.64M	£502,403.31
Parental Employability Support Fund (PESF)	£8.79M	£271,508.99
Young Persons Guarantee (YPG)	£15M	£420,351.53
TOTAL		£1,194,263.83
Long Term Unemployed (No One Left Behind)	£20M	£750,000 for Jan 2022 – March 2023
Total	£59.43M	£1,944,263.83

New /additional Funding	Renfrewshire Allocation 22/23
Additional Child Poverty Employability Resources	Allocation to be confirmed
UK Govt Shared Prosperity Funding Core - total £5.2m allocation to Employability to be agreed. Will not come on stream until 2023 when ESF concludes. Multiply – total for 3 years £1,086,000.	£362,000

In addition to the above, LEP members and delivery partners have access to internal and external funds to support their employability services and provision, some of which is captured in the Provision Mapping in Annexe.2

The Renfrewshire LEP has already co-commissioned a wide range of services for the 22-23 period to the value of approximately £1.12m. Further commissioning will take place as gaps in provision are identified and the LEP is clearer on the scope of the additional child poverty and UKSPF resources and plans for delivery.

Renfrewshire Council, as the recipient of the Scottish Government NOLB grant has to present a plan on how this will be utilised – this has been included as appendix 5. The council is required to provide regular reports to the Scottish Government on progress and spend. The report highlights the various budgets held by the council that support employability that complement the NOLB grant award.

ESF to Levelling Up /UK Shared Prosperity Fund

ESF funded activity will cease by around March 23. In its place the UK government, through its Levelling Up agenda will introduce the UK Shared Prosperity Fund (UKSPF)

This will support a wide range of capital and revenue programmes and projects under the themes of

1. Communities and place

Example interventions may include, but are not limited to, visual improvements to town centres and high streets, cultural/visitor economy interventions, litter, waste and graffiti reduction, projects to fight antisocial behaviour, and capital funding to improve neighbourhoods or community projects and initiatives.

2. Local businesses

Example interventions may include, but are not limited to, support to increase town centre footfall, outdoor markets, the development of cultural, visitor and heritage assets, targeted business growth and innovation support.

3. People and skills

The overall objectives of this investment priority are to:

- Boost core skills and support adults to progress in work, by targeting adults with no or low level qualifications and skills in maths, and upskill the working population, yielding personal and societal economic impact, and by encouraging innovative approaches to reducing adult learning barriers.
- Support disadvantaged people to access the skills they need to progress in life and into work, for example the long-term unemployed and those with protected characteristics through funding life, and basic skills where this is not delivered through national or local employment and skills provision.
- Support local areas to fund local skills needs and supplement local adult skills provision e.g. by providing additional volumes; delivering provision through wider range of routes or enabling more intensive/innovative provision, both qualification based and non-qualification based.
- Reduce levels of economic inactivity and move those furthest from the labour market closer to employment, through investment in bespoke employment support tailored to local need. Investment should facilitate the join-up of mainstream provision and local services within an area for participants, through the use of one-to-one keyworker support, improving employment outcomes for specific cohorts who face labour market barriers.

4. Multiply

This ring fenced fund targets basic skills and in particular numeracy, however it can cover a wide range of employability/CLD activity including confidence building and direct work with employers to boost the numeracy skills of workers.

[The UKSPF prospectus with guidance and allocations](#) has now been published.

The total allocation for Renfrewshire is **£6.29m for the 3 year period 22/23 – 24/25** subject to implementation plans being approved.

This allocation is split into a core programme covering themes 1-3 above (£5.2m) and a Multiply programme (£1.086m).

The funding will be managed by Renfrewshire Council, who will engage stakeholders to ensure a partnership approach. RLEP will inform and oversee any additional commissioning of new or additional services relating to employability. Although planning for the Multiply programme has started with the potential for new interventions in 22/23, it is likely that delivery of the core programme will not commence until Spring 23.

The budget available will however be a significant reduction to previous EU levels.

Action 12

RLEP will further develop its understanding of the new employability resources coming and seek to maximise the level of support for employability provision in Renfrewshire. This will require be part of the bigger task of managing the changing levels in resources available by making the best use of the resources we do have and by developing smarter approaches and minimising duplication. Effective partnership working, will be key to success.

Section 6: Performance Management and Reporting

6.1 An RLEP Improvement Plan priority identified in 2021 was to develop a shared performance management and reporting framework. The management and reporting process is as follows:

- A Data and Performance Management sub-group of the LEP has been established, led by representatives from West College Scotland and Skills Development Scotland.
- The framework will be updated throughout the year to reflect data updates as they become available.
- The group will use a variety of data dashboards including the SDS Regional Skills Assessment; the NOLB Data Toolkit and a locally produced closing the gap toolkit focussing on inequalities relating to the most deprived datazones in Renfrewshire.(add .link)
- The LEP Operational sub groups focussing on priority groups and areas now have a strong data role, complementing the above with service data and lived experience engagement evidence where available.
- There is now a standing item on the RLEP agenda to enable discussion around data updates and actions required.
- The framework will be more fully analysed by RLEP in Feb/March as part of the Delivery Plan review and revision and at the half year stage around October.
- The progress outlined in the Framework will be a key element of the RLEP Annual Report to the Community Planning Executive Group in **.
- The Framework will be further developed to take cognisance of the National Shared Measurement Framework(SMF) in development (progress outlined within this [Shared Measurement Framework Key Questions Paper](#)). Although no indicators have been agreed as yet, the framework will be organised around 5 key themes , with our current Performance Framework aligning with the first 3 at this stage.

Reach	Progression	Skills Alignment	Experience of Services	Value of Services
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Performance Framework (updated 2/3/22)

Outcome	Indicator	Pre Covid	Current	Trend	Target
Overarching Objective - Improving Employability for Renfrewshire Residents					
Reduce Unemployment - youth and all-age.	Claimant Count number and rate Nomis Dec21	All age, 4025 3.5% (Scot 3.3%) Youth 755	4,365 (Jan 2022) 3.8% (Scot 3.9%) 680 5.1% (Scot 5.2%)	Covid peak 7,765, 6.8% 1585, 11.1%	Reduce

		5.2% (Scot 4.6%)			
	Unemployment no/rate (ONS Oct 2020-Sep 2021)	3400 3.7% (Scotland 3.3%)	3,600 4.2% (Scot 4.2%)	Covid peak 4100, 4.6%	Reduce
	16-19 Participation Measure		(August 21) 93% (Scotland 92.2%) Renfrewshire Monthly Snapshot Feb 2022 – 90.3% (89.7% Scot)		Increase
	% 16-19's with unconfirmed status (an engagement indicator)		4.6% (Annual Participation Measure Aug 21 (Scotland 4.6%))		Reduce towards zero
Reducing Inequalities in Employment Outcomes					
Reduce unemployment in the 5% most deprived areas	Claimant Count numbers and rates in 5% areas Nomis		Young Person's Guarantee (arcgis.com) Lowest 7.2%, Highest 6.5% - Ren rate 3.5%		Reduce the gap

	Employability Support/provision in the 5% areas		Baseline figure will be taken from 21/22 figures available April 22.		Increase provision in the area.
	Number /Proportion of residents from 5% datazones engaged via NOLB/LEP commissioned programmes.				Increase engagement
	Participant Outcomes				
	Annual Participation Measure 20% SIMD Monthly snapshot	87.9% (annual participation measure 2021)	84.2% (78.4% in Ferguslie) (Feb 22) (83.9% Scot)		Increase
	Gap between 20% most and least deprived datazones	9.3%(annual participation measure data 2021)	12.0% gap (Feb 22) 96.2% in least deprived 20%.		Reduce
No/% of Modern apprenticeship starts from 5% datazones (SDS)		36 (5.17%) (2020/21)		Increase	
% of Renfrewshire students studying at FE colleges from 5% datazones / % of Renfrewshire students studying at WCS from 5% datazones / (Source SFC INFACT database)		AY 2020/21 7.1% 8.5%		Increase	

Increase the employment rate for those with disabilities/long term conditions	Disability Employment Rate (EA Core and Work limiting disabled)	36% (Scotland 28.4%) (Apr 19-Mar 20)	44.8% (Scotland 49.1%)		Increase rate
	Economically Inactive (long term sick)		10,200 , 42 % (Scotland 29.4%) (Jan-21-Dec21)		Reduce rate
	Supported employment provision/opportunities created. Number/Proportion residents with disabilities/long term conditions engaged on NOLB/ LEP commissioned programmes. Participant Outcomes % of Modern Apprenticeships starts identifying as disabled % of Renfrewshire students studying at FE colleges identifying as disabled % of Renfrewshire students studying at WCS identifying as disabled		Baseline figure will be taken from 21/22 figures available April 22. 12.1% (13% Scotland)2020/21 (next report due May 22) AY 202/21 20.1% 24.5%		Increase in provision/ opportunities. Increase engagement Increase Increase

	(Source SFC INFACT database)				
Increase the Employment of Black, Asian and other minority ethnic groups.	<p>Number /proportion of BAME residents engaged on NOLB/LEP commissioned programmes.</p> <p>Participant Outcomes</p> <p>% of Modern Apprenticeships starts identifying as being from a Mixed or Multiple; Asian, Asian Scottish or Asian British; African; Caribbean or Black; or Other Ethnicity</p> <p>% of Renfrewshire students studying at FE colleges identifying as from a Black, Asian or other ethnicity</p> <p>% of Renfrewshire students studying at WCS identifying as from a Black, Asian or other ethnicity</p> <p>(Source SFC INFACT database)</p>		<p>Baseline figure will be taken from 21/22 figures available April 22.</p> <p>2.9% (2.7% Scotland) 2020-21 * (6.4% of the population of Scotland self identify as a Mixed or Multiple; Asian, Asian Scottish or Asian British; African; Caribbean or Black; or Other Ethnicity AY 202/21</p> <p>5.2%</p> <p>4.3%</p>		<p>Increase in engagement</p> <p>Increase</p> <p>Increase</p>

<p>Increase the employment of care experienced young people</p>	<p>Care leavers on datahub recorded as unemployed.</p> <p>Number/proportion of care experienced participants engaged on NOLB/LEP commissioned provision.</p> <p>Participant Outcomes</p> <p>% of Modern Apprenticeships starts identifying as care experienced</p>		<p>Baseline figure will be taken from 21/22 figures available April 22</p> <p>2% (1.7% Scotland)</p> <p>(context data :16+ data hub Feb 22 – 261, 16-24 year olds with an unemployed or unknown status are care experienced)</p>		<p>reduce</p> <p>Increase engagement</p> <p>Increase</p>
<p>Increase the employment of residents with convictions</p>	<p>Number /proportion of participants engaged on NOLB/LEP commissioned provision with convictions.</p> <p>Participant Outcomes</p>		<p>Baseline figure will be taken from 21/22 figures available April 22</p>		<p>Increase</p>
<p>Increase the employment of residents with mental health issues/in recovery.</p>	<p>Number/proportion of participants engaged on NOLB/LEP commissioned provision with mental health/substance misuse issues.</p> <p>Participant Outcomes</p>		<p>Baseline figure will be taken from 21/22 figures available April 22</p>		<p>Increase</p>
<p>Tackling Child Poverty – Increasing income of low income parents from</p>	<p>Child Poverty rate</p> <p>(End Child Poverty report)</p>	<p>23.1%(19/20)</p> <p>21.9%(18/19)</p>	<p>23.1% (19/20)</p>		<p>Decrease</p>

employment	No /proportion of low income parents supported on NOLB/LEP commissioned provision		Baseline figure will be taken from 21/22 figures available April 22		Increase
	No of low income parents supported with improved incomes		Baseline figure will be taken from 21/22 figures available April 22		Increase
	% of STEM Modern Apprenticeships undertaken by females		13.7% (Scotland 11.4%)2020/21.		Increase
	Renfrewshire Accredited Living Wage Employers	63 June 21	70 December 2021		Increase
	Underemployment - no and % of those employed who would like to work more hours given the opportunity		8,500 , 9.5% APS 2020		Decrease
	% employed in low pay sectors - Business Register and Employment Survey	36.6% (2018)	37.2% (2019) (Scot 29.65%)		Decrease

The LEP Operational Working groups will be tasked with setting targets, to be approved by RLEP once baseline data is available.

6.4 Evaluation and Review

RLEP is aware of the **national evaluations of No One Left Behind and the Young Persons Guarantee** and where relevant will support these in any way possible such as helping to identify stakeholders including local businesses, residents etc. The findings from these will help to shape our local approach and plans.

In addition, **the self-evaluation of RLEP** undertaken in 2021 will be repeated annually as part of the ongoing review of the LEP Improvement Plan.

Action 13 .

How Renfrewshire residents, receive and view the local employability services is of great interest to RLEP. Alongside work to customise and launch the Employability Service Standards and Customer Charter in Renfrewshire, RLEP will consider the feasibility for a **shared service user feedback process** as part of the wider service user/lived experience engagement work planned.

The Delivery Plan will be revised annually however **performance will be reviewed at all LEP meetings** (minimum six/annum). Where improvement actions are required, these will be progressed via the various operational groups and forums in place or task and finish groups will be established.

In addition to reviewing and reporting on the indicators outlined in the RLEP Performance Framework above, progress in relation to the 12 actions outlined in this plan (annexe 3.) will also be reviewed and reported. These actions will be aligned with the themes and actions within the RLEP Improvement plan to streamline planning and reporting.

Our evaluation processes will include **managing the performance of the RLEP commissioned provision**. A robust process is in place for this and Renfrewshire Council has committed a team of staff with extensive grant funding management experience to carry out this work in association with LEP members who will also play a role.

Reporting processes will include **all delivery partners using a shared management information system** (Hanlon) which will allow the grant management team to keep track of progress and outcomes of all programmes and individuals. Alongside this, as part of the quarterly claims process, narrative on progress and explanations of variances in spend and performance will be required as will the improvement actions being taken to address any shortcomings. The grant management team, alongside LEP representatives where appropriate will in all circumstances seek to work with and support the delivery partner to overcome challenges and hurdles.

Regardless of the method of Commissioning, the same guidelines and processes will be followed and should the improvement actions not lead to success then the council in association with RLEP will decide on what actions should be taken such as reducing the level of funding or stopping the funding.

For further information on this plan or Renfrewshire LEP please contact Kay McIntosh, Partnership Coordinator – kay.mcintosh@renfrewshire.gov.uk

Annexe 1. Service Delivery – Employment Pipeline Stages

Renfrewshire Local Employability Services will be designed and delivered in line with the principles set out in the Scottish Approach to Service Design. Using a [5 Stage Employability Pipeline](#) approach. However, it is recognised that individuals do not follow a linear journey.

Stage1 Engagement, Referral and Assessment	Stage 2 Needs Assessment and Barrier Removal	Stage 3 Vocational Activity	Stage 4 Employer Engagement and Job Matching	Stage 5 In Work Support and Aftercare
This stage is about reaching out and supporting people into regular activity, positive routines connecting them with others	Assessing needs of individuals and agreeing key activities to address any barriers to employment or training	Activities include delivering a range of accredited training, employability core skills, job search etc.	Activities such as work experience or volunteering placements with employers, assisting individuals to secure job vacancies.	Activities includes supporting individuals to maintain and progress within the workplace
End to End Case Management /Key Worker Support				

Annexe 2. Service Delivery - Provision Outline 2022-23

This first section of the provision plan outlines RLEP co-commissioned provision. A number of the programmes are running as pilots until end March 22 and the budgets and volumes below may be reduced depending on the outcomes from pilots and from the demand for places. In addition, should gaps in provision be identified during the year, the LEP may co-commission additional provision. The Provision plan is therefore an evolving picture.

Renfrewshire LEP Co-Commissioned Provision for 2022/23								
Type of Provision	location	Rationale	Delivery Partners	Budget	Source of Investment	Volumes - up to	Delivery Method	Outcomes Expected
Targeted School Leavers programmes with tasters Stages 1-2	Targeted high schools	Addressing need for greater vocational awareness identified through the youth survey; support requests from schools for their young people disengaging	Street league in association with High Schools	£72k	Scottish Government and Renfrewshire Council	96	Training academies - face to face and bespoke group/class work developed with schools/DYW staff.	<ul style="list-style-type: none"> ✓ Attain Quails ✓ Work placements ✓ Into FE/HE/ ✓ Training ✓ MA ✓ Into employment/ ✓ Formal Volunteering
Engagement Programme - young people - Community Animation Team Stage 1	Targeted young people/5% SIMD	Addressing significant youth engagement challenges reported by all partners; 5% of participation measure cohort with unknown status.	Barnardos	£77k	As above	86	Face to face engagement, including household visits and community outreach work. YPG branded vehicle to support this.	<ul style="list-style-type: none"> ✓ Engagements ✓ Into FE/HE/ ✓ Training ✓ Formal Volunteering

Stage 2/3 youth support	Paisley	Addressing need identified via the Youth and parent survey for support to help young people make informed choices about work options and provide vocational tasters	Barnardos	£117k	As above	50	Young people to name the programmes . Face to face group work	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ Training ✓ MA ✓ Into employment/ ✓ Formal Volunteering
Enterprise/Self Employment Support -; all age Stages 3-5	Hillington and Paisley	Changing nature of jobs including more opportunities for self employment from home. Potential for carers/parents. Youth option would link with the youth enterprise business spaces in Renfrewshire .	BDA; working closely with Business Gateway team	£53k	As above	25	Group and individual; face to face and virtual.	<ul style="list-style-type: none"> ✓ Into FE/HE/ Training ✓ Into employment/ self employment
Vocational stages 3-4 as below		Vocational training opportunities identified as a key priority			As above			

		through youth survey; labour market changes resulting in skills shortages - employer demand;						
Hospitality (front of house, chef) all age	Paisley	Significant skills shortage area.	West College Scotland;	£42.5k	As above	42	Mainly face to face in groups.	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ Training ✓ Into MA ✓ Into employment/ ✓ Formal Volunteering
IT technical /Business Admin (youth and all age)	Paisley	Significant skills shortage area.	GP Strategies	£98k	As above	56	Mainly face to face in groups	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ MA ✓ Training ✓ employment/ ✓ Formal Volunteering
Construction (all age)	Paisley	Significant skills shortage area.	VERG	£46.8k tbc	As above	48	Mainly face to face in groups	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ Training ✓ Into employment
Security(all age)	Paisley	Significant skills shortage area.	VERG	£46k tbc	As above	48	Mainly face to face in groups	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into employment/
LGV driving (youth and 25+)	Glasgow	Significant skills shortage area.	Gtg Training	£68k	As above	26	Face to face individual and group tuition	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Into employment/ ✓ self employment
Care (all age)	Paisley	Significant skills shortage	VERG	£34.8k (tbc)	As above	36	Mainly face to face in groups	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/

		area.						<ul style="list-style-type: none"> ✓ Training ✓ Into employment
Driving Lessons – young people and low income parents	Paisley /various	Rising costs and increases in poverty - driving licence beyond the budget of many low income parents and young people. Will enhance career choices and support travel to work eg shift workers. Child poverty focus.	Barnardos	£143k	As Above	44	Individual support and tuition	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ ✓ Training ✓ Into employment/ ✓ self employment ✓ Formal Volunteering
Stage 1-5 support for people with disabilities/long term conditions , all ages	Paisley/Hillington	Supported employability provision identified as the biggest support gap. Disability employment rate significantly lower than Scottish rate.	Enable; West College Scotland; VIAS	£225k	As above	87	Face to face individual and group support.	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ ✓ Training ✓ Into employment/ ✓ self employment ✓ Formal Volunteering

Stage 1,2 support for Care experienced young people; those involved in criminal justice system; women (domestic abuse)	Paisley	All 3 target groups have been identified as requiring targeted and specialist support. Strong evidence of need.	West College Scotland in association with various local organisations	£41k	As above	72	Face to face individual and group support	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ ✓ Training ✓ Into employment/ self employment ✓ Formal Volunteering
Stages 1,2,3 support for sex offenders	Calton, Glasgow.	This group has unique challenges that require specialist employability support. Strong evidence of need.	Apex	£58k	As above	20	Mainly face to face individual support	<ul style="list-style-type: none"> ✓ Attain Quals ✓ Work placements ✓ Into FE/HE/ ✓ Training ✓ Into employment/ self employment ✓ Formal Volunteering
Total budget/places				£1.12m		736		
Multiply Numeracy support/Interventions tbc				c£300k				

The section below includes all known confirmed provision outwith the LEP co-commissioning process. This plan will evolve as details of further opportunities and programmes are shared by delivery partners with the LEP and as other funding opportunities become available such as Shared Prosperity funding.

Renfrewshire LEP Provision Plan 2022/23 (out-with RLEP co-commissioning approach) – work in progress										
Provider	Programme name	Fund Source	location	Brief Programme/course objective and description	LEP priority groups	age range	Employability pipeline stage/s	vocational sectors eg construction	total places for year	
Barnardos	FIT FOR WORK	CashBack for Communities	Barnardo's Works, Paisley, PA2 7RG	Employability programme delivered in a fun and interactive way including Health/ wellbeing fitness, financial fitness, fit to compete for work	None (YP)	15-24	1, 2		24	
Barnardos	EXPLORE & B'LEAVE	Scottish Government	Barnardo's Works, Paisley, PA2 7RG	Aimed at 16/17 year olds experiencing transition from school or have left school and need support to develop an understanding of the world of work.	School refusers/School leavers at risk of unemployment.	16/17 year olds	1,2		32	
Barnardos	BARNARDO'S WORKS BEST	ESF	Barnardo's Works, Paisley, PA2 7RG	Bespoke 1:1 employability and personal development support focussing on the individual's barriers to employment	None (YP)	16-29	1, 2 3		20	
Barnardos	DISCOVERING YOUR POTENTIAL	Scottish Government	Barnardo's Works, Paisley, PA2 7RG	Bespoke 1:1 employability and personal development. Incorporating both pastoral & holistic support to overcome barriers	care experienced young people	16-29	1, 2 3		12	

DWP	JETS – (Job Entry Targeted Support)	UK Govt Funded	delivery is currently online	Job search support for claimants 18yrs + who have been unemployed for 13 weeks or over and are in receipt of benefit	All priority groups except Disability unless deemed appropriate by customer and Work Coach	18+	Stage 3 to 5	n/a	unlimited - one to one as and when required
Engage Renfrewshire	Volunteering	ScotGov/ RenCouncil	Renfrewshire	Voluntary opportunities for a broad range of local Volunteer involving organisations covering all aspects of work	open to anyone	ALL	3	ALL	unlimited
GCAS				Graduate Internships					
Renfrewshire Council	Project Search	Renfrewshire Council	Placements across Renfrewshire	college based employability training (with qualifications) and 600 hrs work experience	learning disability and/or autism	17-29	Stage 2-3		12
Renfrewshire Council	Traineeships	Renfrewshire Council	Placements across Renfrewshire	Short term paid work experience for up to 26 weeks within council depts	Open- 16-65 - unemployed- focus on those with barriers	16yrs - 65	Stage 3-4	mainly admin/clerical and physical roles	20 (tbc)
Renfrewshire Council	LTU Work Placements	SG	Across Renfrewshire	Paid work experience placements in the Public and Third sectors	Long term unemployed	25yrs+	Stages 3-4	all	75 (40 public sector and 35 third sector)

Renfrewshire Council	Supported Employment ERI	SG	Across Renfrewshire	Employer Recruitment Incentives for young people	young people with physical, learning disabilities and or other complex support needs	16-24yrs	Stage 3- 4	all	16
Renfrewshire Council	Discretionary ERI linked to priority groups	SG	Across Renfrewshire	Employer Recruitment Incentives tool to help create jobs for the most vulnerable	Care experienced and other priority target groups who would struggle to work without an ERI	16-26 years	Stage 3-4	all	10
Renfrewshire Council	Parental Employment Support	SG	Across Renfrewshire	4 staff covering key worker and progression support and activities. Access to training, funds to tackle barriers,	Low income parents				90
Renfrewshire Council	CSCS	ESF	Via MS TEAMS and face to face. IT Sessions at The Russell Institute, , Paisley PA1 1UN	CSCS	All priority groups	16+	Stage 3	construction	Up to 50 pa taking test. Around 15 each month working towards it.
Renfrewshire Council	Job Search Skills	ESF	Via MS TEAMS and face to face IT Sessions at The Russell Institute, Paisley PA1 1UN	Employability Training: Connect Session provides an overview to all new clients on what training is on offer, Interview Skills, Practical Interviews, Applications & IT for Beginners.	All priority groups	16+	Stage 3		Up to 600 pa

Renfrewshire Council	Kickstart Plus Programme	RC (Covid Recovery) Co-invest with Business.	Across Renfrewshire	Extend the current programme (ends 31st March) to offer 6 month sustainment grants to local businesses retaining a young unemployed Kickstart Trainee for another 6 months.		18-24	Stage 5	all	80
Renfrewshire Council	UC Skills and Training grants programme	RC (Covid Recovery)	Across Renfrewshire	A flexible training fund for UC claimants (either unemployed or in low paid work) to increase their skills and qualifications to prepare them for higher paid employment (with employability support from the Invest team).	UC claimants (either unemployed or in low paid work) t	All age	Stages 3-5	all	250
Renfrewshire Council	UC Parental Employment Support Fund	RC (Covid Recovery)	Across Renfrewshire	This new fund will support the additional costs parents may face in the early stages before being paid (transport, childcare, work clothes, etc).	parents on UC (unemployed) and moving into work	All age	Stage 5	All	200
Renfrewshire Council	UC adult travel support for starting work	RC (Covid Recovery)	Across Renfrewshire	3 months free bus travel for when entering employment or training for employment. This allows additional support in the early stages of work while benefits change and pay is retrospective.	UC adults (who don't qualify for the young persons bus pass scheme)	Age 22 plus	-	All	600

Renfrewshire Council - Adult and Family Learning Service	Community-based adult learning opportunities	Renfrewshire Council	Virtual with face to face services returning to various locations across Renfrewshire	Community-based adult learning opportunities including support with literacy and numeracy, basic digital skills, English for Speakers of Other Languages, personal development and family learning; (possible work clubs later in year).	Adults living and/or working in Renfrewshire	16+	Stage 1-2		Rolling programme across various bases.
SDS	Individual Training Accounts	SDS	National	Get up to £200 towards the cost of a training course with an SDS Individual Training Account (ITA). Use the money to build the skills you need for a job. Or get some training to take your career to the next level.	aged 16 or over not in education or involved in any other SDS funded programme unemployed and looking to get back into work employed, earning £22,000 or less per year and looking to progress in or change your job resident in Scotland	16+	https://www.myworldofwork.co.uk/learn-and-train/sds-individual-training-accounts-ita	https://www.myworldofwork.co.uk/learn-and-train/sds-individual-training-accounts-ita	Applications are now open until the 31st March 2022 or until we accept up to £28,000 applications, whichever comes first.
Streetleague	Street League NTSF Provision	NTSF/ESF	PA1 1TD	Personal development, barrier removal, vocational activity, work ready support and sports and fitness	open to anyone but will look to highlight at least two barriers to work	16-29	Stage 1 & 2	N/A	10
West College Scotland	Skills Boost	SFC YPG	WCS Paisley Campus PA3 4DR /Blended	Short courses targeted at 16-24	Open to all	16-24	Stage 3	All sectors Wide FE/HE Curriculum	

West College Scotland	NTTF	SDS	WCS Paisley Campus PA3 4DR/Blended	Short courses targeted at 25+	Open to all	25+	Stage 3	All sectors Wide FE/HE Curriculum	
West College Scotland	FWDF	SFC	WCS Paisley Campus PA3 4DR /Blended	Accredited and bespoke training for eligible companies	Eligible Companies Large & SME	All Age	Stage 5	All Sectors Certified and bespoke training	
West College Scotland	Core College Course	SFC	WCS Paisley Campus PA3 4DR /Blended/ Distance	Wide curriculum of SCQF accredited learning opportunities	Open to all	All Age	Stage 2/3	All sectors Wide FE/HE Curriculum	
West College Scotland	College Community Delivery	SFC	WCS Ferguslie LC PA3 1NS	Range of personal development and introductory course in Community Learning Centre	Open to all	All Age	Stage 2	Construction /Childcare /Care/Digital /Horticulture	
West College Scotland	AMCF Critical Engineer	Scottish Enterprise/ EU	WCS Paisley Campus PA3 4DR /Blended	Range of bespoke upskilling Manufacturing 4.0 courses in CNC , Robotics and PNC	Eligible Companies	All Age	Stage 5	Manufacturing	34 Companies
Enable Works	Fairstart Scotland	Scottish Gov	30 Seedhill Road, Paisley PA1 1SA	Supporting people with barriers into sustainable employment	People with barriers to employment	18+	Employability Support stages 1-5		Unlimited
Wise Group	Fairstart Scotland	Scottish Gov							
No limit Total opportunities :									In excess of 2000

Annexe 3. Delivery Plan Actions on a Page

Action
1. The integration of plans and actions has been challenging over the pandemic and work is underway with the local Community Planning and Child Poverty Leads, Health, Children's services and Community Learning and Development colleagues to re-build connections and alignment.
2. RLEP recognises service user/lived experience engagement is critical and work will continue, through our youth engagement work and additional engagement approaches the LEP Operational sub-groups are taking forward. The roll out of the Scottish Approach to Service Design tools and development opportunities developed nationally will support this.
3. The RLEP web pages will be an information hub for the national employability frameworks and information and training sessions will be provided using the Delivery Partners and Practitioners Forums. In addition, the RLEP Employability Conferences in 2022 (May and October) will be an ideal opportunity to develop awareness, knowledge and skills ; and agree local collaborative actions across a broad range of partners and staff. In relation to the Renfrewshire Customer Charter , we will work with local service users and forums such as the youth panel in the customisation and establishment of this, aiming for a local launch by Summer 22.
4. RLEP members advocate a 'no wrong door' approach and the partnership is keen to further review the accessibility of employability support and how this can be further simplified to improve engagement.
5. Engaging residents in need of support has been challenging throughout the pandemic and even as services begin to return to face to face or indeed hybrid models, engagement levels remain lower than pre-pandemic levels. RLEP is now exploring how collaborative outreach approaches, taking the services to communities be established quickly. These have worked well previously in SIMD areas such as Ferguslie Park where targeted outreach successfully engaged many new service users. Engagement approaches also have to consider hybrid approaches recognising that for some service users online support and provision is more accessible.
6. The community Planning Partnership's approach in relation to Locality Planning is under review and this is likely to present new opportunities for co-locating a range of services and supports including employability, within communities.
7. With services beginning to return to face to face, and the need to re-invigorate links and partnership working which lessened through the pandemic, RLEP is in discussions with a range of partners to improve alignment. This is particularly critical at this point in time when engagement is challenging. Examples include <ul style="list-style-type: none">• Closer working with the Councils Resettlement Team who are currently supporting new refugees from Afghanistan and expect more Syrian refugees again in the near future.• Establishing better links with the NHS funded Community Links workers based in GP practices who in the last quarter have been supporting around 600 people of working age referred by GPs and health practitioners. The service recognises the need to establish a more formal referral pathway for employability which could be key in supporting their wider health and wellbeing.• Improving links between Community Learning and Development (including Adult Learning; Community Capacity Building; Youth Services) and exploring opportunities for co-location/collaboration.• Improving links with organisations and services supporting parents such as nurseries and child-care providers; health visitors and midwives and a range of third sector partners to enable a collective approach to tackling child poverty.• Working with HSCP to address significant staff recruitment and retention challenges.
8. A key theme coming through the SWOT is around customer awareness and engagement with employability services. Aligned to this is the way in which employability services support clients seeking employment to existing immediate vacancies. Furthermore, a critical part of this theme is the role employability services play in enabling clients to develop skills and raise aspirations essential for the future world of work.
9. Further consideration will be given to the need to take a more collaborative approach to communication and marketing including a campaign to promote the benefits of working.
10. Work to produce a comprehensive map of local employability provision is underway and the Local Provision Plan for 2022/23 on page includes the services and opportunities we are currently aware of however this remains a work in progress that we believe will greatly benefit RLEP and all stakeholders.
11. Renfrewshire LEP will play a key role in managing delivery of Child Poverty related employability support in Renfrewshire and ensure a coordinated approach that best meets the needs of local families.

12. RLEP will further develop its understanding of the new employability resources coming and seek to maximise the level of support for employability provision in Renfrewshire. This will require be part of the bigger task of managing the changing levels in resources available by making the best use of the resources we do have and by developing smarter approaches and minimising duplication. Effective partnership working, will be key to success.

13. How Renfrewshire residents, receive and view the local employability services is of great interest to RLEP. Alongside **work to customise and launch the Employability Service Standards and Customer Charter** in Renfrewshire, RLEP will consider the feasibility for a **shared service user feedback process** as part of the wider service user/lived experience engagement work planned.

Annexe 4.

Evidence From Engagement

Youth and Parent Survey

163 unemployed or furloughed young people and 108 parents participated in surveys to help shape our youth employability provision in Renfrewshire and potential support for parents.

The survey findings can be found here – <https://ypguaranteerenfrewshire.com/survey-results>

Key findings -

- Young peoples preferred job - the most common response (**58** out of 125 who answered the question) had no job/sector identified suggesting they were still unsure about what career they would like to pursue.
- 78% of young people are currently either looking for work, or a course or support that will help move them into employment. For the 22% who are not looking, 61% identified themselves as having a long-term health issue which stopped them. Caring responsibilities and not being interested in finding work were the next two reasons as to why the young person was not actively trying to find employment or training.
- When asked what types of support was most important to them, advice to help decide what kind of work they want to get into was the highest rated followed by training on a particular subject or skill. Confidence building and help with communication was next followed by work experience and volunteering.
- In terms of receiving support online or face to face, 35% preferred online, 35% face to face and 30% a mix of both.
- Over 80% have the equipment and data to get online compared to 20% who don't. 86% of those who have the correct device and access feel comfortable enough to use it to job search, write CVs etc compared to 14% who don't. Not having a good enough signal appears to be one of the biggest barriers to using devices, followed by not being able to afford a suitable device.
- In terms of ability to travel to Paisley, Johnstone or Renfrew for employability support - 33% were able to go to Paisley; 63% to Johnstone and 45% to Renfrew. 1 young person was unable to get to any of the above.
- 104 parents were survey and their views on what types of support their young people needed most matched what young people had reported with advice to help young people decide what kind of work would suit them at the top
- There was a strong interest from over half of parents to receive information or support to enable them to better support their young people in finding work. Of most interest to parents was a demonstration of the YPG website; advice on young peoples' mental health and also on substance misuse; and advice on key local job sectors .

Poverty Alliance, Get Heard Scotland. “Living Through the Pandemic : Experiences of Low Income families in Renfrewshire and Inverclyde”. Research (conducted, November 2020 to March 2021 with 32 families.)

Key Employment Related Findings/Recommendations

- Income security is critical to family wellbeing. Secure and well-paid employment is vital to allow families to move out of poverty. More should be done to ensure that the real Living Wage is paid to all workers.
- Insecure employment should be targeted alongside low wages. Employers need to do more to ensure staff have clear contracts with guaranteed minimum hours. Local authorities should consider approaches that will help to encourage a move away from precarious employment through local economic development initiatives.
- Employability programmes must do more to address inequality. Employability services need to be person centred and recognise the additional needs and barriers that some individuals may face due to age, gender, race and other characteristics.
- Investment in local labour markets: there must be greater consideration of investment to create jobs where people and communities need them. Ensuring that individuals and communities affected by poverty are at the heart of economic regeneration efforts, for example through Community Wealth Building, should be central to recovery after the pandemic.
- Homeworking and remote working may exacerbate some inequalities, with some people potentially excluded due to skills or physical infrastructure. Further work is required to understand the implication for local labour markets affected by poverty.

Staff Engagement workshops

35 staff from the Councils Invest staff have identified gaps in service or ideas for improved partnership working. This staff engagement work will be extended across employability partners. Recommendations that could be helpful for informing provision include:

- The need for outreach activity to make services more accessible for those requiring support and to re-engage with priority groups.
- Bringing services together under one roof whether on an outreach basis or in key central facilities such as the Russell Institute
- The need for better marketing including increased, effective use of social media.
- The need to avoid duplication of provision.
- More support/provision for those with disabilities.
- People should be supported into jobs in line with their skills, qualifications and experience - sustainable quality jobs.
- The need to work closely with health services and other support services both to help identify clients for employability support and to provide support to those with health and other wider wellbeing issues including financial wellbeing.

No One Left Behind Working Group Recommendations

Criminal and Community Justice including Homelessness

- Bespoke programme required offering intensive 1:1 support with participants around lifestyle, personal development, goal setting. This would be pre-employability pipeline and focus on those furthest removed from the labour market
- Employer incentive/training to consider those who have a more serious criminal conviction
- Employer Survey /Employer Conference

Care Experienced/NEET

- Mentoring programme for 18+ age group
- Improved co-location /integration of services for this group

Black and Minority Ethnic Groups

- More information about alternative and aspirational employment.
- Volunteering should be more widely promoted to BAME people, particularly young people, because of the many benefits in terms of career progression.
- More could be done re upskilling and CPD for people with professional qualifications from abroad.
- Better information about the range of apprenticeship opportunities.
- More support to access modern apprenticeships beyond school age.
- Literature must reflect the diversity within the community.
- Clearer path to transfer skills and qualifications acquired outside the UK.

Disability

- It has proven difficult to secure accurate data at a local level. More consistent and regular data collection and analysis is required.
- Based on national data the number of Renfrewshire residents who would define themselves as disabled is estimated at 23,000 (**20% of the population**). Employment rates vary greatly depending on disability. Those with **mental health condition** have the lowest employment rate at **21%**. The Employment rate for people with **learning disabilities** is **26%**. Disabled people are more than twice as likely as non-disabled people to have **no qualifications** - **26%** compared to 10%.
- 1185 people within Renfrewshire have a diagnosis of **autism** of whom 817 are unemployed. 549 will have no Intellectual Disability and are the group which potentially have the most to gain from employment support.
- Current provision does not meet the demand outlined above.
- The 16+ data hub highlights 210 young people with additional support needs are unemployed.
- An earlier introduction to routes and pathways for young people with disabilities/additional support needs and their parents/carers is required including work experience and events/information sessions to introduce and prepare for alternatives to FE/HE.
- More ongoing career planning support required for both young people and adults with disabilities/long term health conditions.
- Existing services and opportunities through projects/organisations such as Enable; DFN Project Search and Colleges are valued however there is a clear gap in provision and more supported employment provision has been highlighted as key priority. This recognises that some individuals struggle to gain and sustain employment without work coach type support.
- There is a need to increase front line staff and employer awareness and understanding of disabilities including autism.

- There is also a need to raise awareness of the range of support available, of both staff and the public.
- There can be a reluctance to seek paid employment, through fear of losing benefits
- Recruitment processes are often not accessible for people with disabilities and particular those with learning disabilities. Specialist Job search support including support with digital applications and numeracy, literacy would help to tackle accessibility challenges.
- Work experience opportunities have been severely impacted by the pandemic
- Potential for more outreach activity and co-location of services eg DWP encourages partners to use Job Centres .
- Linking new services to the work being delivered by the Scottish Union of Supported Employment public social partnership. This works directly with employers to build their capacity to employ disabled people.
- Promote Scottish Government's "The Assembly" which is an accessible politics group that influences local and national policy relating to people with learning disabilities.

Health Conditions and Recovery

- An estimated 3000 Renfrewshire residents who are Long term sick want to work.
- It was agreed the focus for 22/23 at least should be those in recovery from health conditions and in particular those in or seeking recovery from mental health illness and addiction
- Renfrewshire has a 24% local share of datazones in the most deprived 20% (the highest deprived local authority in Scotland). People living in more deprived areas experience higher levels of alcohol and drug related harm" (Renfrewshire ADP Prevention and Education Sub Group Review of Population and Prevalence Data September 2021)
- Drug Deaths in Renfrewshire are highest in over 10 years of reporting (67 deaths in 2020 National Records Scotland,2021)
- Invest report between October 2021 and December 2021, high levels of those accessing their employability programme have or have had drug/alcohol issues and/or mental health illness
- DWP also report significant numbers of customers with health issues.
- Support for the Recovery Hub
- Mental Health and wellbeing Interventions linking to employability pipeline progressions
- Condition Management Interventions
- Develop and reproduce HSCP Employability Resources – practitioners toolkit

“Leaving No One Behind “ Employability Conference , June 21

As in keeping with previous successful conferences, the objective was to raise practitioners' awareness of the changing employability landscape and provide an opportunity to consider key challenges and shape and influence solutions. 138 practitioners from across the LEP area attended

The full report is available via this link <https://investinrenfrewshire.com/news/renfrewshires-virtual-employability-conference-summer-2021/>

Some relevant recommendations from workshops included –

Designing Services with Clients at the Centre

- Identify and address barriers to involvement such as providing IT equipment and internet access; tackling language barriers; timing of engagement to meet childcare /caring needs.
- Consider feasible options for rewarding customers for their time and involvement in the design process eg Young Scot cover expenses and have used vouchers as a thank you but not any formal payments.
- Be prepared to change what and how we deliver from what we learn from engagement such as opening hours to suit caring/family commitments/work commitments. Suggestion of a hybrid service in the future with more face to face work but also some online.

Engaging Harder to Reach Groups

- The challenge is on the organisations delivering the services to ensure they are accessible to all groups eg services should go to where people are and not wait for them to come to them.
- Do more to ensure young people know about the opportunities available to them.
- Many young people will benefit from seeking and taking up opportunities beyond their LA. Increasing support for transport should be considered.

Exploring the Role of Volunteering in Employability

- Make volunteering more accessible and feasible for groups who may otherwise struggle such as single parents eg through championing more from home opportunities and via a buddy system – peers supporting each other.

Exploring Gaps in Provision

- Address the gap in digital and creative skills and awareness and provision to tackle this.
- Address the gap in supported employment provision and increase Job Coaches to support people while they are in work.

Local Co-commissioning

- Training providers need to connect with other local providers and form links and relationships as part of the local commissioning process. They should attend the Invest Practitioners Forum meetings. Important that we achieve job outcomes, but also crucial that we ensure sustainability. Providers should consider how they build this into delivery models and RLEP within the performance management process.

Annexe 5.

Renfrewshire Council Employability Service 22-23

The Scottish Government funding for 2022-23 will contribute to an overall employability service delivered by Renfrewshire Council that offers a 5-stage pipeline approach to around 1500 unemployed people each year in Renfrewshire. This will be augmented by a significant co-commissioned range of services managed through the LEP.

The employability service at Renfrewshire Council has 3 elements:

- A large client facing service team consisting of Key Workers, trainers, benefit advisors, wellbeing officers, employer engagement staff and with resources to support barrier removal, personal development and training and participant costs for 1500 unemployed people each year.
- A council team supporting paid work experience roles at Renfrewshire Council as part of the Councils role as an employer providing opportunities for unemployed people. This team deliver the council MA and FA programme, Project Search, Traineeships / Internships / Kickstart and LTU places within the council (approx. 150 each year for unemployed people)
- A small team supporting the development, growth and capacity of the LEP and the co-commissioning of services and support.

The overall employability service has a budget of approximately £5M for 22-23 and the Scottish Government NOLB funding offer forms around £1.9M of that as the grant award for 22-23 and an additional £1M accrued from the previous year for delivery of commissioned services in 22-23. More information is outlined below.

Youth Provision: YPG Funding of £400k supports the cost of a youth employment team (approx. £1.5M including youth programmes) as part of the service. This team will support around 600 young people of which around 400 are supported directly by the YPG Programme Funding (keyworkers and / or commissioned services).

Funding also supports 2 roles within the 12 secondary schools in Renfrewshire to support transitioning from school to positive destinations.

The LEP has commissioned (with accrued funding) a range of services for the year ahead specifically for young people including:

- Targeted School Leavers commissioned programmes with tasters Stages 1-2 ,£72k, 96 participants
- Community Animation Team to engage young people in communities Stage 1 ,£77k , 86 participants
- Stage 2/3 youth employment support, 50 participants £117k
- Drive to work commissioned programme 22 participants, £72k

Additionally, a wide range of all-age stage 3-4 provision has been commissioned of which around 40% are usually young people.

Adult Services: key worker services and wider employability support to unemployed adults at stage 1-3 is largely funded by the Council with ESF support. NOLB funding is kept for specific approaches for priority groups as outlined below. Many of the adult unemployed will benefit from commissioned provision and also 75 will benefit from the opportunities through the **LTU programme**. Around 45 of the 75 places available will commence in 2022-23, already 30 places have been filled and the programme is progressing well.

NOLB funding is used to support specific employability provision for some of the key priority groups (all-age) identified through the Renfrewshire LEP, namely:

- A full stage 1-3 service with 2 key workers for ex-offenders / those in the criminal justice system. At stage 3-5 this group merge with other services but retain their key worker support.
- Peripatetic engagement staff working across the lowest 5% SIMD areas to engage with and bring in a range of people who wouldn't normally engage with the service,
- A dedicated key worker for care experienced young people, supporting people in care establishments / housing complexes and providing ongoing support throughout their employability journey.
- An annual Project Search programme and 2 key workers to support those with learning disabilities and / or autism to move into and retain employment.

NOLB funding of around £200k is matched with ESF for the programmes above. The additional £290k provided by SG in 2022-23 supports the commissioned provision valued at around £1.12M for 2022-23 and the additional LEP management and commissioning staff.

Parental Support: We currently have a PESF team of 4 key workers and advisors who identify and support the key target groups of PESF. 2 staff work primarily with employed parents and 2 unemployed. The clients are all age.

The team work across Renfrewshire and target specific community based organisations to help identify appropriate people, The target groups have full access to all support services within the wider employability service and additionally have some bespoke programmes which are commissioned including

- Drive to work commissioned programme 22 participants £72k
- YES returners programme for unemployed parents £50K
- In Work additional work programme (a part time ILM model) £80k

The team aim to support 60 unemployed parents into work and 40 employed parents into better employment during the year ahead.

In addition to our parental employment support above, we will continue to support and encourage fair work. We have an Employer Engagement Team of around 6 staff which is Council / ESF funded and those in employer engaging roles are in a prime position to promote the Real Living Wage and other measures to increase income and job security and progression.

The table below outlines our programmes, costs and which budgets these are aligned to.

	Approx Cost	Council accrued GRG funded	Council funded	Council, Covid Recovery funded	ESF funded	NOLB funded	YPG Funded	PESF funded	LTU funded
Employability Management	£0.2M		★		★				
Youth Employability Team	£0.4M		★		★		★		
Adult Employability Team	£0.4M		★		★				
NOLB Employability Team + Programme costs	£0.4m		★		★	★			
PESF Employability Team	£0.2m				★			★	
Employer Engagement Team	£0.3M		★		★				
Admin / compliance / finance and project management team	£0.22M		★		★				
Commissioned Services	£1.12M	★	★						
LTU Programme	£0.75M								★
LEP and Commissioning Team	£0.15M	★				★			
Kickstart Plus Programme	£0.24M			★					
UC Skills and Training Grants	£0.25			★					
UC Parental Employment Support Fund	£0.2M			★					
Participant Expenses: travel, childcare, clothing etc	£0.2M	★		★	★			★	
Supported Employment ERI	£0.2M	★							
Council Traineeship and Internship Programme	£0.2M		★						

