

**To:** Improving Life Chances Group

**On:** 27 June 2018

**Report by:**  
Skills Development Scotland

**TITLE:**  
**No One Left Behind – Next Steps For The Integration And Alignment Of Employability Support In Scotland**

**1. Summary**

- 1.1 The Scottish Government has assumed devolved responsibility for employability in Scotland and published in March 2018 *No One Left Behind*.  
<http://www.gov.scot/Resource/0053/00533376.pdf>. This Plan sets out actions to be taken by the Scottish Government and community planning partners to better integrate and align Employability Support in Scotland, with a particular focus on those further away from the Labour Market.
- 1.1 *No One Left Behind* seeks to improve the life chances of a range of groups who are farther away from the labour market for various reasons. This includes disabled people, people with health issues, people experiencing substance misuse issues, people with convictions or on Community Payback Orders and people experiencing homelessness.
- 1.2 Implementation of the fourteen actions to improve employability within the Plan will involve national and local partners, including Health services, Housing services, Alcohol and Drugs Partnerships and Community Justice Partnerships. Renfrewshire Local Employability Partnership has the lead role in co-ordinating employability services locally and will have a key role in helping to deliver *No One Left Behind* actions in Renfrewshire.

**2. Recommendations**

- 2.1 It is recommended that the Improving Life Chances Group:
  - (a) Note the actions and partner responsibilities contained In *No-One Left Behind*.

- (b) Agrees that Renfrewshire Local Employability Partnership co-ordinates the contribution of Renfrewshire community planning partners to appropriate actions in the *No-One Left Behind* action plan.

### 3. **Background**

- 3.1 Following the devolution of employability support to the Scottish Government in April 2017, the Scottish Government has developed an approach for agencies to work collaboratively to improve employability outcomes, particularly for those further away from the labour market. The Scottish Government published in March 2018 *No One Left Behind – Next Steps For The Integration And Alignment Of Employability Support In Scotland*. Fair Start Scotland, the devolved employment support service in Scotland, began operation in April 2018 to support those further away from the labour market.
- 3.2 The purpose of *No One Left Behind* is to work towards a fairer and more prosperous economy and society. The document states that this will be done by working together to create a fairer labour market and this includes developing an employability system that provides more effective and consistent support to those who are further removed from the labour market, ensuring no one is left behind.
- 3.3 The new values of Employability Support in Scotland are identified as:
- Dignity and Respect
  - Fairness and Equality
  - Continuous Improvement
- 3.4.1 The document sets out fourteen actions grouped under the following headings:

#### **Review of the employability landscape and of the Scottish-funded Employability Services**

##### *Action 1*

During 2018, the Scottish Government will engage with people and organisations in a discussion on the future of the employability system in Scotland to explore how we create a more joined up system that is focussed on progressing people into the jobs and careers they choose. We will publish the findings of our discussions in Autumn 2018 and we will set out what action we plan to take.

#### **Employability Support at a local level**

##### *Action 2*

By December 2018, working collaboratively with Local Government partners, we will develop a joint Action Plan that will identify and address emerging employability themes. The Action Plan will include a focus on improving integration and alignment

of employability provision within local communities to improve employment outcomes for local residents.

## **Employability Pathways**

### *Action 3*

From 2018 onwards, the Scottish Government will identify areas of good practice across Scotland of supporting people out of work into in-work training and new job opportunities in growing employment sectors and encourage replication in other areas, including making links to devolved employment services.

## **Health**

### *Action 4*

From Summer 2018 to Summer 2020, the Scottish Government will work together with partners including Health and Social Care Partnerships, DWP, wider third sector bodies, and employers to pilot a Single Health and Work Gateway in the Fife and Dundee areas to help more disabled people, and people with health conditions access early support to help them sustain or return quickly to work.

### *Action 5*

From Summer 2018, the Scottish Government will work with partners within the Single Gateway pilot areas of Fife and Dundee to agree a plan to trial additional mental health support.

### *Action 6*

From July 2018 onwards, the Scottish Government will work with Health and Work partners within the Single Gateway pilot areas of Fife and Dundee, academic partners, and the UK Government to develop and test new risk and decision assessment tools that will provide a more accurate assessment of risk and associated support requirements for people who are at a high risk of falling out of work and into long term unemployment.

### *Action 7*

From Spring 2018 onwards, the Scottish Government will work collaboratively with NHS Musculoskeletal (MSK) Services to align a national MSK Advice and Triage Service (MATS) with employability services to help people with MSK conditions find and sustain work.

### *Action 8*

In 2018, we will publish a refresh of *The Road to Recovery: A New Approach to Tackling Scotland's Drug Problem* that will include a focus for Health and Social Care Partnerships and Alcohol and Drug Partnerships to integrate with employability services to help improve employment outcomes for people experiencing substance misuse issues.

## **Justice**

### *Action 9*

By December 2018, the Scottish Government will undertake a review of the Community Payback Order practice guidance for Criminal Justice Social Workers to

bring greater clarity to the processes for improving the employability opportunities for people on Community Payback Orders. This revised guidance will be published by June 2019.

#### *Action 10*

From June 2018, the Scottish Government will work collaboratively with Criminal Justice Social Work Services and Local Employability Partnerships to raise awareness of employability opportunities for people serving community sentences by identifying examples of best practice and arrange for these to be shared amongst local authorities to encourage more people into employability services.

#### *Action 11*

By April 2019, the Scottish Government in collaboration with Scottish Prison Service (SPS) will develop an agreed referral process to support people with convictions into local and national employability services.

#### *Action 12*

By August 2018, the Scottish Government, working collaboratively with the Violence Reduction Unit of Police Scotland, will develop an Employability Toolkit for use by Navigators so that they are able to signpost people who want to work to local and national employability support.

### **Housing**

#### *Action 13*

In Autumn 2018, with Scottish Government support, a Housing Options Toolkit developed by local authorities will be launched for local authority and registered social landlord frontline staff involved in the management and delivery of housing options, which will help signpost more people to the most appropriate local and national employability services.

#### *Action 14*

In 2018/19, the Scottish Government will work collaboratively with a National Policy and Practice Coordinator at Homeless Action Scotland to develop a plan to raise awareness of employability within homeless organisations across Scotland so they are better equipped to improve employment outcomes for people who are experiencing homelessness.