



Midlothian Employability Strategy & Action Plan 2022-2025

No One Left Behind Midlothian Operating Plan

Supporting Next Steps & Employability

Updated - June 2023, Updated November 2023



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Foreword

The Community Planning Partnership's Vision for Midlothian is that: **By working together as a Community Planning Partnership, individuals and communities will be able to lead healthier, safer and greener lives by 2030. No child or household need live in poverty. Midlothian will be a Great Green Place to Grow by achieving our net zero carbon ambitions and supporting local people to strengthen the skills they need for learning, life and work.**

This Employability Strategy and Action Plan will help us achieve this vision. We need to support key groups to secure employment or get a better paid job.

Midlothian data tells us we need to prioritise support for parents especially women who earn less than men in Midlothian.

People with disabilities or additional health needs need tailored support to secure appropriate employment. We also need to ensure our employability support services are accessible by those 50 + or from a black or ethnic minority community.

Child poverty levels are still concerning. We are working with communities to reduce poverty and pursue community wealth building. A Place-based approach to employability could be a key contributor to improving outcomes and supporting families out of poverty.

We are aiming to increase the number of young people progressing onto higher education to generate a more balanced and sustainable future for young people. Whilst many young people enter a positive destination on leaving school.

It is important to consider the quality and fair work aspects of those destinations.

Our Local Employability Partnership has been in existence for over 15 years and has a strong tradition of ensuring we put those seeking employment support first and at the heart of what we do.

I am confident that this strategy will enable us to work together to delivery high quality employability services to and with members of our communities.



*Fiona Robertson Executive Director,
Midlothian Council*

Introduction

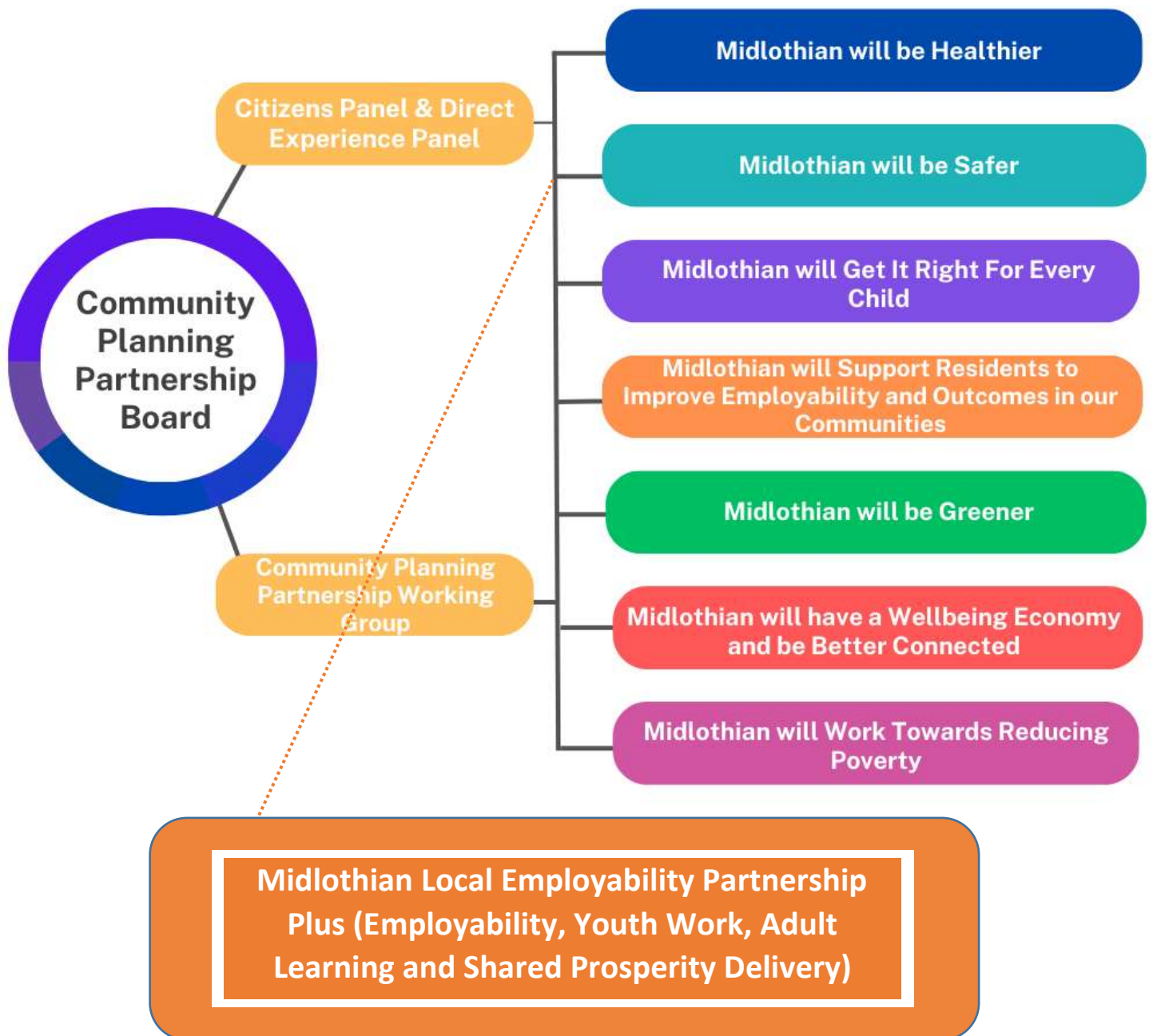
Background & Information

This three-year plan has been produced by the Midlothian Local Employability Partnership (LEP). It sets out how we will design and deliver employability support to implement the 'No One Left Behind' policy. The partnership working groups for Midlothian have been in existence for over 15 years, they were first called MEAN (Midlothian Employability Action Network), which then merged with Midlothian Adult Learning Partnership (MALP) to create ELM (Employment Learning Midlothian). The Employability and Learning Partnership Plus group are part of the subgroup of the Community Planning Partnership (see section on Governance). "Midlothian will support residents to improve employability and outcomes for our communities".

Membership of the LEP

- Midlothian Council (MC) includes Communities, Lifelong Learning & Employability (CLLE), Economic Development, Schools and Health and Social Care)
- Skills Development Scotland (SDS)
- Department of Work and Pensions (DWP)
- Edinburgh College
- NHS Lothian including Public Health
- Newbattle Abbey College
- Midlothian Voluntary Action/Third Sector Interface/Volunteer Midlothian
- Employment Providers including: Access to Industry, Enable, Fedcap, Into work, Rural and Urban Training Scheme (RUTS), Street League and Triage
- Regional Developing the Young Workforce
- Penicuik YMCA/YWCA
- Barnardo's
- Local Universities
- East and Midlothian Chamber of Commerce
- UK Shared Prosperity Delivery Partners
- Progress through Learning Midlothian
- UK Government

Community Planning Partnership 2023



Vision, Mission, Aims, Objectives, and Impacts

Our Vision

Our ambition is to support local people to build employability skills and secure good quality and fair employment with opportunities to progress within their chosen area of work or move to other types of jobs.

Our Aims & Objectives

Midlothian Local Employability Partnership's offer will be flexible, person-centred support that treats everyone with dignity and respect. It will support the aspirations of people of all ages, be needs based and linked up. Support should be easy to access, create pathways to fair work and help people move into the right job at the right time.

Developing & Delivering the Plan

We have developed the plan to link closely with local and national strategies and policies.

In summary, the following regional and national approaches to address inequalities in the labour market, address structural inequalities faced by groups and to support a fairer, wellbeing, inclusive economy:

- United Nations Convention on the Rights of the Child.
- All Learners in Scotland Matter.
- Fit for the Future – Skills Delivery Landscape Review.
- Community Empowerment Act 2015.
- Climate Change (Emissions Reduction Targets) Scotland.
- Tackling Child Poverty.
- Employability and support services to foster a “no wrong door” approach.
- Equality Act 2010.
- The Armed Forces Act 2021.
- Addressing the Gender Pay Gap.
- Closing the Disability Employment Gap.
- Addressing Race Employment Gap.
- Promoting and Embedding Fair Work.
- Delivering on The Promise.
- Supporting Community Wealth Building.

- Supporting Public Sector Reform.
- Supporting Place Based Approaches.
- Learning and Development in the Community Plan 2021-24.
- Midlothian Compact 2020- 2025.

The 7 key principles of No One Left Behind:

- 1 Treating people **with dignity and respect**, fairness, and equality.
- 2 Providing flexible and **person-centred support**.
- 3 Is **straightforward** for people to navigate – no wrong door.
- 4 **Integrated and aligned** with other services – building on the Scottish Approach to service design with the user at the centre.
- 5 Providing pathways into **sustainable and fair work**.
- 6 Driven by **evidence** including data and the experience of users.
- 7 Support more people to move into the **right job, at the right time**.

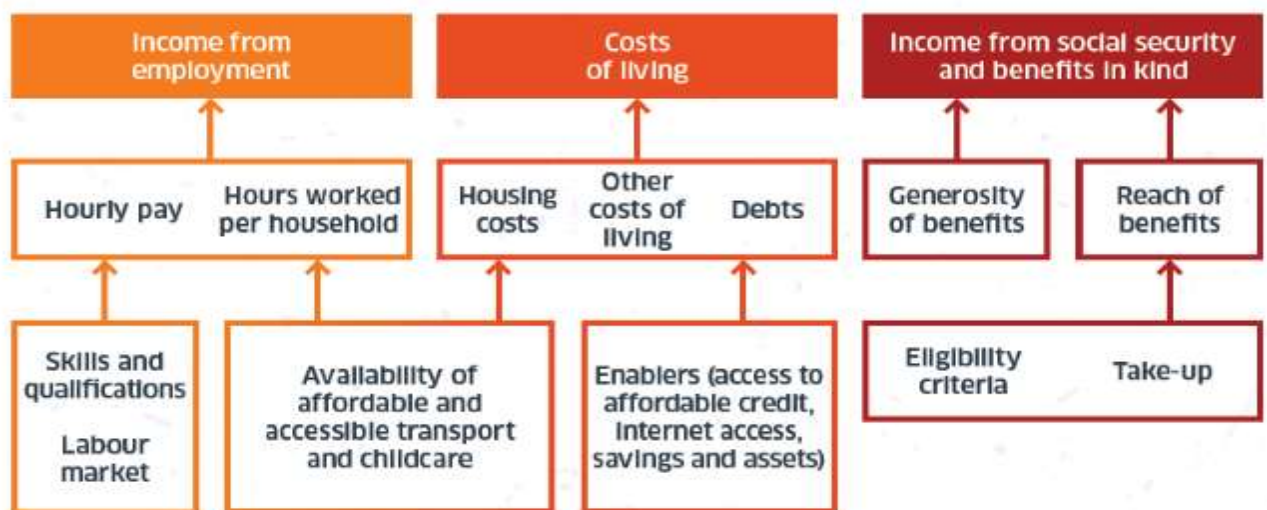
The Scottish Approach to Service Design is to co-produce person-centred, joined up, flexible and responsive services that involve service users throughout the planning, commissioning and delivery process and use data to inform decisions, identify priorities and support the design of services.

Our Approach to Delivery

We actively use the employability pipeline stages to support people to progress. Historically we have had limited supports at stage 5, but we are working to address this.

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Engagement, Referral and Assessment	Needs Assessment and Barrier Removal	Vocational Activity	Employer Engagement and Job Matching	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 Continuous Case Management/Key Worker Support				

Within the increased focus on Parental Employability Support, we have embedded strategically within the [Single Midlothian Plan](#) actions and outcomes to address the drivers of Child Poverty as described below:



We will also work to ensure equity of access for all parents with a focus on those from priority family groups: lone parents, parents of children with a disability, parents with three or more children, parents from a minority ethnic background with a youngest child under one, families with a parent under 25 and other low-income parents e.g. kinship carers.

Delivery Infrastructure

The delivery infrastructure in Midlothian is a mixed economy model, a proportion of the funds are utilised for direct delivery key worker and barrier free support operated by Midlothian Council. A portion of the funding is allocated through grants and procurement. In addition, employers are directly supported through Employment Recruitment Incentive (ERI). See page 32 for detailed financial infrastructure model.

Local Alignment and Integration

As a partnership and to ensure alignment and integration we use the employability pipeline and Midlothian Profile.

[Employability Pipeline in Midlothian | Midlothian Council](#)
[Community Planning in Midlothian | Midlothian Council](#)

Therefore, we are well placed to collectively plan to meet needs with the resources available.

Targeted resources to work with families and those with additional support needs is welcome and supports us in specifically supporting women to get a job or a better paid job to reduce the earnings gap. We also need to support young people to have confidence and skills to access STEM opportunities. The No One Left Behind Approach for both parents and those of all ages is deliverable and coordinated through close working relationships across the age and priority groups. We have strong connections with all providers including those in the third sector and those from the private training provider.

Local Economic/Labour Market Profile Economy

Some people need tailored support to secure employment. We will support people with disabilities and priority groups to secure appropriate and fair employment. There is a need to ensure that services are accessible for people from an ethnic background and take into account their direct lived experience and barriers specific to them. This also includes helping people secure employment or supporting local people to get a higher paid job. We will also offer support to those who have left the labour market, especially those aged over 50/60 and wish to return for example those who have been caring or have already retired.

Facts & Figures of note updated June 2023:

- Midlothian is the fastest growing local authority in Scotland, with an estimated population in 2021 of 94,700 in 2000 it was 81,100. 58,500 people are aged between 16 to 64 years old (28,200 males and 30,300 females).
- Unemployment is at a record low of 3.4% in Scotland (Jan 2022 to Dec 22) and in Midlothian 80.9% of people aged 16 to 64 are economically active compared to 77.1% in Scotland. It is also important to note that some employers are having difficulty recruiting in specific sectors.
- In May 2023, there were 1,305 claiming universal credit, 760 males and 545 females. Claimant levels are below the Scottish average.
- In 2021 there were 2,900 workless households 10.8% this is 7.8% less than the Scottish average of 18.6%.
- Economic inactivity in Midlothian is 19.1% (10,900 people, Jan 2022 to Dec 22), significantly lower than the Scottish average of 22.9% 2,400 people are looking after family/home (5.2% more than Scottish average), 2,700 are long term sick (7.5% less than the Scottish average) and 2,800 people are retired 10.7 above Scottish average.
- 27% of the population in Scotland aged 16 to 64, are identifying as disabled in 2022 this compares to 23% in Midlothian. 50.7% of those with a core disability are employed in Scotland, in Midlothian 62.9% of those with a core disability are employed.
- The last figure available for those economically inactive and wanting a job was 1,800 (16.8%) in 19/20. The number currently is too small for reliable estimates however in 19/20 we were 4.5% below the Scottish average and in December 2022 the Scottish Average was 20.2%.

- In 2020 the Business Index register listed 2,720 enterprises in Midlothian, this reduced in 2021 to 2705 then increased to 2740 in 2022, this data is drawn from VAT & PAYE records so does not include sole traders that do not employ staff or trade above the VAT threshold.
- Between Oct 2020 and Sept 2021 Midlothian had 4,400 registered as self-employed people, this equates to 7.4% of Midlothian's economically active population and was lower than the Scotland average of 7.7%. Between Oct 2021 and Sept 2022 the number of self-employed remained at 4,400, maintaining an average of 7.4% of Midlothian's economically active population compared to the Scotland average of 7.7%.
- Midlothian job density is 0.64%, which is below the Scottish average of 0.81%, suggesting that there is just over half a job available in Midlothian for those aged 16 to 64 years old.
- The number of self-employed people was 4,000 in December 2022. Midlothian is lower in proportion (6.5%) than Scotland (7.6%) and UK (9.3%). Over the last year the number of self-employed people has dropped by 400 and by 800 from March 2020 (Covid).
- The Midlothian economy is diverse yet retains its traditional and primary industries, while also moving into the future through a growing number of high-tech enterprises. It is part of the Edinburgh and Southeast City Region and to a large extent Edinburgh supports a large number of jobs for commuters from Midlothian, through the connections by bus, and train. It can take from 15 minutes to 2 hours to commute into Edinburgh depending on your mode of transport and your starting and finishing destinations. This diverse business base is a factor in Midlothian being the 4th most resilient local authority in Scotland.
- The outlook for households remains challenging as Real Household Disposable Income is forecast to fall by 5.7% over 2023 to 2024.
- Positive destinations for young people aged 16 to 19 remain above the Scottish average at 93.3% (90.8% Scotland) (May 2023 with the next data release in August 2023). In August 2022 was 93.4% for Midlothian and 92.4% for Scotland. Positive Destinations for young.
- People leaving school for 21/22 was 95.5% just below the national average of 95.7% in Scotland. Young people in Midlothian often move directly into employment or training, such as Modern Apprenticeships, rather than into further or higher education.
- The number of adults with qualification levels at NVQ 1 to 4 is above the Scottish average and the number of people with no qualifications is reducing and is now below the Scottish average.
- In Midlothian 8.3% of workers are very low paid in comparison to Edinburgh and West Lothian, evidence suggests that wages have slipped back further since 2019.
- Midlothian residents earn an average of £622.90 per week, which is less than the Scottish average (£640.30).
- Men in Midlothian earn £10.30 less than other men in Scotland (£675.10) and women in Midlothian earn £58.40 less than Midlothian men per week (2022).
- The largest single industrial sector is retail/wholesale, followed by human health/social work, Education, Manufacturing and construction. The Midlothian

business base comprises a mix of sole traders, micro enterprises and SME's. Midlothian Council is the largest employer in the area.

- 14 key industries across the region are forecast to expand and require a larger workforce, with three staying the same and three declining.
- 50% of the working population of Midlothian work in Edinburgh.

Midlothian is home to a number of important clusters of high growth businesses bringing high gross value-added economic activities together. Key sectors include:

- **Life Sciences** - The internationally recognised Midlothian Science Zone is a world-leading centre for research in animal science and food security and is the largest concentration of animal related expertise in Europe.
- **Data Driven Innovation** – Midlothian, University of Edinburgh and City Deal are progressing work with including data aware citizens.
- **Construction** – as the fastest growing local authority region Midlothian has significant house building along with major commercial projects in the pipeline.
- **Tourism** – Midlothian has a strong and growing tourism offer and our businesses are helped by our proximity to the Capital City.
- **Public Sector** - Midlothian's largest employers remain the public sector: Midlothian Council with 4,269 employees.

The main occupations in Midlothian Jan 2022 to Dec 2022:

- Managers, Directors, and Senior Officials (4,400).
- Professional (12,900).
- Associate Professional and Technical (7,100).
- Caring, Leisure, and Other Service Occupations (6,500).
- Administrative & Secretarial (3,100).
- Sales and Customer Service Occupations (2,400).
- Skilled Trades Occupations (4,900).
- Process Plant and Machine Operatives (2,700).
- Elementary Occupations (jobs (3,000)).

We are above the Scottish average for the majority of occupations although we are less than the Scottish average for administrative and secretarial occupations, sales and customer service and elementary occupations (Elementary Jobs involve "**mostly routine tasks, often involving the use of simple hand-held tools and, in some cases, requiring a degree of physical effort**". They usually do not require educational qualifications but will often involve short formal training.)

It is important to note that the Skills Development Forecast of employers needs indicates that over the next 5 years there will be a steady move to **employers requiring higher level qualifications opposed to entry level**. Therefore, even though Midlothian is now above the national average for qualifications and below for no qualifications we still need to priorities support to access higher level qualifications. This also links to the prediction for the **increased need for green skills** both within current jobs and careers and within new areas as they emerge.

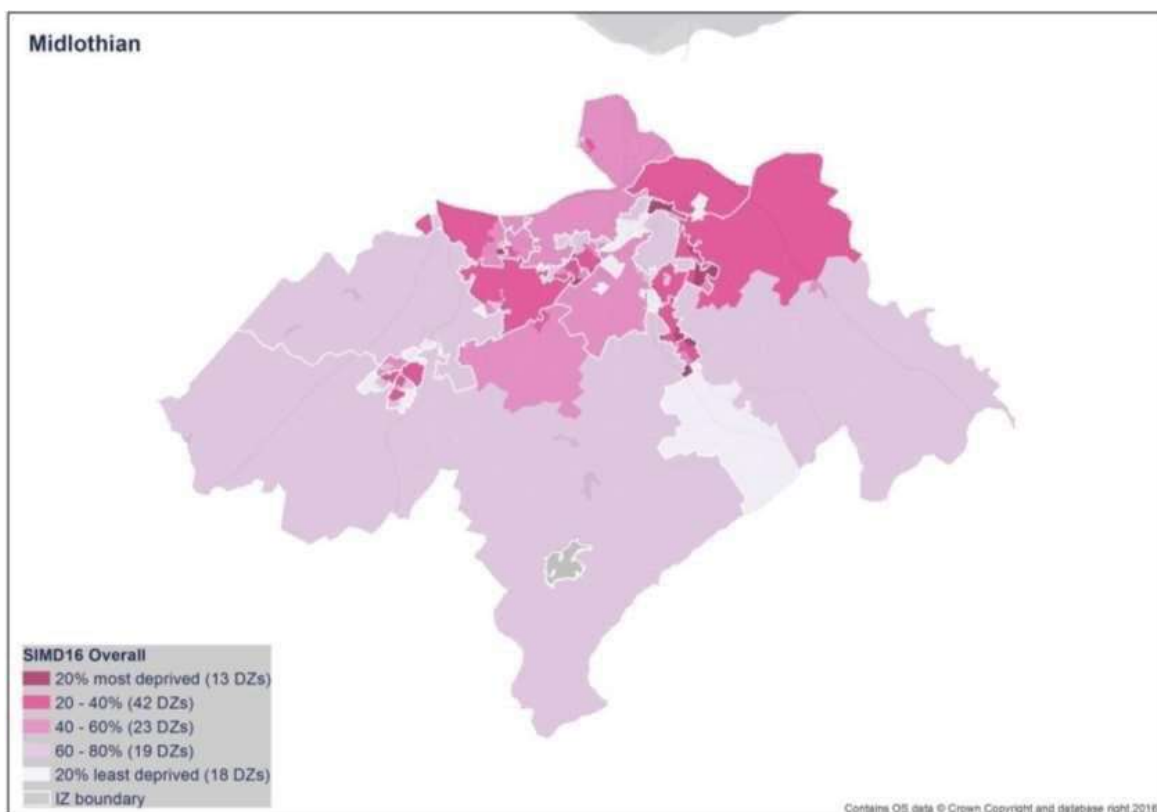
In addition, there is still a need to work on **meta skills and particularly data and digital** therefore this requires to be built into support offers.

Child Poverty & Inequality

Child poverty is increasing. We will work to reduce child poverty by supporting families to secure better employment through creative place-based approaches.

The figure for child poverty in Midlothian in 21/22 is 22.7%.

Midlothian has lower than Scottish average levels of social exclusion. However, there are some areas of multiple deprivation including Central Dalkeith and Woodburn, Mayfield/ Easthouses and Gorebridge. There are lower numbers of people in all of our community's experiencing poverty and we need to ensure we also meet their needs. We are very conscious that if you live in Loanhead, Bilston, Roslin, Danderhall and the rural hinter land then there are less support services based locally in these communities. Coordinating outreach services is a key priority for the Single Midlothian Plan.



The tables below highlight the extent of child poverty across Midlothian and for different population groups in the UK:

Ward	%
Penicuik	14%
Bonnyrigg	11%
Dalkeith	35%
Midlothian East	23%
Midlothian South	26%
Midlothian West	11%

(Source: [Midlothian Profile 2022; based on data from 2019](#))

Facts & Figures of note:

- Overall, in Midlothian child poverty is 22.7%.
- **Child Poverty** in Dalkeith Central and Woodburn is 35% - 20% higher than other places in Midlothian.
- Going into the pandemic 3,539 children in Midlothian were living in poverty.
- The number of crisis grant applications and acceptances has almost doubled since 2013/14 with a rapid increase in 2021/22.
- The two-child limit to Universal Credit affects larger families (those with three or more children). This is higher in Midlothian compared to the rest of Lothian, (34 per 100 in Midlothian) (Source: DWP/HMRC).
- Evidence suggests that that pay levels in Midlothian have deteriorated relative to the rest of Lothian and Midlothian has the lowest job start payments approved by local authority between August 2020 to March 2022.
- **Women's earnings:** Female full-time workers in Midlothian (by place of residence) earned on averages £16.50 less than the overall Midlothian full-time employee in 2022, the gap has reduced from the 2020 figure by £1.40. It was £49.00 less in 2019 and £31.10 less in 2018.
- **The NOLB grants model could create place-based approaches for employability support, which in turn has the potential to reduce child poverty whilst supporting priority families to reduce outgoings, maximise income from employment and/or benefits.**

Three factors negatively influence Child Poverty:

- Cost of Living – Food costs, Housing costs, Debts, etc.
- Income from Employment – Hourly rate of pay, Available and accessible transport and childcare, Skills, and Qualifications, etc.
- Income from Social Security and benefits in kind – Generosity of benefits, Eligibility criteria, Reach of benefits, etc.

Priority Families with children in relative poverty nationally:

- Lone Parents (38%).
- Disabled Parents (29%).
- Parents with 3+ children (32%).
- Parents from an Ethnic Minority (38%).
- Parents with youngest child under 12 months (34%).
- Mothers under 25 (55%).

Education & Apprenticeships

The number of young people entering higher education is less than the Scottish Average. The number of young women taking up STEM apprenticeships has significantly improved although we are still below the Scottish average. We want to support people to gain qualifications across a number of settings. We also need to support people from ethnic minority backgrounds access employability services.

Facts, Figures and key points of note:

- The number of young people entering further education and employment from school remaining stable.
- The number of young people leaving school going straight into employment is higher than the national average which means that young people are vulnerable to the effects of economic downturns. There is current work being undertaken to establish the specific routes and quality of the employment being secured by Skills Development Scotland.
- We can look for opportunities for young people to secure training whilst at work, particularly for those in minimum wage employment.
- In 2021/22, there were 584 Modern Apprenticeship (MA) starts in Midlothian. This equates to 2.3% of the total MA starts in Scotland (25,401). 33.9% of these starts were over the age of 25, compared to 42.2% of all MA starts in Scotland.
- 4.9% of Modern Apprenticeships undertaking a STEM framework in Midlothian were female, compared to 11.4% for all female starts in Scotland in 20/21. This has improved in 21/22 nearly doubling to 8.1% however we are still below the national average of 10.8%. 91.9% of MAs undertaking a STEM framework in Midlothian were male compared to the Scottish figure of 89.2%.
- 41.1% of Modern Apprenticeship starts in Midlothian in 2021/22 were female. This is above the Scottish Average of 38.8%.

Frameworks with the highest number of starts in Midlothian by Gender

Top 5 Frameworks

Female

Social Services (Children and Young People)	82
Social Services and Healthcare	37
Hairdressing & Barbering	20
Business & Administration	19
Healthcare Support	11

Top 5 Frameworks

Male

Construction: Building	65
Freight Logistics	24
Construction: Technical	23
Construction: Civil Engineering	22
Electrical Installation	22

Volumes of MA starts by STEM Status and Gender in Midlothian

Gender ■ Female ■ Male



- 16.6% of Modern Apprenticeship starts in Midlothian 21/22 self-identified as disabled this is the 6th highest in Scotland and above the Scottish average which is 13.3%.
- 2.8% of Modern Apprentice starts in Midlothian self-identified being from an ethnic minority compared to 3.1% in Scotland. 5.3% of the Scottish Population between the ages of 16-24 identified that they are from an ethnic minority.
- In 21/22 there were 4,311 applications from Midlothian, 3,772 enrolments in Edinburgh College.
- There have been 6 third sector organisations funded through Scottish Government No One Left Behind Funding in 2022/23 these are detailed below with participating numbers:
- | | |
|----------------------|---|
| Access to Industry | 32 |
| Barnardo's | 10 |
| Enable | 20 |
| RUTS | 94 |
| Street League | 36 spaces (4 on the programs twice) = 32 people |
| Volunteer Midlothian | 31 |
- In 2022/23 there were 526 engagements with adults linked to employability support and 1,027 for work with young people and employability through the Communities, Lifelong Learning and Employability Service. 64.4% of adults were from 40% SIMD and 56.8% of young people were from 40% SIMD.
- The Fair Start Midlothian employability programme worked with 216 people in 22/23 they supported 50 people to start a job and 48 had sustained these at 26 weeks. The target for 23/24 is 289.
- 6.2 % of all Employability Fund Starts in Midlothian in 20/21 self-identified as being care experienced. In 21/22 this figure was 12.9% which is 5.9% above the Scottish figure and the second highest in Scotland.

Third Sector

There are at least **700** formal groups and organisations and approximately **270** charities registered with the Office of the Scottish Charity Register (OSCR). There are **66 active** social enterprises.

There are an estimated 138,000 paid staff in the third sector in Scotland (SCVO). Assuming an equal distribution across Scotland, around **2,346** people working in the Midlothian voluntary sector (NRS 2017 population stats).

The third sector is experiencing a very difficult operating environment, due to a combination of Covid, Brexit, and the cost-of-living crisis. There are staff shortages, with organisations experiencing difficulties recruiting and retaining staff. Existing staff are exhausted after being on high alert for the past two years. Funding for the Midlothian third sector remains uncertain, with the future of local authority funding of the sector under discussion. Scottish Government funding has consistently come out late, sometimes with timescales that make it impossible to utilise effectively. Inflation and high utility price have eaten into third sector budgets, at a time when demand for services is rising due to rising poverty, and increased levels of mental health distress following Covid. Therefore, it is important that third sector organisations are supported to access funding and support to deliver their services. [Scottish Third Sector Tracker - SCVO.](#)

Volunteering

Evidence from the Scottish Household Survey shows that across Scotland the formal volunteering participation rate is 27%, which is not statistically different compared to the flat line rate of 26% during the previous three years: 2018 – 2020. However, local community/neighbourhood volunteering continues its upward trend from 22% of volunteers in 2019, to 25% in 2020 and now 30% in 2021. This is likely to reflect the importance of community support during the height of COVID-19. <https://www.volunteerscotland.net/news/research-evaluation-blog/scottish-household-survey-2021-results> Unsurprisingly, due to the impact of Covid, both formal and informal youth volunteering participation rates across Scotland have declined since 2019, with formal volunteering down 12 percentage points from 49% to 37%, and informal volunteering – down seven percentage points from 25% to 18%. [Youth Volunteering During Times of Crisis - Volunteer Scotland.](#) These figures highlight the importance of the CPP continuing to work in partnership to promote and celebrate volunteering.

Place Plan Priorities and Strategic Alignment

In summary, the plan complements the Midlothian Route Map through and out of the COVID Crisis, 20-minute neighbourhoods, building a wellbeing economy and helps to meet the place standards, shaping places for wellbeing pillars and the City Deal priorities.

Place Plan Priorities operate at different geographical levels including:

- South-East of Scotland.
- Midlothian Wide.
- Areas of Deprivation.
- Focus on Dalkeith Central and Woodburn.
- Also, with a focus on the need for coordinated outreach support services for Loanhead, Roslin, Bilston and Danderhall.

Midlothian is a key partner in the Edinburgh and South-East of Scotland City Deal, the NOLB plan contributes directly to the skills priority but also to the 9 big moves as depicted below:

Figure 1: Regional Prosperity Framework – Big Moves



This means that employability skills support aligns with regional opportunities.

The Single Midlothian Plan is the overall plan for partnership working in Midlothian and employability is core to this and reflects the employability target groups as defined by the NOLB plan. We also have a number of neighbourhood plans which highlight the needs of communities, some of these have expired in relation to dates of delivery. The actions not achieved through Covid years are still being progressed which contribute to skills and employability opportunities. There is a need to take a focused place-based approach in Woodburn and Dalkeith Central. This will bring together the above plans to address the current levels of child poverty in this area which sits at 35% with a focus on employability. In 2023 funding has been secured for additional resource to support work in Central Dalkeith and Woodburn through Shaping Places for Wellbeing and through Shared Prosperity Funding.

The Shared Prosperity Investment Plan has brought in funding of £3, 558,662 with £1,528, 239 for Communities and Place, £731,291 for Supporting Local Businesses, £684,656 for People and Skills and £614,548 Multiply for Numeracy. The following projects have successfully secured funding:

Access to Industry
Rosewell Development Trust Community Company Ltd
Midlothian Voluntary Action
Into Work
Volunteer Midlothian
Mayfield and Easthouses Development Trust - MAEDT
Newbattle Abbey College - Prescribe Nature
Cyrenians
Gorebridge Community Development Trust - GCDT
Barnardo's
Edinburgh College
ENABLE Scotland (Leading the Way)
Midlothian Council - CLLE - Shaping Places
Midlothian Council - CLLE - PALM
Midlothian Council - CLLE - Multiply
Temple Old Kirk Friends [SCIO]
Penicuik Community Sports and Leisure Foundation - Ladywood

In addition, some third sector organisations have been successful in securing funding from Investing in Communities Fund which had employability as one of its themes. Successful Midlothian projects were: Mayfield and Easthouses Youth 2000 Project, Y2Ks Health and Wellbeing Service, Midlothian Voluntary Action, Resilient Woodburn and Central Dalkeith, Rosewell Development Trust – Creating a strong, safe and sustainable community for all.

After consultation across the area's key sectors, we published our Economic Development Strategy for Growth 2020-25 in December 2019.

The impact of Brexit and the Coronavirus Pandemic led to an addendum to this strategy in June 2020 to support economic renewal. In 2023 a new strategy is in progress as we transition to a wellbeing economy in line with Scottish Government's National Strategy for Economic Transformation (NSET). The Midlothian Economic Strategy for Inclusive Growth 2023-2028 is expected to be published in the autumn of 2023.

The Strategy captures the needs and aspirations of our businesses, communities, third sector and citizens of Midlothian with the vision:

“Midlothian's wellbeing economy will support our communities, businesses and town centres to thrive, ensuring inclusivity and fair work for all. It will continue to be recognised as home to world leading clusters of science and innovation and be known as an area in which everyone can live, work and do business sustainably to generate wealth and wellbeing for its citizens.”

This vision will be achieved in accordance with four pillars that underpin the strategy's vision and ensuing priorities:

- Empowerment - Empowering individuals', communities and organisations to take a lead role and ownership of community led economic development initiatives; developing resilience responsive to local needs in an inclusive way by embedding the community wealth building approach to supporting capacity building and skills development aligned to market opportunities.
- Partnership and collaboration - Strengthen and maximise relationships with strategic partners, anchor organisations, businesses and community organisations to achieve a connected, ambitious and collaborative local economy.
- Ambition – Recognising and capitalising on the opportunities that exists for Midlothian's economy, and supporting businesses, communities and individuals to realise the benefits presented.
- Innovation - Proactively and creatively address local challenges, harness opportunities and adopt a collaborative approach to achieving economic development outcomes.

Strategic Priorities:

- Develop Midlothian's proposition within the Edinburgh and Southeast Scotland City Region
- Enhance skills and employability opportunities in Midlothian, to meet the challenges and opportunities of inclusive Green Growth with entrepreneurship recognised as valuable career pathway.

- Capitalise on the strengths of Midlothian's strategic partners to embed community wealth across all services to realise a wellbeing economy.
- Re-imagine our town centres, ensuring they meet Midlothian's economic, social, cultural and environmental needs.
- Deliver infrastructure enhancements that will support Midlothian's transition to a Wellbeing Economy

Evidence Led

Our evidence led approach is informed by the data, performance information, views of employability partnership members and our services. The table below depicts baseline information from service users and a strategic analysis of need.

Customer Charter Standard – Midlothian's Score Card from the Service User Consultation March 2023 (Above 85% Green, below 50% red)

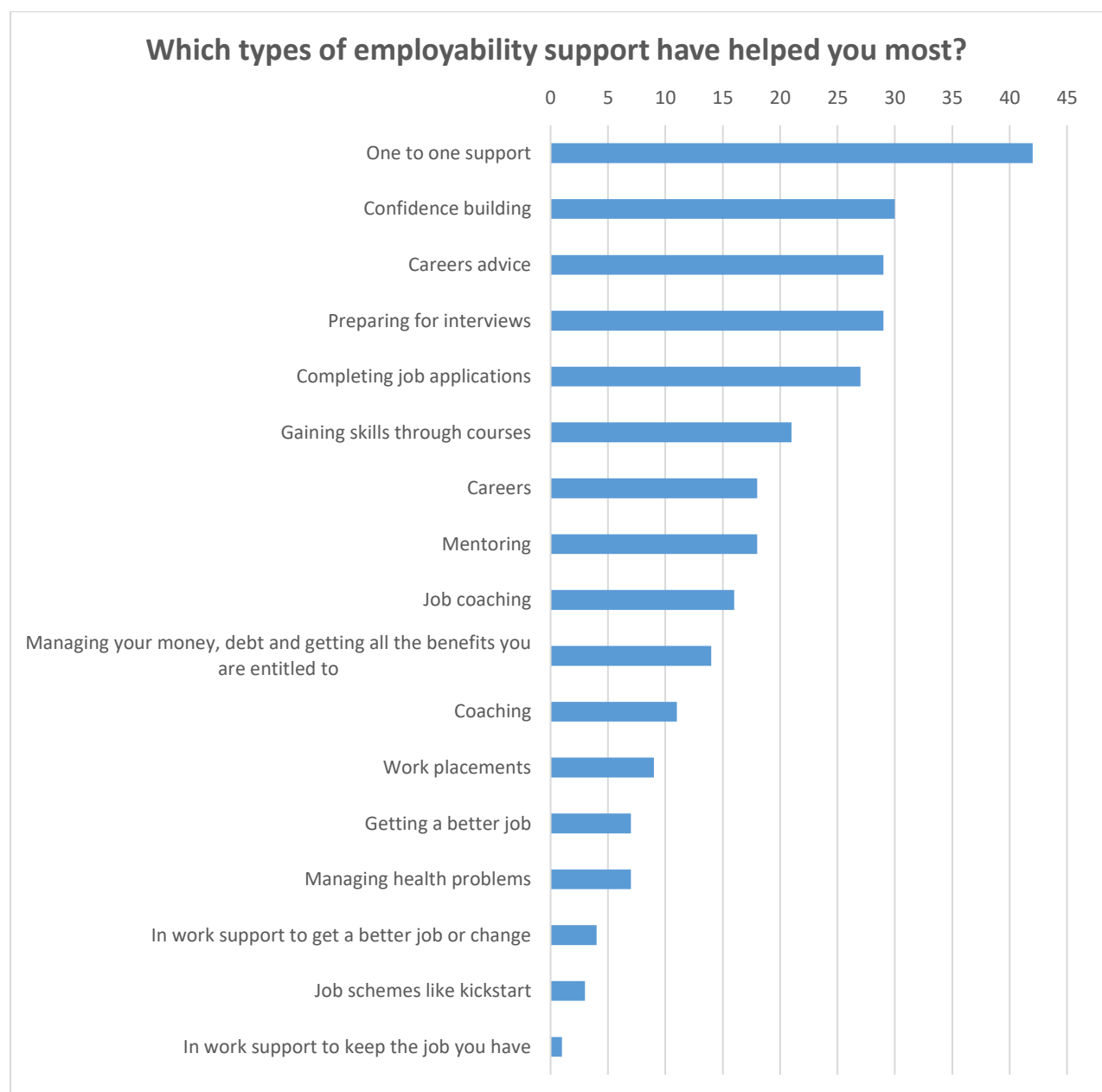
57 individuals who have accessed employability support from a range of partners undertook an electronic survey to produce the results below. The survey was open from 16/6/23 to 30/09/23. The sample of those responding covered a variety of age ranges. This included Under 18 (25), 18 to 24 years old (10), 25 to 34 years old (9), 35 to 44 years old (6), 45 to 54 years old (4), 55 to 64 years old (2), 65+ (1). 50.88% of those who responded indicated that they had a disability.

Overall the results indicate that the direction of travel is positive in relation to the customer service standards. All 12-standard increased from the previous year. In summary there are 4 greens in 22/23 opposed to 1 in 21/22, there are 8 amber in 22/23 opposed to 10 in 21/22 and no reds.

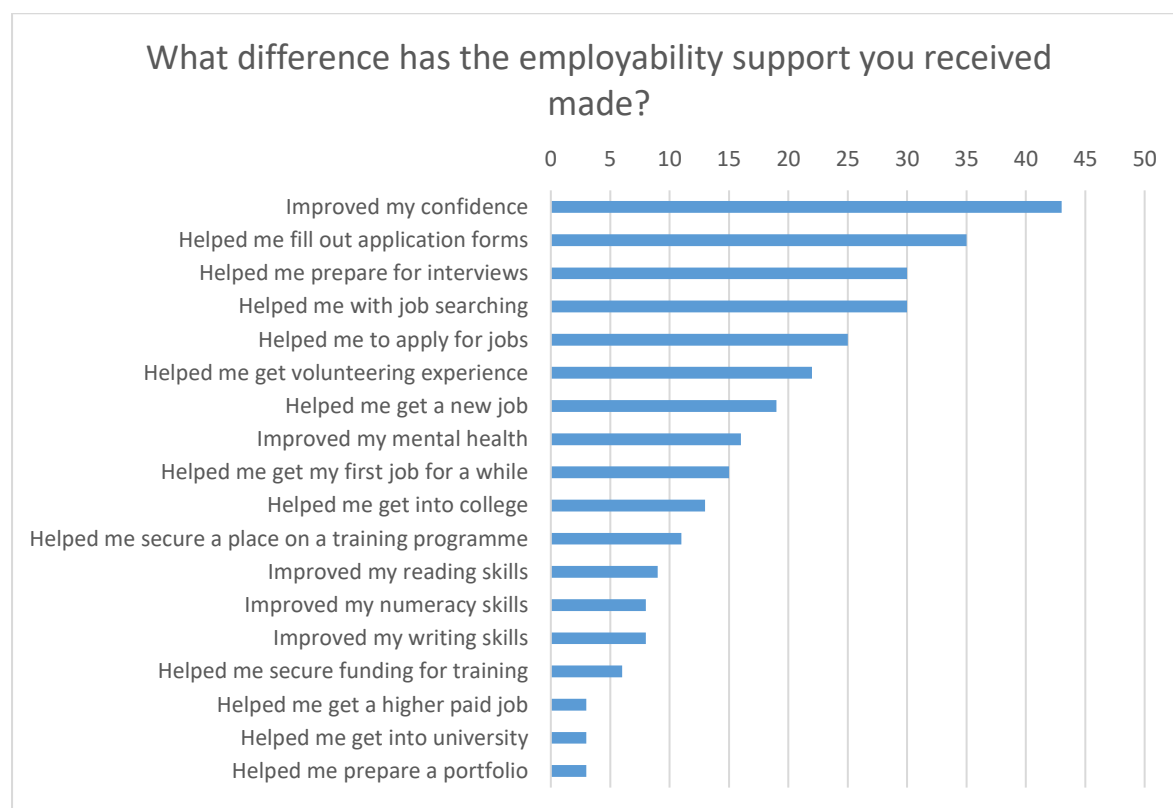
With patience, kindness and consider how you feel. (Always) 92.98% (22/23) 80% (21/22)	Listened to you, treat you as an individual and respect your privacy. (Always) 94.74% (22/23) 82.22% (21/22)	Treat you fairly and without discrimination. (Always) (98.25%) (22/23) 86.67% (21/22)	Make sure the service meets your needs and they are willing to change so they can. (Always) 84.21% (22/23) 71.11% (21/22)
Staff are knowledgeable about the challenges those seeking support face. (Always) 91.23% (22/23) 60.47% (21/22)	Work with employers to make sure you have the best start possible in your new job if you want it. (Always) 63.16% (22/23) 50% (21/22)	Make services easy to find and use. (Always) 77.19% (22/23) 61.36% (21/22)	Recognise your past experience and work with you to create a plan with other supports included. (Always) 80.70% (22/23) 55.56% (21/22)

Make the information and processes as clear and easy as possible. (Always) 84.21% (22/23) 69.77% (21/22)	Give you direct ways to use the service in person, online, by email or on the phone. (Always) 82.46% (22/23) 63.64% (21/22)	Ask you how well the service is helping you and how we/they could make it better. (Always) 70.18% (22/23) 62.22% (21/22)	Make it easy for you to feel comfortable to ask for improvements or make a complaint. (Always) 80.70% (22/23) 60% (21/22)
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The respondents indicated the following types of support had helped them most:



Respondents indicated that the employability support received had the following benefits for them:



We asked respondents to indicate what types of support the partnership should fund from NOLB Scottish Government Funding.

- 1. Young People indicated that we should prioritise funding to the following top 5 kinds of support:** Confidence Building, gaining skills through courses, completing job applications, one to one support and gaining work related qualifications.
- 2. Adults who were not parents indicated that we should prioritise funding to the following top 5 kinds of support:** Completing job applications, gaining skills through courses, confidence building, careers advice, gaining work related qualifications and preparing for interviews.
- 3. Parents seeking supported indicated that we should prioritise funding to the following top 5 kinds of support:** Managing your money/debt and getting all the benefits you are entitled too, one to one support, gaining skills through courses, gaining a better job and there is not a standout fifth option.

	We asked respondents to indicate what types of support the partnership should fund from NOLB Scottish Government Funding.		
Type of Support to be funded	Priority Level by young people	Priority Level by adults	Priority Level by parents
Careers Advice	57.89%	29.82% (4 th equal priority)	19.30%
Completing job applications	61.40% (3 rd priority)	35.09% (1 st priority)	17.54%
Confidence Building	68.42% (1 st priority)	31.58% (3 rd Priority)	19.30%
Gaining skills through courses	63.16% (2 nd priority)	33.33% (2 nd Priority)	21.05% (3 rd equal priority)
Gaining work related qualifications	59.65% (equal 4 th Priority)	29.82% (4 th equal priority)	17.54%
Getting a better job	42.11%	28.07%	21.05% (3 rd equal priority)
In work support to get a better job	42.11%	22.81%	19.30%
In work support to keep the job you have	36.84%	24.56%	14.04%
Job Coaching	42.11%	21.05%	19.30%
Job Schemes like Kick Start	35.09%	17.54%	12.28%
Managing health problems	43.86%	21.05%	15.79%
Managing your money/debt and getting all the benefits you are entitled to	38.60%	22.81%	24.56% (1 st priority)
Mentoring	50.88%	19.30%	15.79%
One to one support	59.65% (equal 4 th Priority)	28.07%	22.81% (2 nd Priority)
Preparing for Interviews	52.63%	29.82% (4 th equal priority)	17.54%
Work Placements	47.37%	19.30%	15.79%



Supply and demand mapping

Our employability support can be found here:

www.midlothian.gov.uk/info/1084/jobs_and_training/278/employability_support_and_guidance

Local Employability Partnership Analysis

We have identified strengths and areas for improvement:

- Strong sense of partnership working, transparency of information sharing and decision making
- Partners feel valued, included and there are clear measurable goals identified.
- Strong membership of CPP and visibility of employability in the Single Midlothian Plan.
- Good representation from Third Sector and Training Providers.
- Positive impacts on service users across a range of providers and an improving picture against the customer improved standards.

We also identified areas for Improvement:

- Improve the percentage of service users rating very good against the new customer standards charter.
- Inclusion of Chamber of Commerce and Employability Widen Representation of Employability Providers, this has been completed.
- Managing the complex employability landscape and making it manageable for LEP to ensure high quality employability services for local people.
- Understand the data better to increase the targeting of approaches to support those most in need of employability services, all data has been updated and an information session has been held with the LEP and will be repeated.

- Introduce a variety of options for grant aiding and commissioning of employability services. 2 successful grant rounds have been completed and a 3rd is planned for 2023.
- Ensuring employability services are accessible and known within ethnic minority communities in Midlothian taking into account recent UK research on what makes a suitable employability.

Service delivery requirements & approach

We have 3 Key Priority Groups:

16-24yrs

- Young people with disabilities.
- Care experienced young people.
- Young carers.
- Young people not engaging with formal education.
- Young people with unconfirmed destinations when they leave school.
- SIMD communities with poor participation rates (Dalkeith Central and Woodburn, Mayfield, and Easthouses, Gorebridge and Mayfield and smaller clusters in Bonnyrigg, Penicuik, Loanhead and Bilston.)
- Young people from Black, Asian and Ethnic Minority Communities.
- Refugees and those from Ukraine.

25yrs+

- People with disabilities.
- Low-income households, single occupancy households.
- Parents.
- SIMD communities.
- Long term unemployed.
- People managing health conditions.
- Black, Asian and Ethnic Minority Communities.
- People with experience of the criminal justice system.
- Refugees.
- Those 25yrs+ and 55yrs+ to secure employment and better paid jobs
- To work in partnership with Department of Working Pension to actively collaborate and align support for those over the age of 50 seeking work.
- Refugees and those from Ukraine.

People disproportionately impacted by the Cost-of-Living Crisis

- Employers/Local Businesses.
- People experiencing a change in working circumstances.
- Women returning to the workplace and supporting women to increase income and reduce the growing weekly pay differential.
- Carers and retired people returning to the workplace who are experiencing barriers.
- People of all ages in precarious employment.
- Employed low-income households (in work poverty).

Resource Requirements - Financial Forecast for 22/23

Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
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16 – 24yrs YPG	Holistic support for those aged 16-14 through Key Work Support, interactive projects and increasing levels of qualifications and tickets for example CSCS	Midlothian Council Third Sector Colleges Private Providers Local Businesses	£1058,000	YPG Funding SG	140 (58 carry forward + 82 new)	Key work support Projects Courses and qualifications	40% achieve qualification 20% progression to employment 18% progression to MA 18% progression to HE/FE/Training 5% commence work placement 10% commence formal volunteering 3% remain in school
	Provide ERI				ERI 121 (71 carry forward + 50 new)		50% sustain employment over 52 weeks 16% new employment opportunities created 34% increase skills and experience through Kickstart extension
	Grants to third sector and private providers	5 providers	£262,890	SG			80% of volunteers will gain confidence. 80% of volunteers will consider themselves to be more desirable to further volunteering or other positive destination as a result of their volunteering, 80% secure qualification.
	Volunteer Support to take next steps.	Volunteer Support Agency	£21,509	SG	28 young people, 2 SQA Volunteering courses to 20 young people		20 young people into a positive destination by end of project

16 – 24yrs NOLB 25+	Key worker and barrier free fund support Focus Team Support project for those 25+ Grants	Midlothian Council Procured Partner	£186,887 (16 – 24 yrs) £29,113 (25+) Focus team budget £29,000 approx.	NOLB SG NOLB SG £35,000 SG	 30 TBC	Key worker support, projects and courses Qualifications	Qualifications 15 Income Increase 5 Formal Training 10 Employment 2 TBC
Parents - Parental Employability Support PESF Disability Boost Young parent u25 or unemployed disabled parents (children u16)	Key workers support, barrier free fund	Midlothian Council Procured Partner	£209,629 £97,000	PESF SG SG	110 TBC	Key work support Projects Courses and qualifications Barrier Free Fund	Qualifications 46 Income Increase 37 Formal Training 28 Sustaining Employment after 13 weeks 26, after 26 16 Sustaining after 52 weeks 13 Moving onto other support programmes 15
Long Term Unemployed	Paid work placements	Midlothian Council and Third Sector	£200, 000	SG	20	20 paid work placements	75% secure employment

Provider Projects not funded by SG E.g. MC Large Grants	Grant applications to Midlothian Council 3 year grant funds to improve outcomes for those seeking employment. Providers: Into work, PTLM, RUTS and Access to Industry	Into work (18 outcomes per year), PTLM, RUTS and Access to Industry (A2I)	£70,440, £55,346, £67,479 and £52,082 over 3 years	Midlothian Council	70, 75, 48 and 75	Key work support Projects Courses and qualifications	9 into mentoring, learning or training. 9 into FE, 13 into employment sustained at 4 weeks, 4 sustained at 13 weeks. 70 progress into employment, learning or volunteering, 70 offered income maximisation 80% take up, 38 qualifications, 14 re engage with education, enter FE/HE, 6 progress to entry level jobs/MA 6 progress to employability training. A2I – 350 class attendance sessions annually, 13 clients into employment, 8 sustain for 13 weeks.
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<p>Provider Projects not funded by SG E.g. MC Large Grants</p> <p>Supporting young people to volunteer</p>	<p>Provide supported volunteer opportunities for young people as a steppingstone to their next steps including further training/learning and employment</p>	<p>Volunteer Support Agency</p>	<p>£66018</p>	<p>Midlothian Council</p>	<p>96 young people over 3 years, 225 volunteer sessions and 10 young people secure SCQF Volunteering Skills Qualification</p>	<p>Group work, group learning and group key worker support</p>	<p>80% of volunteers will gain confidence 80% of volunteers will consider themselves to be more desirable to further volunteering or other positive destination as a result of their volunteering 80% of volunteers will be in a positive destination at the end of their volunteering.</p> <p>90% of participants to achieve SCQF Volunteering skills 80% of volunteers will gain confidence 80% of volunteers will consider themselves to be more desirable to further volunteering or other positive destination as a result of their volunteering</p>
<p>Multiagency training calendar to be co-designed and produced by new LEP Capacity Building Officer</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>

- Please note that Fair Start Scotland is delivered in Midlothian by Triage up to March 2025

Financial and Service Delivery Plan for 2023/2024 Draft

Target Group	Rationale for Intervention	Delivery Partners	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
Tackling Child Poverty - Parental Employability Support	Key Worker/ Staff Support - 1:1 Support, including staff costs and contingency	Midlothian Council	£126,349	Scottish Government	180 parents to be supported	Key Worker/ Staff Support for Projects, Courses and Qualifications. Also make use of Barrier Free Fund	35% Entering employment, self-employment, MA or progress in employment 7% progression to HE/FE Training 30% will achieve an accredited or work-related qualification

Tackling Child Poverty - Parental Employability Support	Training for parents, barrier free/childcare subsidy fund	Midlothian Council	£70,000	Scottish Government	30 parents will receive increase work related accredited qualifications 25 parents will receive financial support to address barriers to entering employment 100 parents will receive support for travel 75 parents will receive funding towards clothing/PPE for work	Individual Training Fund - £40,000 PESF Barrier Free/ childcare Subsidy Fund - £15,000 Travel Support - £7,500 Clothing/ PPE for work - £7,500	30 parents will receive increase work related accredited qualifications 25 parents will receive financial support to address barriers to entering employment 100 parents will receive support for travel 75 parents will receive funding towards clothing/PPE for work
Tackling Child Poverty	Paid work placements for parents	Midlothian Council	100,000	Scottish Government	10 FTE or 15 Part-time	10- 15 paid work placements	70% secure employment
Tackling Child Poverty - Parental Employability Support	ERI for parents	Local Businesses	£80,000	Scottish Government	£6,000 x 25 (or £3,300 for part-time ERI for parents, six months)	£6,000 x 25 (or £3,300 for part-time ERI for parents, six months)	50% sustain employment over 52 weeks 20% new local employment

Tackling Child Poverty - Parental Employability Support	Income Maximisation	Procured Partner	£34,000	Scottish Government	100 individuals	Procured partner will employ Income Maximisation Officer	70% of participants secure financial gain
Tackling Child Poverty - Parental Employability Support	Childcare research	Procured Partner	£16,000	Scottish Government	20-25 organisations provided with future service planning information	One consultant-three months period	Information provided to help with future planning in this sector
Tackling Child Poverty - Parental Employability Support	Grants to Third Sector and Private Providers	Third and Private Sector Providers	£225,651	Scottish Government	112 (Approx. £2,000 per person)	Delivery method will reflect the NOLB Operating Plan priorities	35% Entering employment, self-employment, MA or progress in employment 7% progression to HE/FE Training 30% will achieve an accredited or work-related qualification
All Age Employability Support	Key Worker Service, Administration, Transport and Training	Midlothian Council	£250,210	Scottish Government	130 people of all ages	Key Worker Support	30% Entering employment, self-employment. MA or progress in employment 18% progression to HE/FE/Training 40% will achieve qualifications
All Age Employability Support	Direct Support for Participants Fund	Midlothian Council and Partners	£34,790	Scottish Government	Between 50 participants supported	Flexible fund – barrier free, paid	Barrier remover for targeted groups

						work experience etc.	
All Age Employability Support	Grants to Third Sector and Private Providers	Third Sector and Private Employability Providers	£100,000	Scottish Government	50 people	Key Worker plus Project Work	

People & Organisations – who will deliver what for which priority groups?

There are a number of providers working with key target groups from the priority group identified. The partners either work with young people or adults, there are a limited number of providers who work with both. There are key agencies supporting those with disabilities and longer-term health conditions. We are also able to promote and utilise the DWP contracts to support service users, for example Better Health Generation who provide in work support. There are specialist agencies for example Access to Industry who specialise on supporting those with drug or alcohol issues and/or may have experience of the criminal justice system. Volunteer Midlothian has been actively working with schools to encourage and create opportunities for young people to come back to youth volunteering, including supported volunteer opportunities.

Mixed Economy Model

As outlined the model is a mixed delivery model including council operated, grants and commissioned services. Partnership working between Midlothian Council and the third sector embraces the values and principles of the Midlothian Compact. This sets out an agreement between Midlothian Council and the Third Sector Interface (TSI) which embraces a shared set of values:

Togetherness: the sectors will work together to design and deliver services for the people of Midlothian.

Respect: we will offer each other mutual respect and parity of esteem, valuing the knowledge, skills and constraints within both sectors, at all levels.

Accountability: we will work with each other openly and with mutual accountability.

Creativity: we will seek creative approaches to opportunities and challenges.

Kindness: we will put kind, socially inclusive interactions at the heart of all our work, trusting our partners to make meaningful connections, creating space for partners to come together, and addressing people's needs holistically.

Funding 2022/2023 - Summary Forward Planning Budget and Underspends Projections

Method Delivery	YPG £259,801.52 £798,000 C/F £1,058,000 16 -24-year-olds	NOLB £216,248.59 No underspend 16 to 67 years Gap 25 + if not a parent	Parental ESF £169,629.04 Underspend Plus, boost £40,000 £209,629 Parents with barriers	PESF disability boost £97,000 Young parent u25 or unemployed disabled parents (children u16)	LTU £200,000 20 places
Council operated	Staffing £200,067	Staffing £127,887	Staffing		Paid work placements 20 advertised
Split %:	ERI £254,000	Mobile phones, laptops	£200,375		
ERI wage subsidy 24% (YPG)	£148,225 (current commitment and £105,375)	£49,000	£4254 mobile phone plus laptops		Split:
Council 43% (YPG)	Anticipated kick start placement extension Aug £120,000	Barrier Free Fund			6 third sector 30% (requirement 25% third sector)
Procured/Grant 32% (YPG)	£49,432 (lap top vehicles and phones)	£10,000	Add in barrier free fund if carry fwd. increases.		
LEP 0.5 of a grade 8 post for one year initially 1%	£74,333 for young people barrier free removal fund	Total £186,887			14 council 70%
Grant	£262,890	£29,113 (2 grant 25+)			
Procurement	£75,000	£29,113 if procure opposed to grant		£87,000	
Grade 8 Post £54,219) 0.5 £27,109.05	£12,109.50		£5,000	10,000	

Funding 2023/2024 - Summary Forward Planning Budget and Underspends Projections

Method Delivery	All Age Employability Support 16 -64year olds £385,000.00 (Award Letter Received)	Tackling Child Poverty (previously Parental Employability Support Fund) This includes previous LTU/ERI) £652,000 (Award Letter Received)	Child Poverty – Parental Employability Coordinator £78,000 Funding through Revenue Grant to be confirmed	Employability Staffing Resource Tackling Child Poverty (previously Parental Employability Support Fund) £162,000 Funding through Revenue Grant to be confirmed
	Staffing Co-ordinator G7 £50,331 Key worker x 4 All Age Key Workers £155,866 Admin Support (0.5) £17,677 £223,874 £26,336 transport and training	Staffing Key Workers x 3 £116,900 Staff costs £4500 Contingency £4949 Total £126,349	Staffing £78,000 to be decided awaiting guidance see other local authority job descriptions for roles. £78,000	PESF Coordinator £53341 Grade 7 £50331 LTU Worker x 0.5 £19,484 Employability links £19,484 worker/ERI worker Admin £17,677 Staff costs @ £1683 Total £162,000

Direct supports for participants	£34,790	Training for Parents £70,000 LTU for Parents £100,000 Total £170,000		
Grant	£100,000	£225,651,		
Business Support		Part time ERI for Parents £80,000		
Procurement		Income Maximisation £34,000 and Childcare Research £16,000 £50,000		
Total	£385,000	£652,000	£78,000	£162,000

Performance Management & Reporting

Approach

Employability performance management is coordinated through the Midlothian Local Employability Partnership. This is a subgroup of the improving skills and community outcomes group of Community Planning. We report 6 monthly on the employability performance targets held to the Improving Opportunities group and those in the Community Learning and Development Partnership Strategy.

Performance Indicators

Performance indicators are set out in relation to each programme including the number of people who will be supported and identifying from that number those who will move into work, gain qualifications and progress to other providers.

Continuous Improvements

We are revising our approach to take into account the shared measurement framework. We have completed a new base line partner's survey with service users to establish how well we are doing against the customer charter standards in 21/22. The 22/23 customer standards survey is underway.

We have successfully widened representation on the local employability partnership with the inclusion of additional providers.

We have piloted a NOLB grants round which is being repeated for 22/23.

We have worked with Capital City Partnership through the City Deal to assist with setting up a commissioned framework for employability services that Midlothian can utilise. In addition, we will consider commissioning from the national framework when it is introduced, and this approach is balanced with our own local authority commissioning and grant funding rounds for employability.

Our representative from Skills Development Scotland has facilitated a number of sessions for the LEP to raise awareness and understanding of the data and what it tells us in relation to Midlothian. We have also provided business insights for the LEP utilising local employers and increased the LEPS awareness of the commissioned offers through DWP.

Work is still to be completed at a LEP level of the new quality standards and performance measurement system. However, each funded partner either commissioned or grant aided as a link monitoring officer who supports and challenges the organisation to meet its performance targets both in terms of quality and quantity. The council operated services are using a peer self-evaluation and critical friend model to ensure the same rigour in terms of qualitative and quantitative targets. The current management information system for Council operated projects is Cognissoft however this is transitioning to Helix management information system as part of our agreement with the South-East of Scotland City Deal. Partners will also have access to this performance information system enabling better insights and strategic planning to take place.

There are challenges going forward with regard to rising living costs, employer recruitment and supporting local people to secure better paid opportunities and encouraging young women to consider STEM opportunities linked to our forthcoming school of excellence related to STEM.

Recruiting to post to delivery employability support

Due to the changing employability landscape, there remains a need to be agile and flexible, whilst working in partnership to support improvement outcomes with service users.

Evaluation

It is important to bring together the individual providers evaluations of the work they are doing to support service users and identify cross themes for improvement as well as recognising shared successes. This work requires further development as grants and procurement programmes become fully embedded. There is also a need to analyse the changing context of the economy and rising living costs to respond to the rapidly changing challenges. Below is an extract regarding one aspect of challenge in relation to changing economic factors and pressures.

Extract from IES Briefing Institute for Employment Studies 15th February 2022

“Today’s figures continue the themes of recent months – a participation crisis driven by fewer older people in work and higher worklessness due to ill health, and a continued recruitment crisis for firms. These twin issues will make the living standards crisis in the coming year worse than it needs to be and may hold back growth in the longer term.

As we have said in previous months, employers have a key part to play in helping solve these problems – through more inclusive recruitment, better job design (particularly around shift notice, patterns and flexibility), improved induction and in-work training, and workplace support with health, caring and wider needs. However, government also needs to act – and while the Plan for Jobs has succeeded in preventing an unemployment catastrophe, we need a new Plan for Participation that can extend support to all of those who are out of work and want help, and that can focus on working better with older people, health and social services, local partners, and employers.

Appendix 1: Action Plan

July 22, Updated June 2023

Leadership & Relationships

Improvement actions	Lead	Implications [Risk, Cost, Resource]	Agreed Actions	Target Date	Measure	Outcomes	RAG Rating
LEP1.1. Partners involved in early intervention and prevention with involvement in service redesign	Providers of Employability Programmes	The LEP will provide strategic opportunities for all members to co-design employability interventions based on the Midlothian Profile and Strategic Assessment. The outcomes are included in the Single	Forecast of predicted grant allocation and predicted spend for 2022/2023. Agree what kind service/programmes to procure Set criteria for grant funding	Ongoing Initially with new YPG funding for 21/22	Community Planning measures: (1) Reduce the number of adults aged 16-24 economically inactive (IOM/CPP measure) (2) Participation measures for young people over 16 Increase (IOM/CPP measure)	The needs of service users are met through LEP provision and contribute to increasing those who are economically active and/ or in a positive destination.	

Improvement actions	Lead	Implications [Risk, Cost, Resource]	Agreed Actions	Target Date	Measure	Outcomes	RAG Rating
		Midlothian Plan (LOIP). The LEP will review membership and agree jointly the format of a Providers Forum.	Run Grants round Feb/ March 2022 Service User Consultation – analyse results LEP decided to include all providers in LEP meetings and not have a separate Providers Forum New Grants Round 23/24 Co produced		(3) Percentage satisfaction of LEP members influencing the codesign of services	All LEP members have a strong sense of shared purpose.	
LEP 1.2. Working effectively together with shared purpose.	Annette Lang/ Dennis Dunne (Midlothian Council)	Update the remit of the LEP and create/ provide induction to new members.	AL update remit	Nov 2022	Remit and induction process in place and reviewed annually.		
LEP 1.4. Membership to be extended to include Chamber of Commerce and EF Providers.	Dennis Dunne (Midlothian Council)	Make contact with additional providers and review LEP attendance regularly.		August 2021	Membership of LEP has increased with the addition of two member groups.		

Governance

Improvement actions	Lead	Implications [Risk, Cost, Resource]	Agreed Actions	Target Date	Measure	Outcomes	RAG Rating
LEP 2.5 - The LEP has an effective mechanism in place for managing collective risks, which is regularly reviewed.	Dennis Dunne / Karen McGowan (Midlothian Council) and reviewed by LEP	Partners are familiar with managing risk within their own organisations	DD/KM to create a risk register	April 2022 Ongoing annually	Develop a risk register for work of Partnership	The LEP partnership has an increased understanding of the risks and mitigating actions.	See Appendix

LEP 2.8. The LEP works as an effective mechanism for addressing issues that cut across different thematic areas and for avoiding 'siloes' or duplicated working by thematic groups or partners.	Heather Fleming/ Karen McGowan (Midlothian Council) and LEP members can propose short-term working groups	Creation of sub-for specific work streams.	Grants/ Partnership group created KM to consider dedicated meetings for 25+ age group. Shared Meetings on Child Poverty Drivers now in SMP as action	August 2022	Sub-groups are set up as appropriate	The complex landscape can be navigated more effectively for the benefit of participants	
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Focus on Outcomes

Improvement actions	Lead	Implications [Risk, Cost, Resource]	Agreed Actions	Target Date	Measure	Outcomes	RAG Rating
LEP 5.4 - The LEP will reflect the priorities areas and groups as detailed in the Single Midlothian Plan and Profile ensuring inequalities are addressed.	Annette Lang (Midlothian Council)	Quality reviews will take place on performance data to ensure employability programmes are reaching priority groups and addressing inequality. Increase the resource to build capacity of the LEP in relation to this area of work.	DD to present stats of the participants – breakdown Need to increase access to provision for from Black, Asian and Ethnic Minority Communities and Older People	6 monthly	The LEP analyse performance data and employability programme returns	The LEP has scrutinised performance to address inequalities and has taken action to address if not adequately meeting needs.	

Use of resources

Improvement actions	Lead	Implications [Risk, Cost, Resource]	Agreed Actions	Target Date	Measure	Outcomes	RAG Rating
LEP 6.4 - All Employability Key Workers, employed by any partner have access to relevant training and are encouraged to continually improve their practice and service.	Heather Fleming/ Karen McGowan (Midlothian Council) / Lynsey Davidson (SDS)/ DWP (TBC)	Widen the current cross sector training and development opportunities to those working in the landscape of employability services by increasing the resource to meet staff development needs and the wider needs of the partnership.	Training to meet employability Standards	Ongoing	4 joint training sessions offered per year.	Staff understand the pathways/ progression routes and supports available for participants.	

Appendix 2: National Performance Framework Alignment

National Outcome

Economy

No One Left Behind contribution.

No One Left Behind supports the Scottish Government's purpose and vision for inclusive economic growth by ensuring that as many people as possible, including those further from the labour market and facing complex or challenging circumstances, have the opportunity to access fair and sustainable work. No One Left Behind can support businesses helping them thrive and innovate, with quality jobs and fair work for everyone and access to a highly skilled local workforce.

Poverty

No One Left Behind and the approach taken to employability services supports the Scottish Governments ambition to eradicate child poverty by providing parents additional support to participate and progress within the labour market. We believe that delivering this agenda is vital to ensure a more diverse and inclusive workforce and breaking the cycle of poverty and disadvantage.

Communities

No One Left Behind will further develop and deliver a holistic employability provision that is integrated with other local services based on user feedback using the Scottish Approach to service design. Building employability interventions around local areas, taking a place-based approach enables communities' voices to be heard and will enable resources to be deployed to better meet service user needs.

Children

No One Left Behind support families and individuals to increase disposable income by supporting them to access and progress in Fair Work opportunities that are local and encourages local economies to be more inclusive.

Education

No One Left Behind will support individuals to further their education and skills enabling them to contribute to society and gain further wellbeing benefits derived from employment.

Fair Work & Business

No One Left Behind will support workers in Scotland to have the right to fair remuneration and equal pay for equal work by promoting this in all engagements with employers and businesses locally. Local approaches will ensure employability support does not reinforce occupational segregation and will encourage employers to adopt more inclusive recruitment and workplace practices.

Health

No One Left Behind offers holistic person-centred support for individuals to identify and address their specific barriers including mental health and physical health conditions. Promoting an integrated and aligned approach with a range of local services including health services.

Human Rights

No One Left Behind supports an individual's right to work and will work locally to deliver improved accessibility thereby tackling barriers for protected groups and supporting those facing structural and socio-economic inequalities. Local Employability Partnerships along with Scottish Government are mindful that no one should be denied the opportunity because of their race or ethnicity, their disability, their gender, sexual orientation, or religion and will consider how they can positively contribute to the advancement of equality.

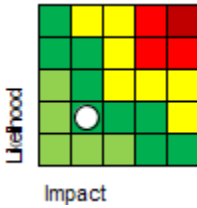
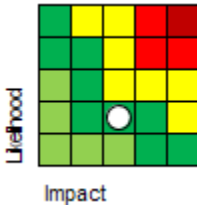
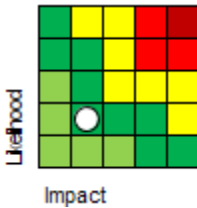
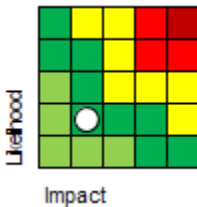
Appendix 3: Help with the Acronyms, Abbreviations & Terms

Here is a quick guide to assist you with acronyms, abbreviations or terms used in this plan:


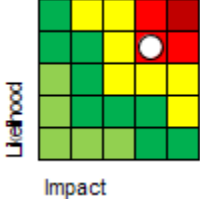

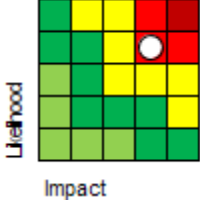
- **No One Left Behind** is the Scottish Government approach to an all age flexible and localised employability service which helps people secure their next learning or training steps or secure a job or better job. It is not one service but a collection **of partners who will offer services to both adults and young people in Midlothian.**
- **The Single Midlothian Plan or Local Outcome Improvement Plan (LOIP)** is the statutory plan that the Council and its partners are required to produce due to statutory legislation. It governs the work we do.
- **Community Planning**, (Midlothian Community Planning Partnership), is a group of local agencies and community representatives who work together for the benefit of their communities. They have to do this as it is within the Community Empowerment Act 2015. They have themes and subgroups. CPWG is the short title for the operational group in Community Planning and stands for the Community Planning Working Group. The strategic community planning group is the Community Planning Board who scrutinises the performance of the partnership, an elected member chairs this group.
- **TSI stands for Third Sector Interface** which is the partnership between Midlothian Voluntary Action (MVA), Volunteer Midlothian (VM) and the Social Enterprise Alliance Midlothian (SEAM).
- **Public Health in Midlothian** sits within Health and Social Care and works to address health inequalities and support health within communities.
- **Third Sector** is a collective term used to describe community groups, social enterprises and voluntary groups who deliver services. Some have paid staff. Most have a Board of Directors or Management Committee.
- **Positive Destinations** is a term used to describe where young people go after leaving school which can be volunteering, college, training, a job etc.

- **Participation Measure**, is information collected centrally detailing what destination a young person has initially gone to and sustained for example a job or further study.
- **Young Person's Guarantee (YPG)**, a funding stream from Scottish Government to support young people into further study and work.
- **Parental Employability Support Fund (PESF)**, a funding stream from Scottish Government to support Parents to gain employment or improve job prospects.
- **Compact** is an agreement based on guidance from Scottish Government between the Council and the third sector.
- Midlothian Federation of Community Councils is a network group.

Appendix 4: Midlothian Local Employability Partnership Risk Register

Code	Title	Description	Internal Controls	Latest Note	Risk Evaluation	Current Risk Matrix	Risk Score	Managed By
LEP1.1	Partners involved in early intervention and prevention with involvement in service redesign	Awareness of UK Government, Scottish Government and all other Employability interventions to be proactive for Midlothian citizens.	01. Responsive meeting schedule to reflect external changes and agendas 02. Keep track of national and local employability interventions 03. Regular updates at LEP meetings		✓		4	Dennis Dunne; Annette Lang
LEP1.2	Working effectively together with shared purpose	Midlothian Operating Plan for NOLB (2022-2025) created which includes an Action Plan	01. Clear expectations and member roles 02. Responsive meeting schedule to reflect external changes and agendas 03. Annual analysis of attendance		✓		6	Dennis Dunne; Annette Lang
LEP2.5	The LEP has an effective mechanism in place for managing collective risks, which is regularly reviewed.	Risk Register in place and reviewed twice per year	01. Clear expectations and member roles 02. Responsive meeting schedule to reflect external changes and agendas 03. Annual analysis of attendance	Q3 22/23: Review Risk Register (twice per year) with input from all LEP Working Group members	✓		4	Dennis Dunne; Annette Lang
LEP2.8	The LEP works as an effective mechanism for addressing issues that cut across different thematic areas and for avoiding 'siloed' or duplicated working by thematic groups or partners.	Ensure that agendas for each LEP meeting allows for discussion of current and upcoming topics	01. Regular presentations from partners on key areas of work/ developments 02. Themed discussions relevant to Midlothian needs 03. Partner updates on every agenda		✓		4	Dennis Dunne; Annette Lang

Code	Title	Description	Internal Controls	Latest Note	Risk Evaluation	Current Risk Matrix	Risk Score	Managed By
LEP5.4	The LEP will reflect the priorities areas and groups as detailed in the Single Midlothian Plan and Profile ensuring inequalities are addressed.	The LEP Working Group has combined two working groups, namely Employability and Learning Midlothian and Midlothian DYW.	01. LEP working Group reports to the IOM (sub-group) which in turn feeds into the Single Midlothian Plan 02. Ensure agenda reflects both learning and employability		✓		4	Annette Lang; Karen McGowan
LEP5.5	The LEP has an effective mechanism in place to monitor and distribute Grants		01. Link Officer to monitor performance and KPI's, monthly partnership meetings, 02. Service Level Agreements in place 03. Grant Sub-group to monitor projects 04. Internal Audit and Procedures followed	Q3 22/23: Midlothian Council Internal Audit has commenced	✓		6	Dennis Dunne; Heather Fleming
LEP5.6	Ensure staff levels for the operational delivery of employability programmes is sufficient including funded programmes		01. Monthly meetings with allocated actions, meetings are minuted 02. Regular updates to LEP Working Group	Q3 22/23: Open interviews with DWP, creating a training programme for new Key Workers	⚠		16	Dennis Dunne; Heather Fleming
LEP5.7	Ensure that payment and monitoring of all UK Shared Prosperity Fund grants adheres to the "Following the Public Pound" guidance		01. Contract, Monitoring, Performance and Commissioning Officer to report on progress as standing item on agenda 02. Regular Oversight Board meetings, service level agreements in place, quarterly monitoring and reporting	Q3 22/23: Investment Plan not yet signed off	✓		4	Dennis Dunne; Karen McGowan

Code	Title	Description	Internal Controls	Latest Note	Risk Evaluation	Current Risk Matrix	Risk Score	Managed By
LEP6.4	All Employability Key Workers, employed by any partner have access to relevant training and are encouraged to continually improve their practice and service		Training to meet employability standards				16	Heather Fleming; Annette Lang; Karen McGowan
LEP6.5	Midlothian Council to work towards securing multi-annual funding to prevent Fixed Term staff being put at risk of redundancy		MC to request multi-year funding from Scottish Government as part of the next phase of NOLB CLLE Manager to discuss options to protect Employability staff on Fixed Term contracts				16	Dennis Dunne; Annette Lang

PLAN AT A GLANCE 2023

**Our Successes through Partnership Working –
Strategic Planning, Co-Production of Funding,
Connected Pathways, Outcomes for Participants and
Creative Solutions**

Priority Groups

Young People
25yrs+, 50yrs+, 60yrs+
Parents, Women
People with disabilities and health conditions
from Black, Asian and Ethnic Minority
Communities



Areas for Improvement

Child Poverty
Parental Income
Women and STEM
Fair Work
60+
Better Paid Job
Multi agency training
Services reaching those
From Black, Asian and Ethnic
Minority
Higher Qualifications
Data and Digital Skills
Green Skills

Approaches

Key Workers
Paid Placements
Employer
Recruitment
Incentives
Workplace
Qualifications
Barrier Free
Funding

Resources

Scottish
Government
Funding
Grants/
Procurement
Staffing and
Partnerships
Shared Prosperity
Funding
Third Sector