

Midlothian

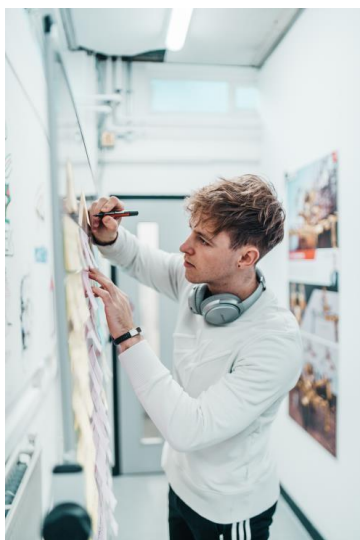


## **Midlothian Employability Strategy & Action Plan 2022-2025**

### **No One Left Behind Midlothian Operating Plan**

### **Supporting Next Steps & Employability**

**Updated - June 2023, November 2023, July, December 2024 and February 2025**



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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. The number of young people going directly into employment is a strength, but 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 deliver 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 report into the CLD Partnership Plus thematic group of Midlothian Community Planning Partnership previously known as "Midlothian will support residents to improve employability and outcomes for our communities", thematic group.

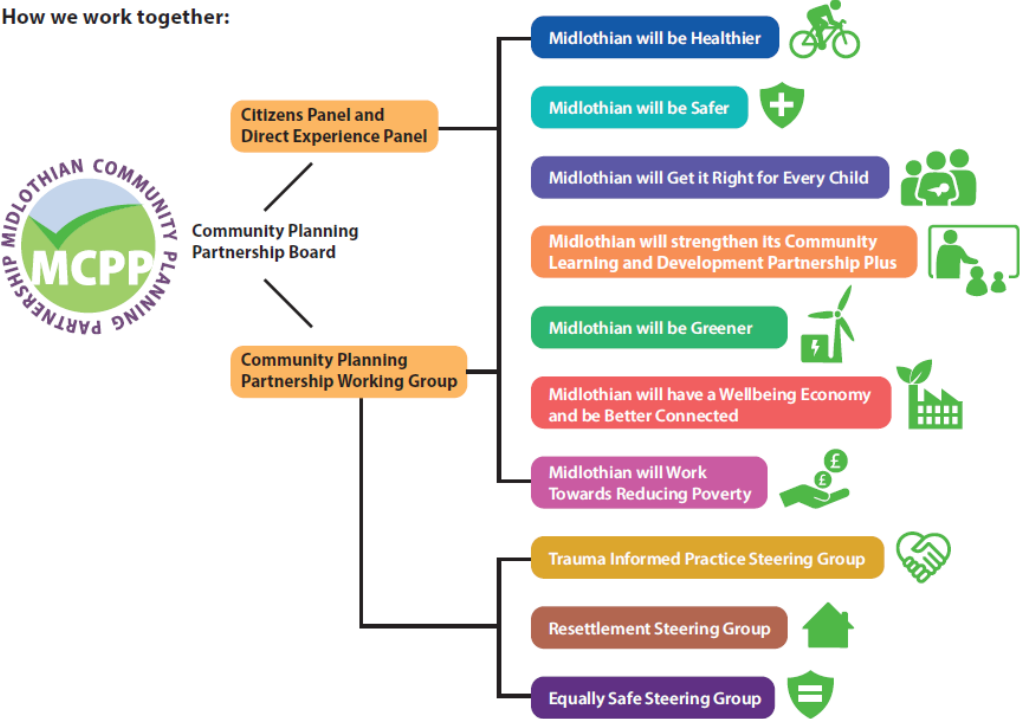
The NOLB Operating Plan is updated periodically linked to changing needs and funding packages available.

## 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, Y2K 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 2024

How we work together:



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# 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. This includes opportunities to progress within their chosen area of work or move to other types of jobs or higher paid employment.

## Our Aims & Objectives

Midlothian LEP'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:

- Addressing Race Employment Gap.
- Addressing the Gender Pay Gap.
- All Learners in Scotland Matter.
- Climate Change (Emissions Reduction Targets) Scotland.
- Closing the Disability Employment Gap.
- Community Empowerment Act 2015.
- Delivering on The Promise.
- Employability and support services to foster a "no wrong door" approach.
- Equality Act 2010.
- Fit for the Future – Skills Delivery Landscape Review.
- Learning and Development in the Community Plan 2024-27.
- Midlothian Compact 2020- 2025.
- Promoting and Embedding Fair Work.
- Supporting Community Wealth Building.
- Supporting Place Based Approaches.

- Supporting Public Sector Reform.
- National CLD Review 2024
- Tackling Child Poverty.
- The Armed Forces Act 2021.
- United Nations Convention on the Rights of the Child.

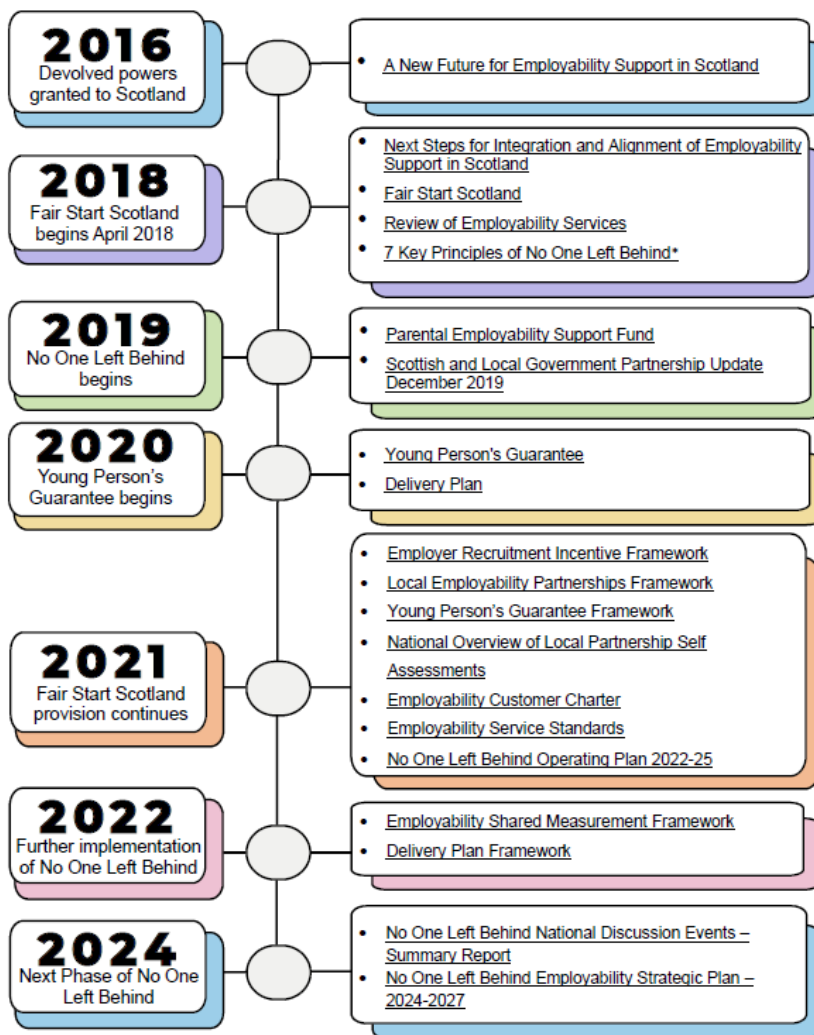
**The 7 key principles of No One Left Behind:**

- 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.

## Employability Support in Scotland Overtime

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# 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.

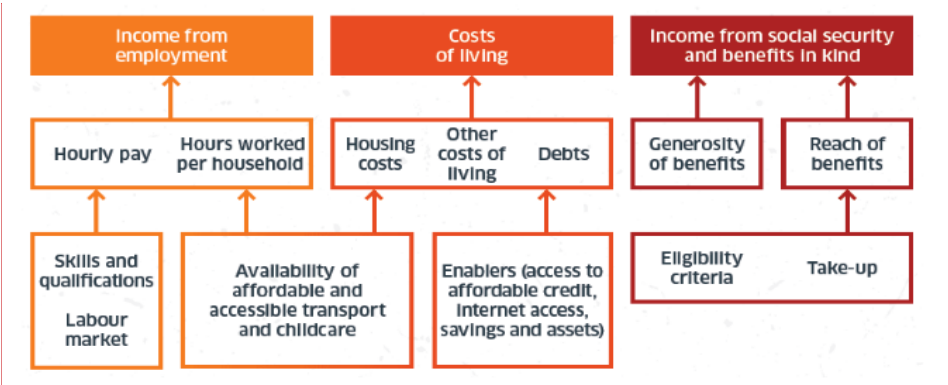
Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Engagement, Referral and Assessment	Needs Assessment and Barrier Removal	Vocational Activity	Employer Engagement and Job Matching	In Work Support and Aftercare
This stage is about reaching out and supporting people into regular activity, positive routines connecting 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 include supporting Individuals to maintain and progress within the workplace.
End-to-End Continuous Case Management/Key Worker Support, exploring allocations style partnership support meetings for 2024/25.				

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e.g.  
Stage 1: Engagement, Referral and Assessment

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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:



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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, parents 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, some funds are utilised for direct key worker delivery and barrier free support operated by Midlothian Council and some allocated through grants and procurement. In addition, employers can offer support through paid work experience.

## 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](#)

New for 2024, One Stop Shop for Information on Local Opportunities through our LEP Plus Padlet.

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[Midlothian Council - CLLE](#)  
[\(Communities, Lifelong Learning and Employability\)](#)  
[\(padlet.com\)](#)

We are well placed to collectively plan to meet needs within the resources available. However, planning one year funding and late confirmation of funding offers from

Scottish Government and Skills Development Scotland make it more challenging to ensure effective planning and seamless continuation of services.

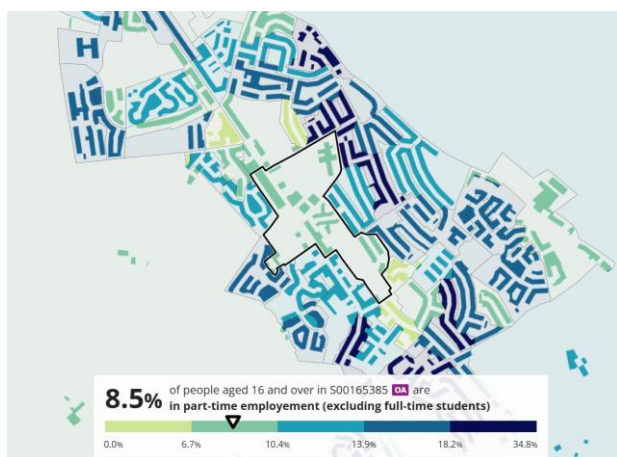
Targeted resources to work with families and those with additional support needs is welcome and supports us in specifically supporting women to get a job or a better paid job to reduce the earnings gap. We also need to support local people to have confidence and skills to access Science, Technology, Engineering and Maths (STEM), green and emerging technological opportunities. The NOLB Approach for both parents and those of all ages is delivered 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 private training providers.

# Data, Performance, Economic, Policy & Outcomes

## Data - Census

The 2022 Census data is now available, and the interactive map tool covers a variety of aspects at local level which are very helpful for employability planning. For example: distance travelled to work, economic activity, highest level of qualifications, hours worked, industry, method of travel to work and occupation etc. It can be accessed at:

[Census Maps - Census 2022 data interactive, NRS](#)



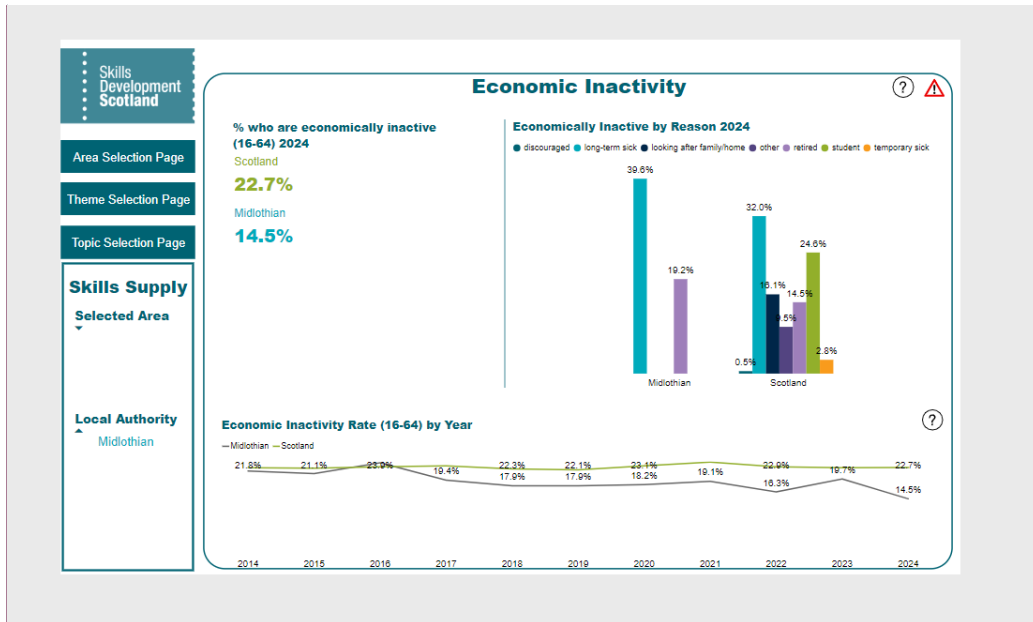
## Local Economic/Labour Market Profile Economy

There are certain groups of people who 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 a minority ethnic background and consider 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, who wish to return to employment; for example, those who have been caring or have already retired.

### Key Facts & Figures updated November 24:

- Midlothian is the fastest growing local authority in Scotland, with an estimated population in 2022 of 96,600. In 2021 the population was 94,700 and in 2000 it was 81,100. 58,500 people are aged between 16 to 64 years old (28,200 males and 30,300 females).
- An increasing birth rate, declining death rate, and a net migration inflow all have a part to play. Between 1998 and 2020, the population of Midlothian **increased by 16.3%**. This is the 4th highest percentage change out of the 32 council areas in Scotland. Over the same period, Scotland's population rose by 7.7%.
- Between 2018 and 2028, the population of Midlothian is projected to **increase by 13.8% to 103,945** compared to a 1.8% for Scotland as a whole. Midlothian is projected to have the highest percentage change in population size out of all the 32 council areas in Scotland (2018 to 2028).
- Between 2018 and 2028, each age group increased in size. The 75+ age group is projected to see the largest percentage increase (+40.9%). 25 to 44 is projected to become the largest age group. Compared to the rest of Scotland, Midlothian's population is characterised by:
  - larger than average young, and retired, segments
  - a slightly smaller than average working-age population
  - the female proportion of the retired population increasing as it ages
- Midlothian has a larger proportion of the population with the greatest demand for public services and this is likely to remain so in the medium term.
- Unemployment is at a low of 3.5% in Scotland (July to June 2024) and in Midlothian 2.5 % are unemployed totalling 1,200 people. This was 80.9% (January to December 2022), an increase of 5.2% increase There are 49,500 economically active July to June 2024.
- There are 8,200 economically inactive, 3,200 are long term sick and 1,600 retired. 6,900 people have indicated they do not want a job which leaves 1,300 potentially who may seek employability support. NOMIS Data.



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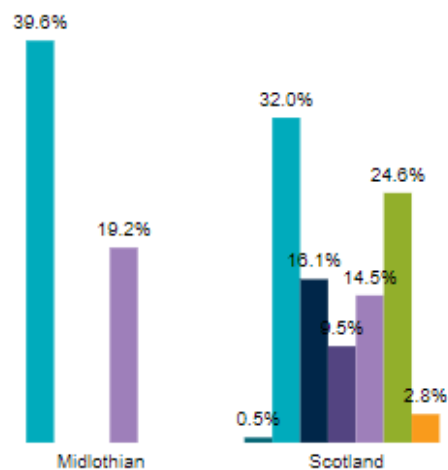
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Graphs too crowded  
Colours - probably not pass contrast

You don't need to be able to click the data on a PDF - that is only on a web page. But you have to be able to see the data 😊

So I think the only option would be to remake - unless you can just have the graph and make it bigger - see example below (but might still not be OK - see comment about colour...)

### Economically Inactive by Reason 2024

discouraged long-term sick looking after family/home other retired student temporary sick



- In 2022 there were 11% workless households compared to 18% nationally
- In July 2024, 9,483 people were in receipt of Universal Credit within Midlothian, of which 1,275 were within the Intensive Work Search category.

The breakdown of the 1,275 is as follows:

Aged 18-24 – 257

Aged 25-49 – 773

Aged 50+ - 199

Age unknown – 46

As a comparison on 19 June 2023

Aged 18-24 – 261

Aged 25-49 – 788

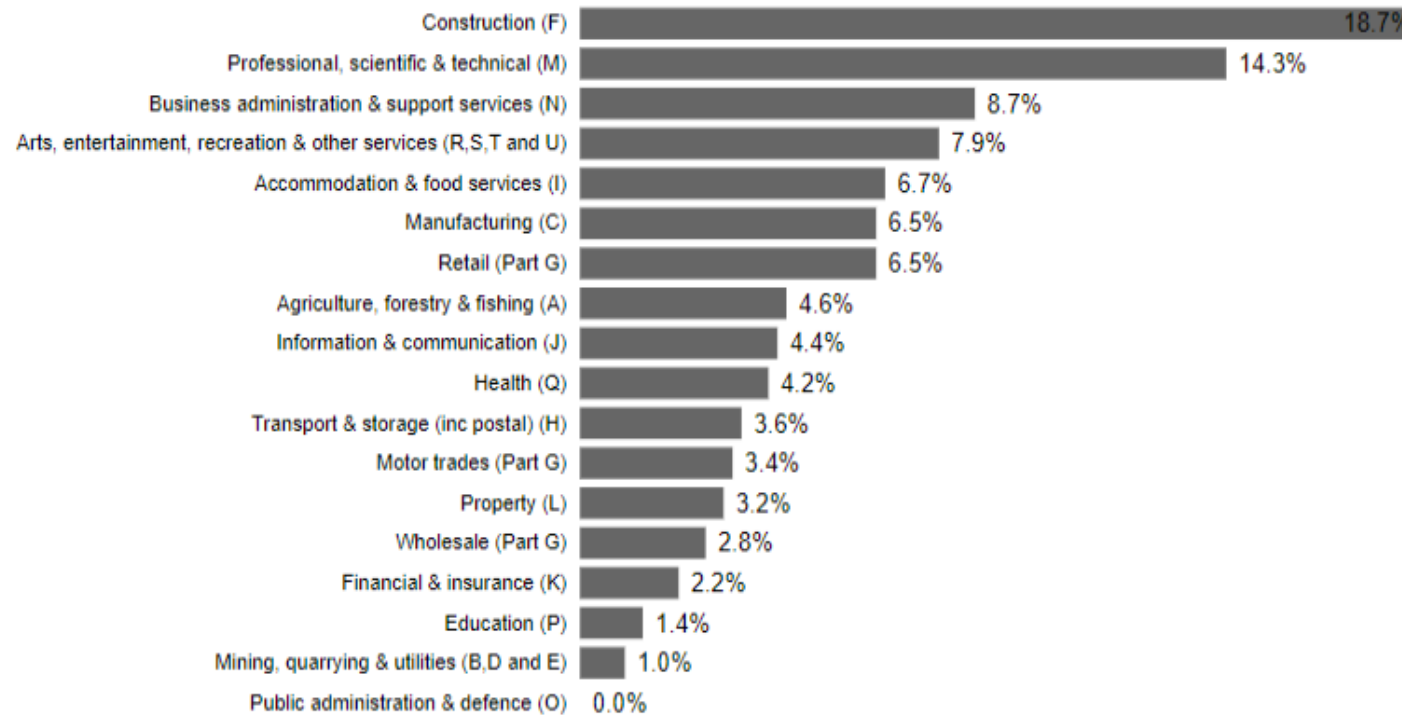
Aged 50+ - 220

Age unknown – 55

- Midlothian job density (2022) is 0.64%, which is below the Scottish average of 0.81%.
- Figures from July 2023 to June 2024, indicate that 7,300 people were **self-employed**. This was equally split between males and females with just 100 more females than males being self-employed.
- The annual participation measure for **16 to 19 years olds** in Midlothian in 2024 was 94.0% participating compared to 92.7% in Scotland. 3.8% in Midlothian were not participating compared to 3.7% in Scotland. 2.2% in Midlothian had an unconfirmed status compared to 3.6% in Scotland. 64.2% in Midlothian were in Education compared to Scotland 71.2%. 27.7% in Midlothian in employment compared to 19.6% in Scotland. 2.2% in Midlothian participating in other training compared to 1.9% Scotland. 2.2% in Midlothian unemployed not seeking compared to 1.9% Scotland and 1.6% in Midlothian not participating unemployed seeking compared to 1.8% Scotland.
- **School Leaver destination** 2022/23 95.3% secured a positive destination compared to 95.5% in Scotland. In the follow up, positive destinations had dropped to 92.4% compared to 92.8% Scotland.
- 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 Edinburgh supports many 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 4<sup>th</sup> most resilient local authority in Scotland.

## Businesses by Industry, 2023

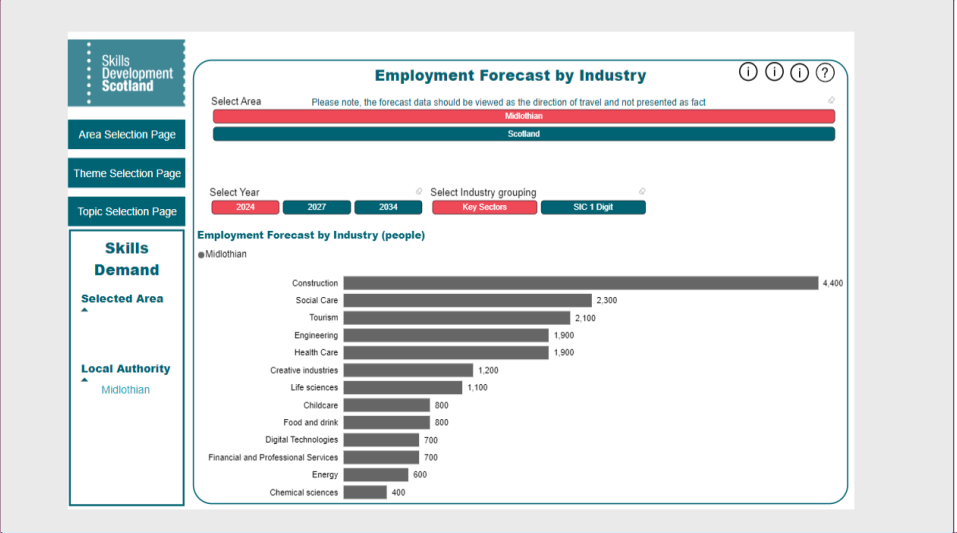
● Midlothian



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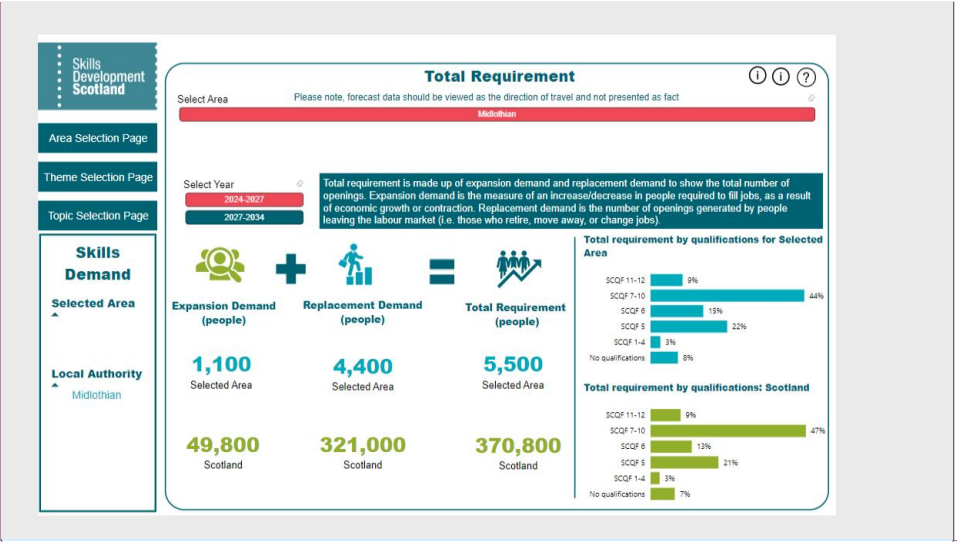
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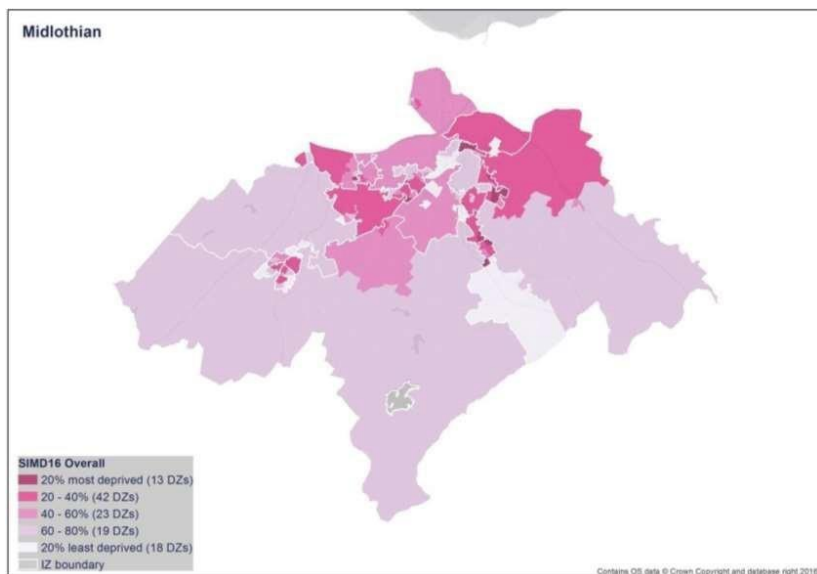
- The number of adults in Midlothian with qualification levels at NVQ 1 to 4 (50.4%) is now below the Scottish average (54.2%) and the number of people with no qualifications has increased to 13.9% (7,700) and is now above the Scottish average (8.0%).
- Percentage of those aged between 16 -64 who are Equality Act (EA) core or work limiting disabled (2024) is 22.8% for Midlothian compared to 28.6% in Scotland. Between 58.6% to 59.0% are in work. The numbers out of work are too low a number to show in the Regional Skills Assessment Data. [Data Matrix - Skills Development Scotland](#)
- 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.

## Child Poverty & Inequality

**Child poverty is still a significant priority for Midlothian. We will work to reduce child poverty by supporting families to secure better employment through creative place-based approaches.**

The Scottish Average for child poverty is 24% and Midlothian is 23.2% according to the latest End Child Poverty stats

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. We are also 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 Community Planning Outcomes Profile Improvement Service Interactive tool highlights child poverty down to a very localised level and is a useful tool. It can be accessed publicly on the following link:**

[CPOP \(https://.scotland.shinyapps.io/is-community-planning-outcomes-profile/\)](https://.scotland.shinyapps.io/is-community-planning-outcomes-profile/)

**Facts, Figures and points of note:**

- Overall, in Midlothian child poverty is 23.2%.
- **Child Poverty** in Dalkeith Central and Woodburn predicted to grow to 41% - 20+% higher than other places in Midlothian.
- The two-child limit to Universal Credit affects larger families (those with three or more children). The number of larger families in Midlothian is higher compared to the rest of Lothian, (34 per 100 in Midlothian) (Source: DWP/HMRC).
- 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.

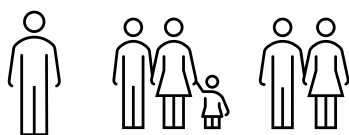
Priority Families with children in relative poverty nationally:

- Lone Parents
- Disabled Parents
- Parents with 3+ children
- Parents from an Ethnic Minority
- Parents with youngest child under 12 months
- Mothers under 25

# Achievements and Key NOLB Statistics Over Time in Midlothian 2019 to 2024, 5 years....



Between April 2019 and June 2024 – Employability Funded Programmes from Scottish Government in Midlothian supported 1,389 local people (725 were female/657 male/ 7 unknown), 842 were under 25 and 543 over 25 years old with 4 unknowns, 515 entered employment, 126 supported by an employer recruitment incentive, 108 started a modern apprenticeship, 22 entered self-employment, 163 entered HE/FE, 539 gained a qualification, 24 started work experience, 61 started volunteering and 12 re-engaged with school.

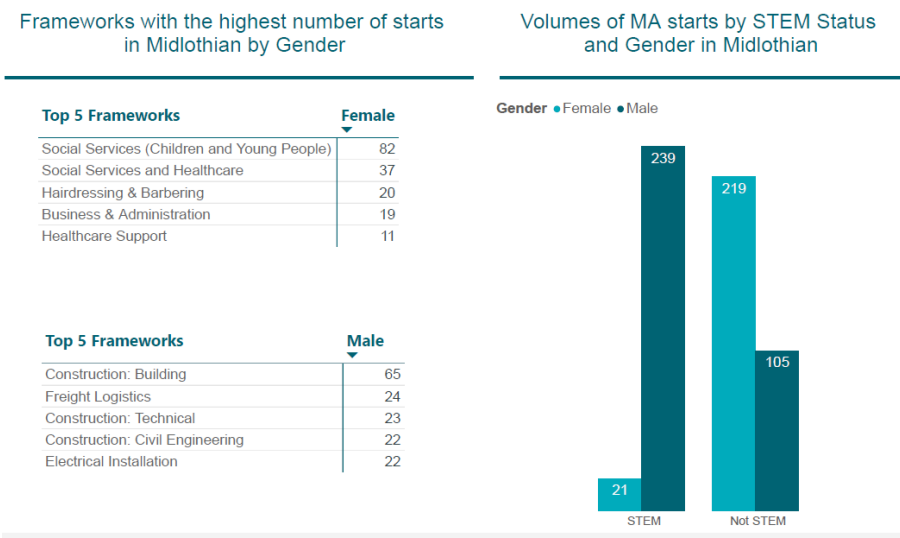


Between April 2019 and June 2024 – Employability Funded Programmes from Scottish Government in Midlothian supported a variety of local people, 546 were parents, 82 were from an ethnic minority, 263 people indicated they had a disability.

# Education & Apprenticeships

## Facts, Figures and key points of note:

- The number of young people entering further education and employment from school remains 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 2022/23 455 Modern Apprenticeship (MA) were started in Midlothian compared to 584 in 2021/22



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## Modern Apprentice Starts 2023/24

**Note: Disclosure control has been applied where figures are less than 5 or where such small numbers can be identified through differencing**

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Occupational Group	Midlothian Starts 2023/24	Scotland Total Starts 2023/24
Administration and Related	12	935
Animal Care, Land and Water Based	5	366
Automotive	20	1,234
Chemicals and Biotechnology Related	*	27
Construction and Related	107	6,410
Creative and Cultural Skills	*	129
Engineering and Energy Related	26	2,042
Financial Services	7	350
Food and Drink	12	1,075
Hospitality and Tourism	33	1,319
Management	*	510
Other Manufacture	*	93
Other Services	58	2,621
Personal Services	27	606
Retail and Customer Service	6	547
Sport, Health and Social Care	170	5,915
Transport and Logistics	31	1,186
<b>Grand Total</b>	<b>521</b>	<b>25,365</b>

## Modern Apprenticeship starts, leavers, in training, and achievements by local authority area, 25+ age group, Q2 2024/25

**Period from 1st April 2024 to 27th September 2024**

**Published on 5th November 2024**

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Local Authority	Starts	Leavers	In training as at 27th September 2024	Achievements	Achievements as a % of All Leavers
Midlothian	85	103	231	84	82%
<b>Scotland Total</b>	<b>4,714</b>	<b>5,395</b>	<b>10,985</b>	<b>4,474</b>	<b>83%</b>

## Modern Apprenticeship in Midlothian Key Performance Overtime Comparison

### Midlothian MA figures

21/22	23/24
In Midlothian 16.9% young people who are working aged 16-24 are in a Modern Apprenticeship this is the third highest in Scotland.	In Midlothian 17.8% young people who are working aged 16-24 are in a Modern Apprenticeship this is the fourth highest in Scotland.
<p>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.</p> <p>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%.</p>	<p>16.7% of Modern Apprenticeship starts undertaking a STEM framework in Midlothian were female.</p> <p>82.4% of MA Starts undertaking a STEM framework in Midlothian were male.</p> <p>(Calculation based on female divided by all starts as per calculation in Official Statistics publication)</p> <p>Scotland - Female representation in STEM frameworks was 13.3% (1,648 starts) this year, 1.4 pp higher than last year (11.9%).</p>
41.1% of Modern Apprenticeship starts in Midlothian in 2021/22 were female. This is above the Scottish Average of 38.8%.	44.15% of Modern Apprenticeship starts in Midlothian in 2021/22 were female. This is above the Scottish Average of 37.33%.
16.6% of Modern Apprenticeship starts in Midlothian 21/22 self-identified as disabled this is the 6 <sup>th</sup> highest in Scotland and above the Scottish average which is 13.3%.	<p>21.7% of Modern Apprenticeship starts in Midlothian 23/24 self-identified as disabled.</p> <p>(Calculation based on disability starts figures excluding volumes where individual has chosen "Prefer not to Say")</p> <p>Scotland - In 2023/24, 17.0% of starts identified as disabled – the highest proportion ever reported – and 1.7 pp higher than last year.</p>



# Service Delivery, informed by Stakeholders

## NOLB Funding 2024/25 – Third and Private Sector

There have been a variety of third sector/private sector organisations funded through Scottish Government NOLB Funding in 2024/25 these are detailed below:

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
Midlothian Council	Public	Parents	<p>Building on learning from the Scottish Rural Childminding Partnership (SRCP) and Scottish Childminding Partnership, (SCP) pilots, SCMA will work with Midlothian Council (Business Support Team) to address the current declining childminding workforce by halting the decline, and increasing the number of childminders in Midlothian, through a targeted, demographic recruitment campaign.</p> <p>Midlothian Council will provide the funding for <b>childminding training</b> and start up grants. SCMA will demographically targeted media campaign to promote the opportunity to become a childminder, support applicants with 1:1 session to look at childminding as a suitable career choice and support participants to complete the training required to start up as a childminder.</p>	August
VERG LTD	Private	Parents	<p>12 NOLB participants will engage in a <b>Prepare for Care course</b>. The Prepare to Care provision will raise awareness amongst eligible customers and equip them with the skills to enter employment within a Health and Social Care setting or to up-skill them if already in employment.</p> <p>The 5-week care training programme will include:</p> <ul style="list-style-type: none"> <li>• Introduction to Care</li> </ul>	Sept 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
			<ul style="list-style-type: none"> <li>• Infection Prevention and Control</li> <li>• Equality Awareness</li> <li>• Medicine Administration</li> <li>• Accredited Emergency First Aid</li> <li>• Accredited Elementary Food Hygiene</li> <li>• Dementia Awareness</li> <li>• Communication Skills</li> <li>• Managing Challenging behaviours</li> <li>• End of Life and Palliative Care</li> <li>• Care Planning/Person-Centred Care</li> <li>• Care Values and Procedures</li> <li>• The Role of the care worker</li> <li>• Adult Support and Protection</li> <li>• Governance (National Standards)</li> <li>• Employability Skills/Barrier Removal to include CV, job search and interview techniques.</li> <li>• PVG Disclosure</li> <li>• Action Plan with next steps, 1-1, Disc Assessment</li> <li>• 2-week Work Placement</li> </ul>	
<b>Newtongrange Development Trust</b>	Third	Parents	They will continue to pilot our <b>virtual charity shop</b> to support unemployed and under-employed parents into volunteering. They will run three volunteering sessions per week. Volunteers will gain skills in sorting donations of clothes, fixing clothes/sewing, photographing items, creating wording to describe items, uploading to an online sales platform, printing labels, posting and packaging items and in customer service skills (including social media, email correspondence, dealing with enquiries and complaints). Parents will have the chance to gain experience in poster design, event promotion, event organising,	Sept 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
			<p>leadership and teamwork skills. For any of these, and for any specific skills relevant to lines of work that individual parents are interested in, we will help them gain experience and craft wording for their CVs and any job/volunteer/training applications to make them stand out. We will work with parents to help them gain pride and confidence in describing their own abilities.</p> <p>Parents will be offered the REHIS Food Hygiene and Emergency First Aid awards.</p>	
<b>Triage</b>	Third	Parents	<p>Triage will deliver their <b>Connected Parents programme</b> in Midlothian to parents from priority groups. In line with similar provision in Fife and Stirling, they propose an end-to-end solution, enabling parents to reduce and remove barriers and progress towards and into work and other positive destinations. We will learn lessons from Triage's other programmes and initially utilise staff time to network and develop referrals to the service and to further build partnership working.</p> <p>Weekly 1:1 and/or small group sessions and monthly reviews and progress updates ensure continuous progression, a further tailoring of support and the ability to tackle real or perceived barriers.</p>	Sept 2024
<b>Cyrenians</b>	Third	Open to all eligible parents but with a specific focus on ethnic minority groups, asylum seekers and refugees.	<p>They will host '<b>Welcome</b>' <b>community meals</b> from our community garden at Midlothian community hospital. These will specifically be for parents from any ethnic minority background, refugees and asylum seekers. The Welcome meals are a great opportunity for people new to the area to:</p> <ul style="list-style-type: none"> <li>- Improve their English language skills</li> <li>- build confidence in talking and meeting others</li> </ul>	Sept 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
			<ul style="list-style-type: none"> <li>- meet new families</li> <li>- Get peer support from others</li> <li>- share their heritage and stories</li> <li>- meet and talk to others living in Midlothian who can help them with integration, and signpost to useful things in their local community</li> <li>- Increase social capital</li> <li>- Learn about what can be grown in the UK and cooked from fresh from the garden</li> </ul> <p>They will work with each participant to identify progression opportunities into other activities locally, (i.e. ESOL, Community pantries, summer programmes, other LEP activities) and regular cooking classes and volunteering in the gardens themselves. We will keep a record of positive destinations as part of our evaluation of the course, utilising Helix.</p>	
Surestart	Third	Parents	<p>Midlothian parent/carers will have the opportunity to sign up to their <b>capacity building programme</b>- offered on a 1:1 or group basis to support greater life skills, self-confidence, job related skills, increased mental wellness, less isolated.</p> <p>Parent/carers will undertake an <b>accredited IT and Problem-solving introductory course</b> to improve IT skills</p> <p>Parent/carers will be supported to move onto a next step or supported to remain in employment/improve employment prospects – either undertaking an <b>AZILO course</b>, supported in or into volunteering, work or other opportunities</p>	Sept 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
			*Some parents will receive all levels of support, while others will engage with 1-1 support.	
Enable	Third	Parents who have additional support needs, including learning disabilities, autism, mental health conditions and long-term health conditions.	Enable Works propose to deliver their ' <b>Progress for Parents</b> ' service, providing invaluable assistance to disabled parents navigating the challenges of securing employment, whilst supporting underemployed disabled parents and those experiencing issues at work, putting their position of employment at risk. Each client benefits from personalised 1:1 support provided by a named Employment Coordinator. Through individual action planning, clients are supported to work towards their long-term employment goals while considering the unique challenges posed by their disabilities and parental status. Clients will be supported to progress along the strategic skills pipeline and complete appropriate training. Weekly workshops contribute to the creation of a supportive peer network, addressing employability skills and health-related barriers such as mental health and isolation, commonly faced by this client group.	TBC
Edinburgh College	Public	Parents	NOLB Parents will have the opportunity to enrol and complete an <b>SVQ 2 Social Services Children and Young People</b> is a <b>Level 6 course</b> which will take place in Midlothian campus/blended learning.	Oct 2024
Edinburgh College	Public	Parents	NOLB parents will have the opportunity to enrol and complete a <b>National 4 SQA unit in ASN, Childhood Development and Wellbeing</b> . The 18-week course will take place in Midlothian/blended learning in the evenings.	Oct 2024
Edinburgh College	Public	Parents	Edinburgh college will run three short courses within their Midlothian campus to Midlothian parents	Oct 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
			<p><b>Women Into Work and Enterprise Course-</b> to empower women, develop entrepreneurial skills and discussion around the enterprising mindset with guest speakers and increase confidence and employability.</p> <p><b>Customer Service Skills</b> – Online class to develop the skills needed for customer service roles. Employer input and industry insights.</p> <p><b>Baby Buddies</b> – Deliver a class onsite during the day (where young parents can bring their children) to share their experiences of parenting, and gain a qualification based on a portfolio of evidence they will create.</p>	
Edinburgh College	Public	Parents	NOLB parents will have the opportunity to enrol and complete a 12-week blended online and practical face-to-face care course which will <b>introduce to a career in Social Care</b> . The course will take place in Midlothian/blended learning.	Oct 2024
Newbattle Abbey College - Wildlife and Conservation	Public	All Age individuals	The overall aim of the programme is to provide an opportunity for participants to complete a practical programme of <b>Wildlife and Woodland Conservation Skills</b> whilst working towards an SCQF Level 5 accredited award – <b>The Forest and Outdoor Learning Award: Developing Sustainability Skills for the Forest and the Outdoors</b> . Through this provision, participants will build their knowledge of outdoor environments and learn skills to help conserve woodland habitats and wildlife. These skills can be used to promote their chances of entering further education or employment in the Rural Skills and/or green sector. This provision will include a practical conservation project to demonstrate relevant industry sector skills. In addition, each participant will also be offered the opportunity to participate in a volunteer placement with NAC to enhance those skills by applying them in a supported workplace environment.	September 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
Barnardos	Third	Young People stage 1 / 2	<p>Barnardo's proposes to deliver <b>Barnardo's Step2Work</b>, an integrated and holistic programme of support for young people (YP) aged 16-24 who face multifaceted barriers to entering, sustaining, and progressing in employment in Mid Lothian.</p> <p>Our dedicated Project Worker (PW) will provide a mixture of 1-1 and group support to up to 10 YP. Using trauma-informed, person-centred approaches, our PW will work with YP to create an individual action plan, with YP having the opportunity to participate in employability activities appropriate to their needs.</p>	Jan 2025
Ruts	Third	young people	<p>Activities and services to progress young people towards a positive destination will include:</p> <ul style="list-style-type: none"> <li>• Intensive employability support and training, including developing digital, meta-skills through delivery of accredited qualifications such as SQA Personal Development Award (Level 3, 4 or 5)</li> <li>• Sector specific qualifications/training, in line with participants training plans, career aspirations and employer needs, including (but not limited to) CSCS cards, RLSS NPLQ's, Customer Service, Food Hygiene Certification, 1st Aid and Manual Handling.</li> <li>• Accredited (SQA/SCQF) vocational training to support the development of meta-skills, skills for work and skills for life, including any of RUTS existing motorbike, bicycle and boxing/fitness themed programmes.</li> </ul>	1 <sup>st</sup> July 2024
Y2K and Newbattle Abbey College	Public	young people	We are seeking funding for the continuation of our Prep for Next Steps project, delivered in partnership with Newbattle Abbey College. The project will work with school leavers and those who are not in a positive destination, up the age of 21 years old.	September 2024

Organisation:	Delivery Sector:	Target Group:	Programme aims:	Start Date:
Into Work	Third	All age/ disabilities	Into Work would like to add to, and complement, our existing specialist supported employment service for disabled people/people with health conditions.	September 2024

## 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) in Midlothian. There are **74** active social enterprises in the last social enterprise census. There are an estimated 133,000 paid staff in the third sector in Scotland (SCVO). Assuming an equal distribution across Scotland, around **2,360** people working in the Midlothian voluntary sector (NRS 2022 population stats).

The third sector is experiencing a very difficult operating environment, due to a combination of short term and reduced funding, increased operating costs and the cost-of-living crisis. Work is being championed nationally to raise these concerns through a variety of policies and agreements.

## Volunteering

Evidence from the Scottish Household Survey shows 46% of respondents had taken part in volunteering of any kind (formal or informal). 22% said they had undertaken formal volunteering, 36% had undertaken informal volunteering and 12% had undertaken both, formal and informal volunteering. The formal volunteering figure has dropped from 26% in 2019 to 22%. Informal volunteering has increased from 22% when last monitored in 2018 to 36% (with 14% having done both formal and informal volunteering in 2018).

### Volunteering and Age



35–59-year-olds were most likely to volunteer during 2022 (49% of respondents had volunteered). This compares with 43% of 16–34-year-olds and 44% of 60+ year olds.

### **Local volunteering trends**

Locally we have witnessed an increase in the numbers of people registering with Volunteer Midlothian to express their interest in becoming a volunteer or directly with Volunteer Involving Organisations through the VM website. This number increased from 157 in 2021/22 to 618 in 2023/24. Similarly, there has been a significant increase in the number of young volunteers registering for Saltire Awards, 104 in 2021/22 to 352 in 2023/24. 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 the skills priority but also to the 9 big moves as depicted below:

This means that employability skills support aligns with regional opportunities.

Figure 1: Regional Prosperity Framework – Big Moves



Commented [RS22]: Unsure this will pass as hard to read

Commented [CS23R22]: See you are getting into this - if you can't read it then it won't pass 😊😊  
That one is pretty simple!!  
If you put it in as an image you would have to rewrite it all anyway in alt text so might as well just rewrite it as a table

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 place and local outcome improvement plans which highlight the needs of communities. The Living Well in Central Dalkeith and Woodburn Plan is a pilot format to inform future local outcome improvement plans.

Over the last three years 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

Shared Prosperity Projects with an employability focus is:

- Mayfield and Easthouses Youth 2000 Project,
- Y2Ks Health and Wellbeing Service,
- Midlothian Voluntary Action,
- Resilient Woodburn and Central Dalkeith,
- Rosewell Development Trust

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Further work is ongoing to support projects with Shared Prosperity funding for 2025/26, albeit with a 40% reduction in funding from the previous year.

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 now in place 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 and service users. 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**

**2023** (Above 85% Green, below 50% red)

**Individuals who accessed employability support were approached for feedback on employability services,** (42 responded from April to December 2024) This included Under 18 (10), 18 to 24 years old (11), 25 to 34 years old (2), 35 to 44 years old (7), 45 to 54 years old (8), 55 to 64 years old (4), 65+ (0). 12 were male, 25 females, 4 described themselves in another way and 1 preferred not to say. 64.29% of those who responded indicated that they had a disability.

**In 2022/23, 57** individuals who accessed employability support from a range of partners undertook an electronic survey. 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 across a three-year period that the direction of travel is positive in relation to the Customer Service Standards.** In summary, there are 5 greens in 2024 compared to 4 in 22/23 and 1 in 21/22. There are 8 ambers in 2024 the same as 22/23 compared to 10 in 21/22. There were no reds.

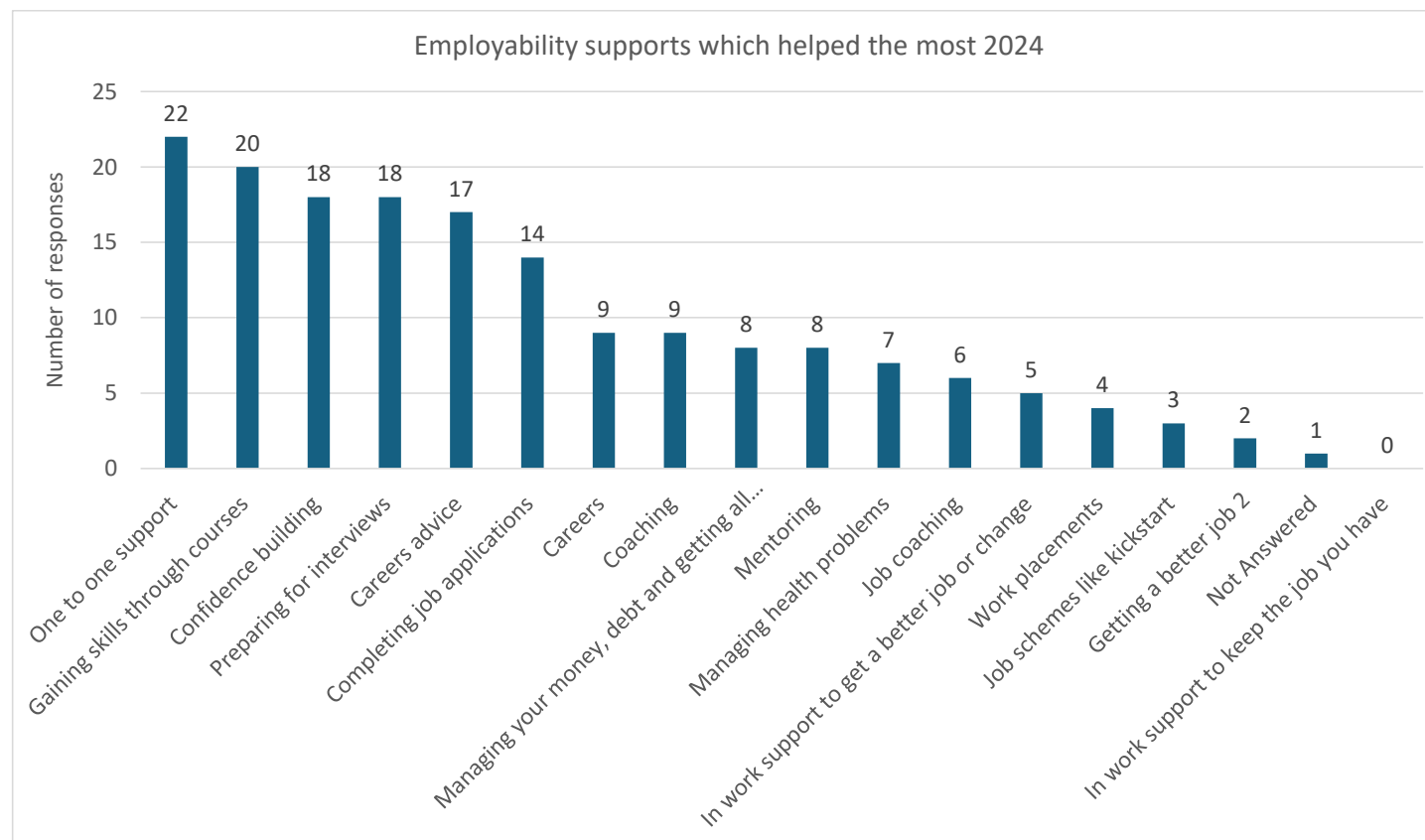
***Overall, the number of people indicating that their needs were always met decreased from the previous year in 11 areas out of 13. However, the majority of standards are recorded as higher than the first year of recording data. Further training will be offered to staff to ensure these standards are always met.***

With patience, kindness and consider how you feel.  (Always) 90.48% (2024) 92.98% (22/23) 80% (21/22)	Listened to you, treat you as an individual and respect your privacy.  (Always) 95.24% (2024) 94.74% (22/23) 82.22% (21/22)	Treat you fairly and without discrimination.  (Always) 90.48% (2024) 98.25% (22/23) 86.67% (21/22)	Treat you fairly and without discrimination.  (Always) 95.24% (2024) 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) 78.57% (2024) 84.21% (22/23) 71.11% (21/22)
Staff are knowledgeable about the challenges those seeking support face.  (Always) 76.19% (2024) 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) 59.52% (2024) 63.16% (22/23) 50% (21/22)	Make services easy to find and use.  (Always) 71.43% (2024) 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) 66.67% (2024) 80.70% (22/23) 55.56% (21/22)	Make the information and processes as clear and easy as possible.  (Always) 78.57% (2024) 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) 85.71% (2024) 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) 64.29% (2024) 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) 71.43% (2024) 80.70% (22/23) 60% (21/22)		

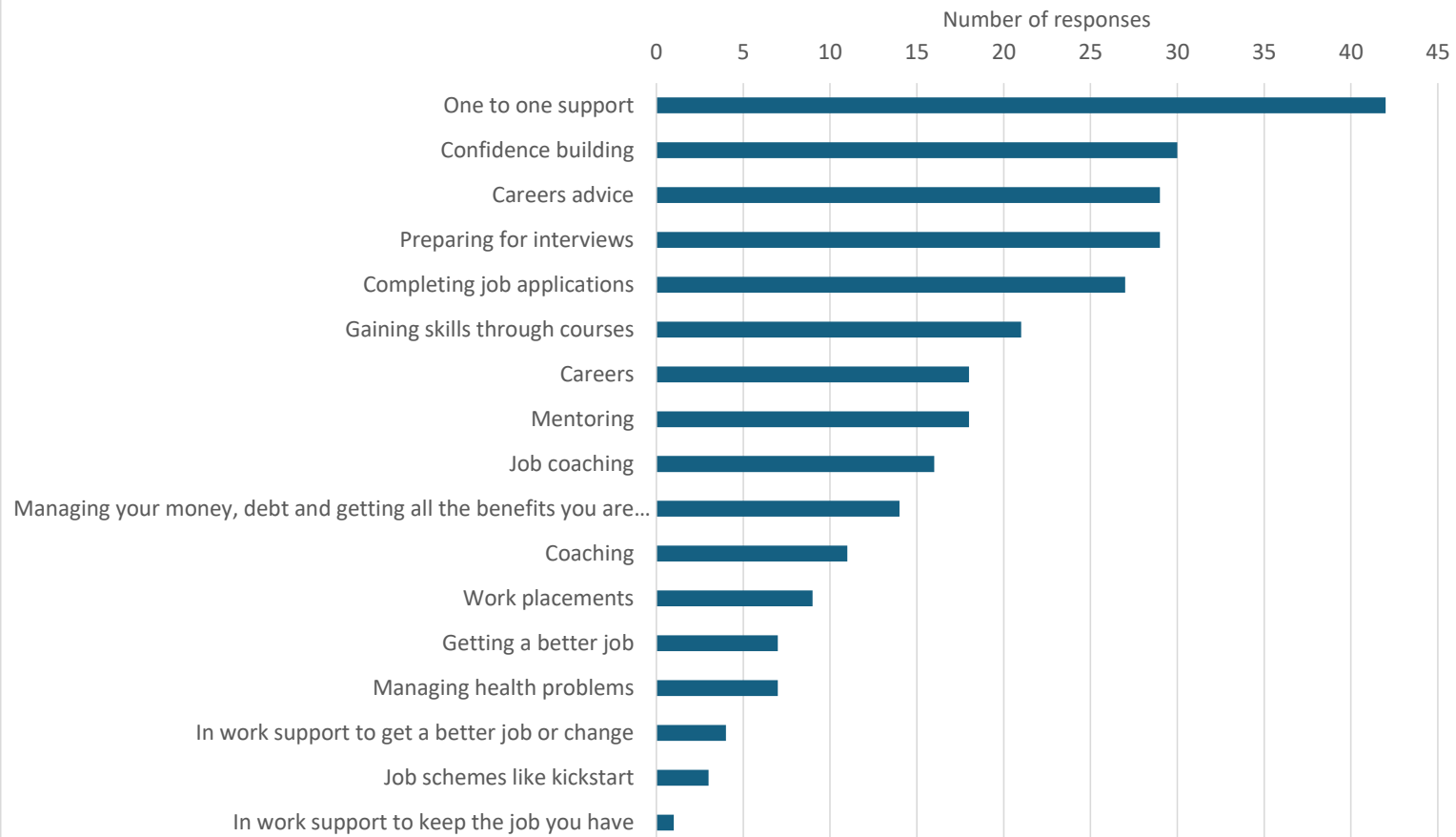
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**The respondents indicated the following types of support had helped them most:**

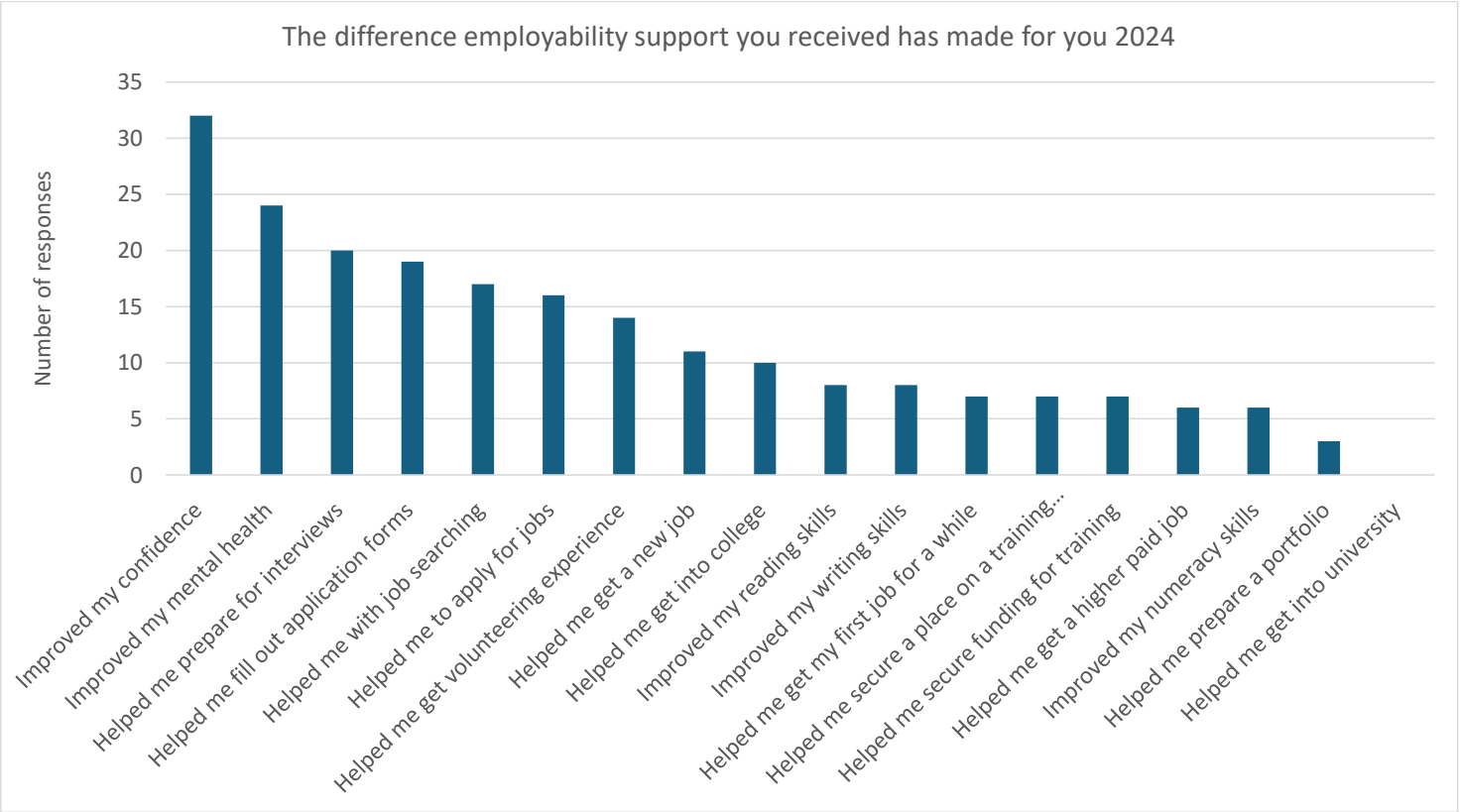




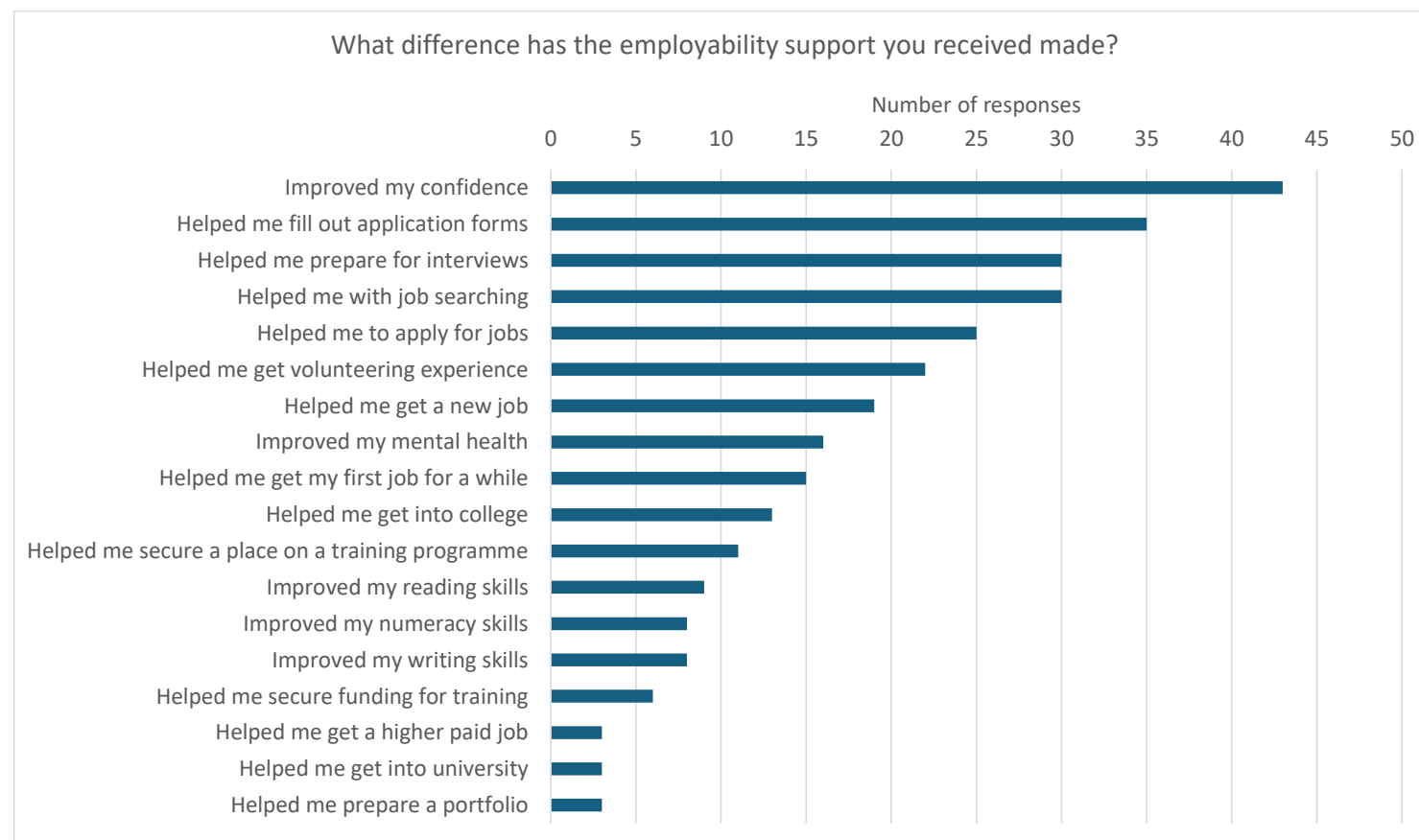
### Which types of employability support have helped you most? 2023/2024



Respondents indicated that the employability support received had the following benefits for them 2024:

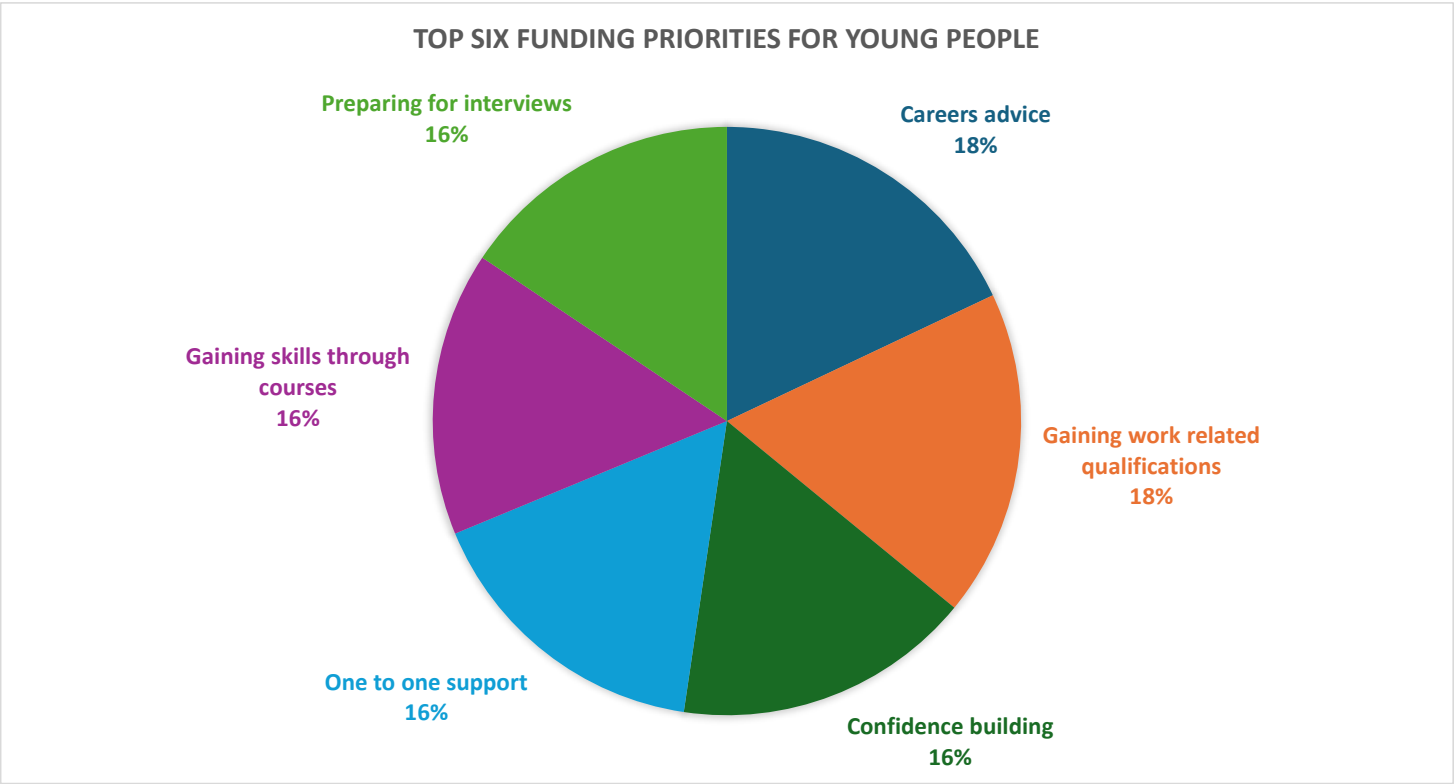


**Respondents indicated that the employability support received had the following benefits for them 2023/24:**

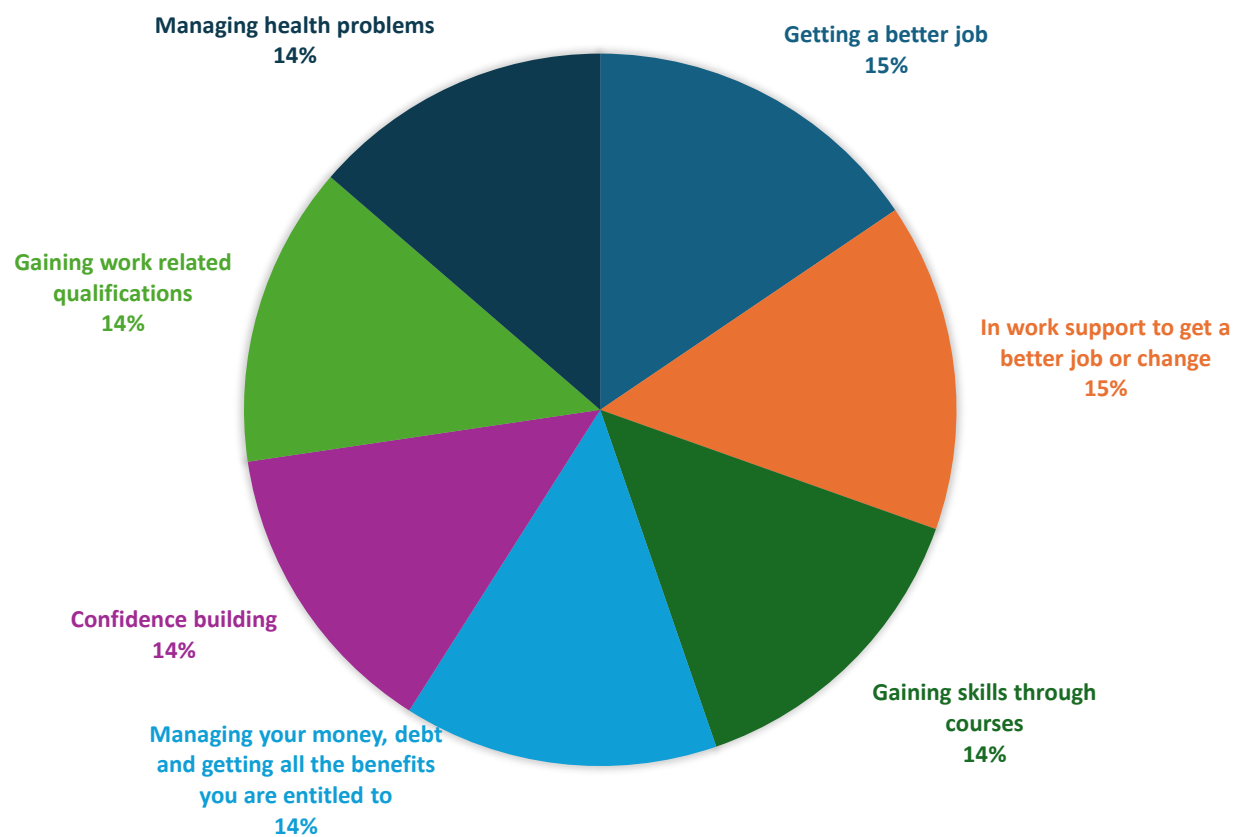


Views of services users – telling us what activities we should prioritise to fund in 2024 for key groups, young people, adults and parents.

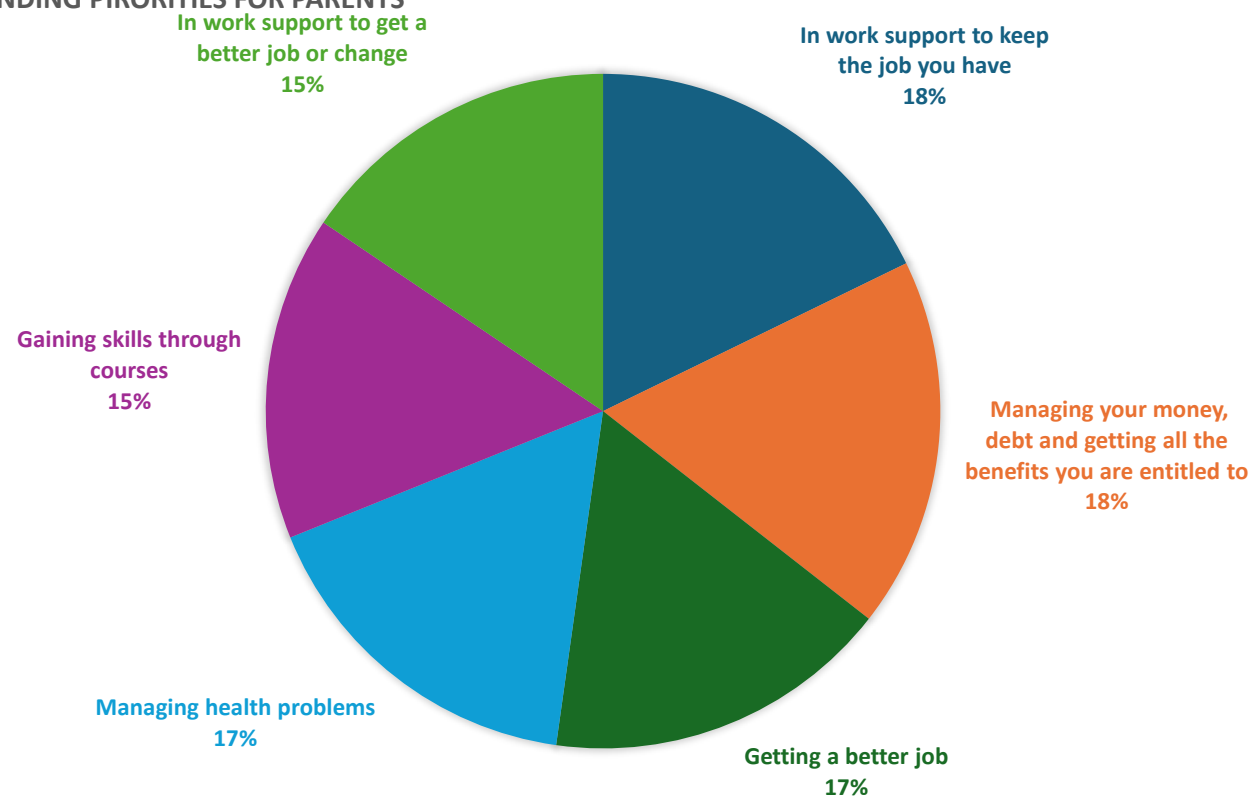
Summary of top funding priorities as indicated by service users for 2024



## TOP SEVEN FUNDING PRIORITIES FOR ADULTS



## TOP SIX FUNDING PRIORITIES FOR PARENTS



We asked respondents to indicate what types of support the partnership should fund from NOLB Scottish Government Funding. 2024

#### Responses relating to support for young people and the activities we should fund in 2024

Careers advice	23
Gaining work related qualifications	23
Confidence building	21
One to one support	21
Gaining skills through courses	20
Preparing for interviews	20
Work placements	19
Job coaching	18
Mentoring	18
Managing health problems	17
Completing job applications	15
Getting a better job	14
Managing your money, debt and getting all the benefits you are entitled to	14
In work support to get a better job or change	13
Job schemes like kickstart	13
In work support to keep the job you have	9

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#### Responses relating to adults who are not parents and the support activities which should be funded in 2024

Getting a better job	25
In work support to get a better job or change	24
Gaining skills through courses	23
Managing your money, debt and getting all the benefits you are entitled to	23
Confidence building	22
Gaining work related qualifications	22

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Managing health problems	22
Completing job applications	20
One to one support	20
Job coaching	19
Work placements	18
Careers advice	17
In work support to keep the job you have	17
Preparing for interviews	17
Mentoring	15
Job schemes like kickstart	14

## Responses relating to parents and the support activities which should be funded in 2024

In work support to keep the job you have	16
Managing your money, debt and getting all the benefits you are entitled to	16
Getting a better job	15
Managing health problems	15
Gaining skills through courses	14
In work support to get a better job or change	14
Preparing for interviews	13
Completing job applications	11
Gaining work related qualifications	11
Careers advice	10
Confidence building	10
Job coaching	10
One to one support	10
Work placements	9
Mentoring	7
Job schemes like kickstart	6

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

<b>Type of Support to be funded 2023/2024</b>	<b>Priority Level by young people</b>	<b>Priority Level by adults</b>	<b>Priority Level by parents</b>
Careers Advice	57.89% (2023/24)	29.82% (4 <sup>th</sup> equal priority) 2023/24)	19.30% (2023/24)
Completing job applications	61.40% (3 <sup>rd</sup> priority)	35.09% (1 <sup>st</sup> priority)	17.54%
Confidence Building	68.42% (1 <sup>st</sup> priority)	31.58% (3 <sup>rd</sup> Priority)	19.30%
Gaining skills through courses	63.16% (2 <sup>nd</sup> priority)	33.33% (2 <sup>nd</sup> Priority)	21.05% (3 <sup>rd</sup> equal priority)
Gaining work related qualifications	59.65% (equal 4 <sup>th</sup> Priority)	29.82% (4 <sup>th</sup> equal priority)	17.54%
Getting a better job	42.11%	28.07%	21.05% (3 <sup>rd</sup> 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%

Type of Support to be funded 2023/2024	Priority Level by young people	Priority Level by adults	Priority Level by parents
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 <sup>st</sup> priority)
Mentoring	50.88%	19.30%	15.79%
One to one support	59.65% (equal 4 <sup>th</sup> Priority)	28.07%	22.81% (2 <sup>nd</sup> Priority)
Preparing for Interviews	52.63%	29.82% (4 <sup>th</sup> 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](http://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 Service Standards.

***The recent HMIE CLD Progress Visit in March 2024, reported that The Local Employability Plus Partnership is a highly effective group and network of council, CLD partners and third sector organisations. Their open and collaborative approach is helping to ensure that limited funding is distributed well to local groups and organisations.***

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 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. 3 successful grant rounds have been completed, and a 3<sup>rd</sup> is planned for 2025. Grant rounds were operated early in 2025 to enable third sector organisations to commence quickly after the formal grant offer is received from Scottish Government to Midlothian Council.

- Increase engagement to understand local employers needs
- Influence and support the number of modern apprenticeships in Midlothian in key areas for example construction
- In 2024/25 the following improvement plan was produced:

#### Midlothian Local Employability Partnership - No One Left Behind Improvements Actions for 2025

Action	Additional Information	Target	How it will be achieved
Customer Service Standard (Midlothian Score Card) – Participant Survey	57 participant responses in 2023, 42 till Dec 2024.	Over 100 participants respond	LEP partners to promote the Survey to all participants. Survey to be left open for three months to allow for a greater response.
Customer Charter Standard (Midlothian Score Card) – Participant Survey	12 Standards – 2023 Response shows four Green's and eight Amber's. Measure is (below 50% Red, Amber is 51% - 81%, above 85% Green)	Increase standards to a minimum of eight green result areas for 2024	Joint Key Worker training across all Partner Organisations. Forge closer links with Employers
Increase activity with 'Harder to reach Groups'	Positive activity with a number of 'Hard to reach Groups' utilising dedicated key worker experience	Further improve accessibility for local people from a Black, Asian and Minority Ethnic (BAME) community  This has now been achieved in 2024 with a significant increase.	CLLE Equalities Engagement Officer will advise LEP partners on strategy to improve BAME participation in programmes.  Key worker has significantly

Action	Additional Information	Target	How it will be achieved
		Maintain reaching minority and priority groups in 2025.	
Speed up process for LEP partners to bid for contracts to aid faster delivery	Grant Offer Letter from Scottish Government have been delayed and have impacted on delivery timescales due to the Procurement requirements.	Programmes to start within first Quarter of the Financial Year	CLLE to start procurement process in February/ March and adjust spend allocation once Grant Offer Letter is accepted.
Cross collaborative training for employability staff across the LEP	Particular focus on Key Worker training as their role is crucial for quality programme delivery.	Two training sessions delivered per year  Update these are set for 21 <sup>st</sup> January 2025 with a focus on key workers and March 2025.	LEP to decide on 'subject areas' and agree delivery and venue.  Working group established to progress these.
Midlothian Council (Education) is reviewing their curriculum offer.	Working with key partners on this for example Edinburgh College.	More accessibility for School Pupils and progression routes into Employment  Expansion of FA level 6 programme has been developed.  Academy models being explored for 2025.	Education Department to adjust school curriculum for Midlothian Schools to encourage flexible access to Employability Pathways.
In future years move to a fortnightly joint allocation meeting with partners	This is a cultural change and would take time to embed and secure full partnership participation.	Fortnightly allocation review meetings	Short working group to explore benefits and methods of operation

Action	Additional Information	Target	How it will be achieved
Understand the number of referrals and demand from DWP	Purpose is to understand demand and referrals from DWP	Monthly or quarterly referral updates  Claimant Count data being circulated and analysed.	Further discussions at the LEP and with DWP. Place on LEP Agenda
Increase engagement with local employers to understand their needs.	This includes recruitment needs, ongoing support and work to increase the number of MAs available locally in key industries such as Construction.	Hold an employer's consultation in 2025 and invite CITB to present at LEP Plus Meeting in 2025.	In partnership with employers, consider resourcing for a specific project to achieve these outcomes.

# Service delivery requirements & approach

## We have 3 Key Priority Groups:

### 16-24yrs

- Young people with disabilities.
- Care experienced young people.
- Young carers.
- Young people economically inactive
- Young people not engaging with formal education.
- Young people with unconfirmed destinations when they leave school.
- SIMD communities with higher child poverty rates and poorer 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.
- Those economically inactive
- 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+ 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/Policy Changes**

- Employers/Local Businesses/Third Sector including employers income tax
- People experiencing a change in working circumstances
- Women returning to the workplace and supporting women to increase income
- 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)
- Those previously economically inactive

## Resources Requirements

Financial and Performance Information over Time – Scottish Government  
Employability Funding – Local Employability in Midlothian

Year	Total Award in year	Programme Themes	Financial Allocations	Method of Delivery
2022/23	£915,678.63	YPG 16- to 24-year-olds	£259,801.52 (C/F £798,000)	Key worker, programmes, grant aided delivery and tailored commissioning
		NOLB (All Age)	£216,248.59	Key worker, programmes, grant aided delivery and tailored commissioning
		PES (Parents)	£169,629.04 plus boost £40,000	Key worker, programmes, grant aided delivery and tailored commissioning
		PRS Disability Boost	£70,000	Key worker
		LTU	£200,000	Placements/paid work with employers
2023/24	£1,277,000	NOLB All Age	£385,000	Key worker, programmes, grant aided delivery and tailored commissioning
		Tackling Child Poverty previously PES (includes LTU/ERI)	£652,000	Key worker, programmes, grant aided delivery and tailored commissioning. Also paid work placements/experience .
		Employability Child Poverty Co Ordinator (revenue grant)	£78,000	Staff member

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Year	Total Award in year	Programme Themes	Financial Allocations	Method of Delivery
		Employability Staffing Resource	£162,000 (revenue grant)	Staffing Coordinator and key workers PES
<b>2024/25</b>				
		Child Poverty (PESF)	£715,000	Coordinator, Key worker, programmes, grant aided delivery and tailored commissioning. Also paid work placements/experience . Also, childcare research.
		NOLB (All Age)	£403,000	Coordinator, Key worker, programmes, grant aided delivery and tailored commissioning. Also paid work placements/experience .
		Employability child poverty coordinator	£19,500 (C/F £59,757.15)	Staffing
<b>2025/2026</b> Indicative to be confirmed	£1,384,000	NOLB (All Age Support)	£482,000	Key worker, programmes, grant aided delivery and tailored commissioning
		PES (parental employability support)	£747,000	Key worker, programmes, grant aided delivery and tailored commissioning
		ECPC (Employability Child Poverty Co Ordinator)	£66,000	To be confirmed
		SES (Specialist Employability Support)	£89,000	To be confirmed

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

There are a number of providers working with key target groups from the Midlothian NOLB priority groups 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

## Approach

Employability performance management is coordinated through the Midlothian LEP Plus. This is a subgroup of CLD Partnership Plus thematic group of Community Planning. We report 6 monthly on the employability performance targets to the CLD Partnership Plus group previously the MEIOC and Community Planning Working Group/Board.

## 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 how many will move into work, gain qualifications and/or progress to other providers.

## Continuous Improvements

We are revising our approach to consider 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 Service Charter Standards over time.

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

We use a co-production model to allocate our grants through scoring panels with a range of providers and those with lived experience contributing. An early Grants round is being held in March to provisionally allocate funding for 2025/26.

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 LEP's awareness of the commissioned offers through DWP.

Each funded partner, whether commissioned or grant aided, has 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 is Helix. Partners 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.

In order to monitor demand from those local people who would have been referred to Fairer Start Scotland, DWP has agreed to provide statistical updates on referral levels. These will be monitored against existing capacity.

**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.

# Appendix 1: Action Plan

July 22, updated June 2023, November 2024 and February 2025.

## 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.	

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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  Early grants round operated with good partner buy in in 2024.	Jan to March 2024	(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.	<b>AL update remit</b>	Nov 2022 completed	Remit and induction process in place and reviewed annually.		

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LEP 1.4. Membership to be extended to include Chamber of Commerce and EF Providers.	Dennis Dunne (Midlothian Council)	Contact additional providers and review LEP attendance regularly.		August 2021 completed	Membership of LEP has increased with the addition of two member groups.		
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## 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

Improvement actions	Lead	Implications [Risk, Cost, Resource]	Agreed Actions	Target Date	Measure	Outcomes	RAG Rating
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  Padlet of opportunities produced by subgroup March 2024  Exploration of joint participant allocations meeting	August 2022      March 2024 completed   2024/2026	Sub-groups are set up as appropriate	The complex landscape can be navigated more effectively for the benefit of participants	

## 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	2 joint training sessions offered per year.  One completed for January 2025 Key Worker conference and one scheduled March 2025	Staff understand the pathways/ progression routes and supports available for participants.	

# Appendix 2: National Performance Framework Alignment

## National Outcome

## No One Left Behind contribution.

### Economy

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 Government's 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 (NOLB)** 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 (SMP) 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

## ♥ Local Employability Partnership-

...	Code & Title	Current Assessment	Date Assessed	Score	Impact/Target	Likelihood/Target
✓	LEP1.1 Partners involved in early intervention and prevention with involvement in ser...	✓ Low Low	27 Nov 2024	4	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>
✓	LEP1.2 Working effectively together with shared purpose	✓ Low Low	27 Nov 2024	6	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>
✓	LEP2.5 The LEP has an effective mechanism in place for managing collective risks, ...	✓ Low Low	27 Nov 2024	4	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>
✓	LEP2.8 The LEP works as an effective mechanism for addressing issues that cut acr...	✓ Low Low	27 Nov 2024	4	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>
✓	LEP5.4 The LEP will reflect the priorities areas and groups as detailed in the Single ...	✓ Low Low	27 Nov 2024	4	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>
⚠	LEP6.4 All Employability Key Workers, employed by any partner have access to rele...	⚠ Medium Medium	27 Nov 2024	9	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>
⚠	LEP6.5 Midlothian Council to work towards securing multi-annual funding to prevent ...	⚠ High High	27 Nov 2024	16	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>

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# Appendix 5

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## PLAN AT A GLANCE

**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