

The Local Employability Partnership (LEP), Employability Funding Midlothian is a Scottish Government fund. Midlothian Council are inviting applications from community groups, charities, social enterprises, public sector bodies and private employability providers who can provide employability support for the following in Midlothian.

All applications will be assessed to ensure that they do not contradict relevant legislation and can demonstrate that have suitable delivery, monitoring, and evaluation processes in place.

Areas of need and partnership working will be prioritised.

Community groups or charities must be constituted and have a bank account, alternative governance documentation will be accepted for public or private sector. You must have prior experience of providing employability support to these age groups.

CRITERIA AND GUIDANCE

Eligibility: (Please see information appendix A Q2, you can only choose one intended beneficiary group).

- 25- to 67-year-olds (pensionable age) who are experiencing barriers to employment
- Young person aged 24 and under
- Priority Families with children in relative poverty

Please note the eligibility reflects the [guidance from Scottish Government](#) and is unique to this funding stream. **In addition, programmes must be deliverable within timeframe April 2024 to March 25.**

We may be able to fund a small number of projects for more than 12 months for those who need more intensive work.

You will be required to provide quarterly update reports for submission to Scottish Government and to also attend monthly LEP and Partners meetings for the duration of funding.

Fair Work First Commitments:

In carrying out the Project the Grantee will be expected to give regard to and promote the Fair Work Framework. The Grantee is asked to commit to the following Fair Work First Criteria in a way that is relevant and proportionate for the organisation and promote this with employers with whom you engage in the course of delivering the project:

- Support and promote appropriate channels for effective voice, such as trade union recognition for ERI participants.
- Encourage employers to invest in workforce development.
- Encourage employers not to have inappropriate use of zero hours contracts.
- Support and encourage employers to take action to tackle the gender pay gap and create a more diverse and inclusive workplace: and

- Promote the payment of the real living wage.

The closing date for applications is 23:59 on the 1st March 2024. Late applications will not be considered.

Decision making

Grant applications will be assessed at the Grant scoring panel meeting against the extent to which the project or programme of work will:

1. Meet the objectives and milestones of the funding stream.
2. Reflects the needs highlighted in the plan. [NOLB Plan](#)
3. Address unmet need.
4. Reduce inequalities, help people most in need to progress on their employability journey.
(There is an expectation we will need to ensure we have support for those who would have previously accessed Fair Start Scotland).
5. Tackle Child Poverty.
6. Make a difference to the people you are working with.
7. Complement or add to existing services and resources.
8. Provide evidence of partnership working
9. Be delivered by organisations with the skills and experience to deliver effectively.
10. Include clear costing and timescales that demonstrate value for money.
11. Provide robust knowledge of the tracking and monitoring systems you will put in place to ensure effective reporting and tracking.

All questions will be scored individually on the information given in the relevant allocated box. Priorities will be given to geographical areas of need and partnership working.

Applicants will be informed of their application outcome by 5th April 2024.

Successful applicants will have to sign a grant funding agreement and a Service Level Agreement (SLA) with Midlothian Council. Throughout the funding period you will be required to attend regular scrutiny, performance, and monitoring meetings with Grant Link officers. You will also be required to evaluate your project to determine whether the proposed outcomes have been met.

Financial Arrangements

If awarded grant funding, Midlothian Council in accordance with the award will make payment in 6 instalments on a bi-monthly basis. Please be aware that the second and subsequent payments are subject to satisfactory performance in regard to participant numbers, outputs and outcomes and you will be allocated a Council link officer who will meet with you regularly to discuss successes, issues, and challenges.

Local Employability Partnership
Employability funding for Midlothian



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Further Support

If you need any additional support or further information, please contact:

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Sharon Armstrong (Communities, Lifelong Learning and Employability Senior Worker)

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Annex A – Participant Eligibility Criteria:

Midlothian Residents who have the right to live and work in the UK and meet one or more of the eligibility criteria below:

Parents

- Lone Parents
- Disabled Parents
- Parents with 3+ children
- Parents from an Ethnic Minority
- Parents with youngest child under 12 months
- Parents under 25
- Parents with children in receipt of Early Years and funded childcare places

16-24

- 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

25+

- People with disabilities
- Low-income households, single occupancy households
- 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 25+ and 55+ 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.