



Report To:	Inverclyde Alliance Board	Date:	1 October 2018
Report By:	Lynn Campbell Department of Work and Pensions, Chair of IREP	Report No:	
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Subject:	Inverclyde Regeneration and Employability Partnership Update		

1.0 PURPOSE

- 1.1 The purpose of this report is to update the Alliance Board on progress being made to review and develop the Inverclyde Regeneration and Employability Partnership (IREP).

2.0 SUMMARY

- 2.1 A development workshop was held on 6 June 2018 to review the work of the IREP and to identify the way forward for the partnership. The workshop was based around the self-evaluation questions of:
- Where are we now?
 - Where do we want to be?
 - How will we get there?
 - How will we know we are getting there?
- 2.2 An in depth and wide ranging discussion was had, looking at who the target client group are, what we know about them, and how the employability pipeline needs to be developed to meet the needs of that client group. Linkages were also made into work taking place around child poverty. There are essentially two employability pipelines: one is the Skills Development Scotland Employability funded provision targeting young people; the other is local council contracted provision, both predicated on need and both with complex eligibility criteria which can, in itself, act as a barrier. This is something the group wish to explore further.
- 2.3 The workshop explored what opportunities and barriers there are for unemployed, or underemployed, people in Inverclyde. It also agreed that more data was required on subsets of the unemployed people locally, in order to better understand level of need and develop better targeted services and offers.
- 2.4 A brief summary of the main issues raised is set out at paragraph 4.
- 2.5 The next step for the partnership is to set up two subgroups to look at data and community benefits.

3.0 RECOMMENDATIONS

It is recommended that the Alliance Board:

- a. Notes the progress made on reviewing the work of the Inverclyde Regeneration and Employability Partnership

Lynne Campbell
Department of Work and Pensions, Chair of IREP

4.0 BACKGROUND

4.1 A development workshop was held on 6 June 2018 to bring together members of the Inverclyde Regeneration and Employability Partnership to discuss the future of the partnership, and how employability services in Inverclyde could be developed to focus on those most deprived citizens & communities.

4.2 Where are we now?

The group was presented with information on who our unemployed people are, and other information to give headlines on levels of in work poverty, jobs available in the area and in the city region etc. Partners were asked in advance for information on their key programmes and these were presented.

- % of people in employment for Inverclyde January to December 2017 was 72.7% compared to the Scottish figure of 74.3%
- % of unemployment rate (model based) for January to December 2017 was 5.8% compared to the Scottish rate of 4.1%
- % workless households in Inverclyde January to December 2016 was 25.1% (6,600) compared to the Scottish rate of 18.3%

The statistical information was taken from NOMIS April 2018, however, more recent updated information shows the following improvement:

- % of workless households in Inverclyde January to December 2017 was 22% (5,600)

The slides from the day are attached at Appendix One.

A discussion was held about what partners are doing, were there any obvious gaps and what were the pressing concerns for each agency.

4.3 Where do we want to be?

The partnership identified that there are approximately 6,600 workless households in Inverclyde, recognising that agencies know who these people are. The target subgroups of the 6,600 households were discussed, including those listed in the Scottish Government's Child Poverty Plan:

- Care leavers
- Lone Parents
- Ex-offenders
- Mothers under 25
- Families with someone who is disabled (adult or child)
- Families with 3 or more children
- Minority Ethnic families
- Families with a child under 1 year
- SIMD most deprived
- People with long term health conditions, including mental health
- Long term unemployed
- People with learning difficulties.

Possible Outcomes discussed were:

- Our most vulnerable people and those further from the labour market are in work or volunteering, or training etc
- We have a targeted, person centred/whole systems approach to supporting people in to work or training etc.

4.4 How will we get there?

Opportunities the group identified included:

Better partnership working/making better links: We have 'joined up working' but we need more –

individuals need a clear pathway. It is important that anyone requiring support can access all opportunities and are able to access services easily at their point of need. The partnership would like to develop opportunities, beyond stages 1, 2 and 3, including Further Education and short term work. Maximising connections people have with the area can help support the repopulation priority, so that people still live in Inverclyde, but may work elsewhere. The Inverclyde offer can be developed particularly for school leavers and care experienced young people, developing opportunities for them to move into. Social prescribing could also be another area of opportunity. Links to attainment challenge – Including linking with families. Holistic family approaches could help change the workless profile of Inverclyde.

Developing local businesses and jobs: There is a need to support more growing, thriving businesses, new business and providing incubation for Small to Medium Enterprises (there is a current funding bid for this). Build/Construction – open up opportunities more broadly across partners, links to develop skills. Developing community benefits that properly benefit communities, targeting to SIMD worst 20%, being clear we mean jobs. Job creating – how can we enable this? Developing business space, understanding the demand. Developing entrepreneurship, changing mindsets re entrepreneurship locally. Town centre regeneration and City Deal could provide local jobs.

Communication: Communication internally – partners engage more frequently e.g. using social media, communication externally – to those looking for opportunities. Case studies, ambassadors and stories from people regarding their experiences could help to encourage people to get involved in programmes and potentially attract businesses to the area.

Transport: Sustainable transport, cycling opportunities

Job specific training: Could computer coding training be offered in SIMD areas?

Volunteering: Volunteering is another avenue which requires to be further explored.

The working group agreed that we all need to trust our partners to deliver the services, and help to support a change of culture, both in communities and across partner organisations.

4.5 Barriers identified by attendees at the workshop included:

- Childcare and affordability of childcare
- Lack of aspiration regarding jobs and moving within Inverclyde (family pressure/household budgets/benefits determined choice)
- Territorialism
- Having the land, but not necessarily the built space for attracting businesses
- Office/business space can be inaccessible by public transport, or by shift workers without their own car (example of Amazon)
- Increase in longer term health problems.

However the group did agree that sometimes the barriers people think they have are not as bad as they think, once they understand and are able to explore the options and opportunities available. The partners need to help people find solutions to what they can perceive as barriers.

4.6 The group was clear that the partnership needs to engage with the 6,600 workless households as a priority to ascertain what their aspirations are, what support they require and what the barriers are to employment for them. The partners felt strongly that focusing on those most in need was key to developing services that benefit all citizens and every community. Further information is required on entry level jobs and what the offers are for people, as well as what the progression routes are. The group suggested that the data on supply and demand could feed locality plans and inform the work on 'In work poverty' and issues around low skills and low paid work. There was also a discussion about capturing information on young people who have left Inverclyde to go to university and identifying if they come back.

4.7 **Next Steps**

Through the discussion at the workshop it was clear that more data was required to identify who the unemployed people are who are not using employability services. A data group will be set up to pull together all the relevant available data from partners and will carry out an initial analysis. This group will also inform how the partnership will measure 'how it is getting there'. The data group will also be responsible for identifying whether it is possible to usefully map the 6,600 workless households.

A group will also be established to further develop community benefits, through contracts secured by partner organisations, particularly construction projects.

It was also suggested to set up a user group, asking third sector organisations to identify and approach users who might want to be involved. This would inform practice and help the partnership to develop its 'offers'. There need to be different offers for different people, as a one size fits all approach will not be appropriate. Once the partnership is very clear on who it needs to support, what their needs and aspirations are, it can tailor its offer to meet needs.

Another strand of work would be to map all the money currently funding employability services.

5.0 **PROPOSALS**

- 5.1 It is proposed that the Inverclyde Regeneration and Employability Partnership establish a data subgroup to explore population segmentation, identify the needs of the workless population, and inform the development of appropriate support. Another group will also be set up to explore Community Benefits and getting the best out of these for local people.

6.0 **IMPLICATIONS**


- 6.1 Legal: none
Finance: none
Human Resources: none
Equality and Diversity: by focussing on population segmentation and identifying the needs of specific groups of people who are unemployed, the partnership will be better able to provide support for those with protected characteristics.
Repopulation: none
Inequalities: tying the work of the IREP into work around Child Poverty, and focussing on getting people into work, will help to tackle poverty and inequality. Providing tailored support to different segments of the population will help to address inequality.

7.0 **CONSULTATIONS**

- 7.1 n/a

8.0 **LIST OF BACKGROUND PAPERS**

- 8.1 n/a



Inverclyde Regeneration and Employability Partnership Development Workshop

6 June 2018

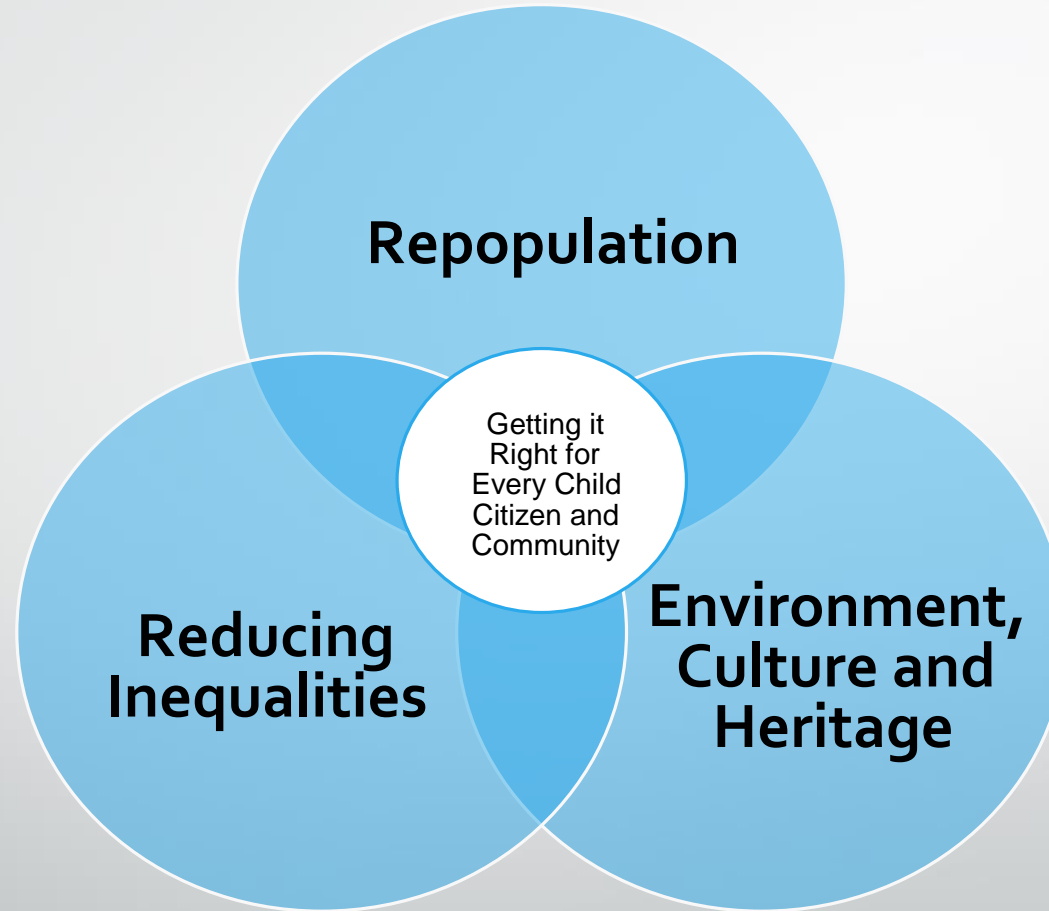
Outline

- Where are we now?
- Where do we want to be?
- How will we get there?
- How will we know we are getting there?



Wellbeing Outcomes

LOIP Priorities



Where are we now?

- Population estimate 2017 = 78,760
- Population projection to 2026 based = 76,172 (3.8% decrease)
- 16% of the population is aged under 16 years (Scotland, 17%)
- 63% of the population is aged 16-64 years (Scotland, 64%)
- 21% of the population is aged 65 years and over (Scotland, 19%)

Where are we now?

- % people in employment for Inverclyde Jan 2017 to Dec 2017 was 72.7% compared to the Scottish figure of 74.3%.
- The unemployment rate (model based) was 5.8% compared with the Scottish rate of 4.1%.
- Number/% of workless households Inverclyde = 6,600/25.1%
- % of workless households Scotland = 18.3%

Numbers and % are for those aged 16 and over. % is proportion of economically active. Source NOMIS

Where are we now?

2,825 claimant count

5850 ESA &
Incapacity

535 16-24 yr. olds

6,600
Workless

610 Lone parents

1600 25- 49 yr. olds

Households

1170 Carers

690 50+

**Areas of Multiple
Deprivation**

560 Disabled

(Source NOMIS April 2018)

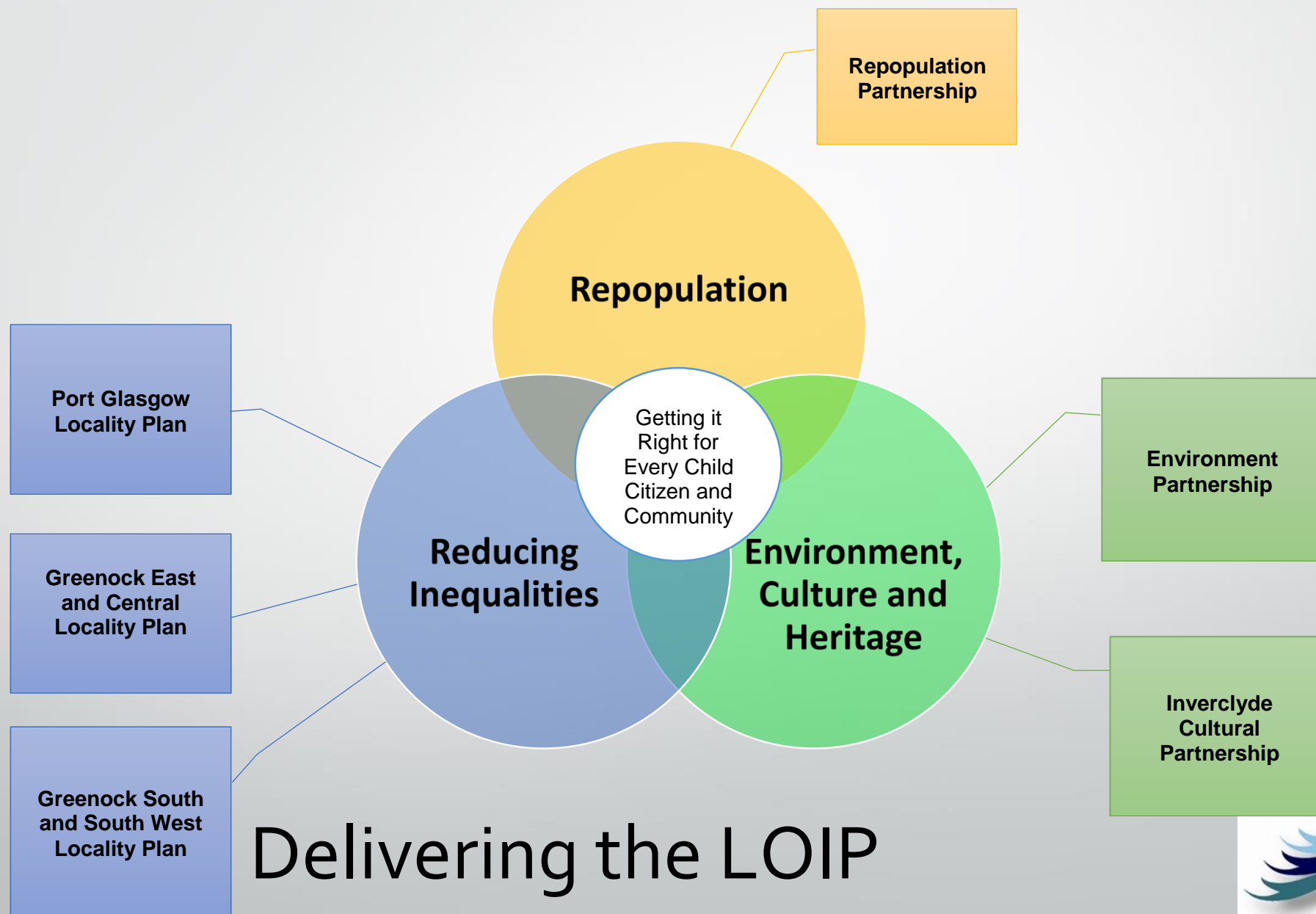
Where are we now?

- Total employment forecast to fall by 400 people over next three years • By 2027 number of jobs is expected to be lower than today
- Rising total employment:
- Administrative and support services
- Information and communications
- Professional, scientific and technical services

These will help to offset job losses from Manufacturing and the Public services sectors.

Where are we now?

- Managers/proprietors in agriculture/services are forecast to see the most significant growth
- Replacement demand will result in 13,900 openings
- Net change in employment and replacement demand will result in 13,600 openings for people in Inverclyde by 2027



Delivering the LOIP

Where are we now? -Employability Provision

- SDS All Age Service- Priority 16-19 with a focus on need (*extending to 24 for care experienced*) Those facing redundancy (*including redundant apprentices*)
- DWP All Age service
- HSCP All Age service
- CLD All Age Service- 3yr Plan under construction
- **FSS** Scot Gov. devolved service **702** attachments over **3yrs** case management & specialist partners approach. 12 months pre-work + 12 months in-work support. Target groups ESA WRAG, Disabled people, health related barriers to employment, 2yrs plus unemployed, People with Convictions, Care Experienced Young People, Lone Parents, Refugees, Ethnic Minorities, SIMD 15%. Currently not compatible with ESF contracted provision.

IC Inverclyde Works /Trust

12 months contracted provision supporting 1050 people across the End to End Employability pipeline Stages 1-5 commenced 1st April 2018 – various targets opposite

Working Matters/City Deal-Trust DWP

contracted provision for ESA client group finishes July 2018 Stats to end of May 222 attached; 30 job outcomes

	ESF	NON ESF
1) Total number of registered clients who are unemployed/unwaged or employed/self-employed.	450	600
a) Clients aged 16 – 19 years	200	50
b) Clients aged 20 -29 years	80	170
c) Clients aged 30+	170	380
1) Total number of clients on Future Jobs Programme (Clients aged 16 – 29 years)	(TBC)	
1) Total number of clients on Jobs Now Programme (Clients aged 30+)	(TBC)	
1) Number of clients achieving a partial or full qualification	280	360
1) Number of clients who progress to employment on leaving the contracted activity.	160	240
a) Retain employment for 13 weeks	115	190
b) Retain employment for 26 weeks	85	125
1) Number of clients who enter further/higher education or training on leaving contracted activity.	45	60
1) Total number of clients employed by employers via Employer Wage Subsidy Programme.	20	
2) Of the total number of clients employed via Employer Wage Subsidy Programme, the number who are employed as a Modern Apprentice.		
1) Number of clients from specific interventions for Carers/Care Leavers/disabilities.	30	

IC/STEPWELL

12 months contracted provision supporting 60 people with a health barrier to employment, 12 months + unemployed providing programmed training activity & supported employment placements within Stepwell and other external organisations commenced 1st April 2018 – targets opposite

2018/2019 Performance		TOTAL
Hard Outcomes		
1	Total number of clients supported	60
2	Total number of clients referred from the end-to-end employability service	20
3	No of clients referred to other providers for support	40
4	No of supported employment placements/job placement opportunities directly provided	18
5	No of clients progressing into supported employment/job placement opportunities with other organisations	8
6	No of clients achieving a partial/full vocational qualification.	20
7	No of clients achieving a pre-vocational qualification.	40
8	No of clients progressing into sustained employment on leaving the contracted activity.	14
8a	No of clients progressing to employment on leaving the contracted activity, the number remaining in employment at 13 weeks.	10
8b	No of clients progressing to employment on leaving the contracted activity, the number remaining in employment at 26 weeks.	10
9	No of clients progressing to further/higher education or other training on leaving the contracted activity	10
Soft Outcomes		
10	No of clients able to demonstrate, and record, greater confidence and improved motivation to progress into work	40
11	No of clients able to demonstrate, and record, an improvement in their social skills	40
12	No of clients able to demonstrate, and record, an improvement in their team working skills	40
13	Number of clients recording satisfaction with service provision	50

Where are we now?

West College Scotland Greenock Campus

West College Scotland - Greenock Campus

Academic Year 16/17

Total Students 3763

Male 1824 48%

Female 1939 52%

Age Breakdown

<16 228 6%

16-19 1552 41%

20-24 703 19%

24+ 1330 35%

Further Study Destinations

WCS 790 81%

UWS 56 6%

Other 127 13%

College Leaver Destinations (Full Time Leavers Only)

Total 1448

Further Study 973 67%

Work 136 9%

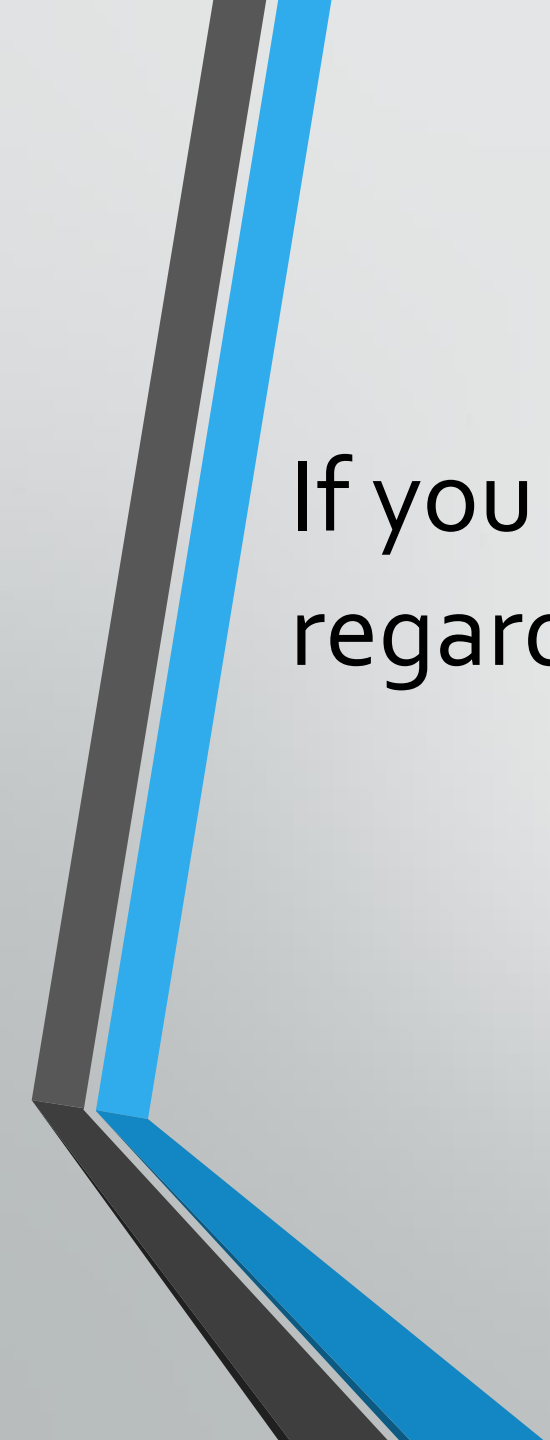
Other 15 1%

Negative 37 3%

Unconfirmed 287 20%

Where are we now?-Employer Support

- **RI**- Inward Investment- *'creating & safeguarding more jobs'*
Commercial Property Portfolio & Refurbishment -Community Benefit
- **IC**- Small Business Grants/Business Gateway/Property Management/Procurement /Community Benefit Recruitment Incentives/ Training & Development
- **DWP**-Vacancy handling & Recruitment Service



If you could change one thing in Inverclyde regarding employability, what would it be?

Where do we want to be?

By **2022** where do we want Inverclyde to be in regard to employability and employment?

By **2028** where do we want Inverclyde to be in regard to employability and employment?

- Some suggestions:

- Share information across Partners – referral pathways understood and being used.
- Working together with partners to offer the multiple interventions required
- Our most vulnerable people feeling they are being offered appropriate opportunities.
- Our unemployed residents feeling the opportunities on offer are of value to them
- Improved attendance on all of the opportunities on offer.
- Better job opportunities for local people.
- Information on potential opportunities to allow us to develop appropriate skills training