

**No One Left Behind Operating Plan 2022- 2025**

**SOUTH AYRSHIRE  
LOCAL EMPLOYABILITY PARTNERSHIP  
DELIVERY PLAN  
2022-2025**

## **No One Left Behind Operating Plan 2022- 2025**

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# No One Left Behind Operating Plan 2022- 2025

## Section 1: Introduction

### 1.1 BACKGROUND

South Ayrshire's Local Employability Partnership (LEP) is a well-established partnership and has clear links to local strategic plans, including Community Learning and Development Plan, Strategic Economic Plan and Child Poverty Action Plan.

The LEP is a subgroup of the Employability & Lifelong Learning Partnership (ELLP), which is embedded in South Ayrshire's Community Planning Partnership (CPP). The ELLP provides an opportunity for other partners to be included in discussions at a local level relating to employability, lifelong learning, and volunteering. The ELLP reports directly to the CPP Financial Inclusion Strategic Delivery Partnership.

The purpose of the LEP is to enable collective leadership and a shared commitment across partners to provide a more aligned approach to national and local employability support. The partnership will work with stakeholders and service users to commission employability support on an informed, evidence-based approach, flexing these to meet service users' needs and emerging labour market demands. The partnership shapes a more coherent employability offer locally, inline with our Local Outcome Improvement Plan (LOIP) and is aligned to the National Performance Framework.

### 1.2 MEMBERSHIP

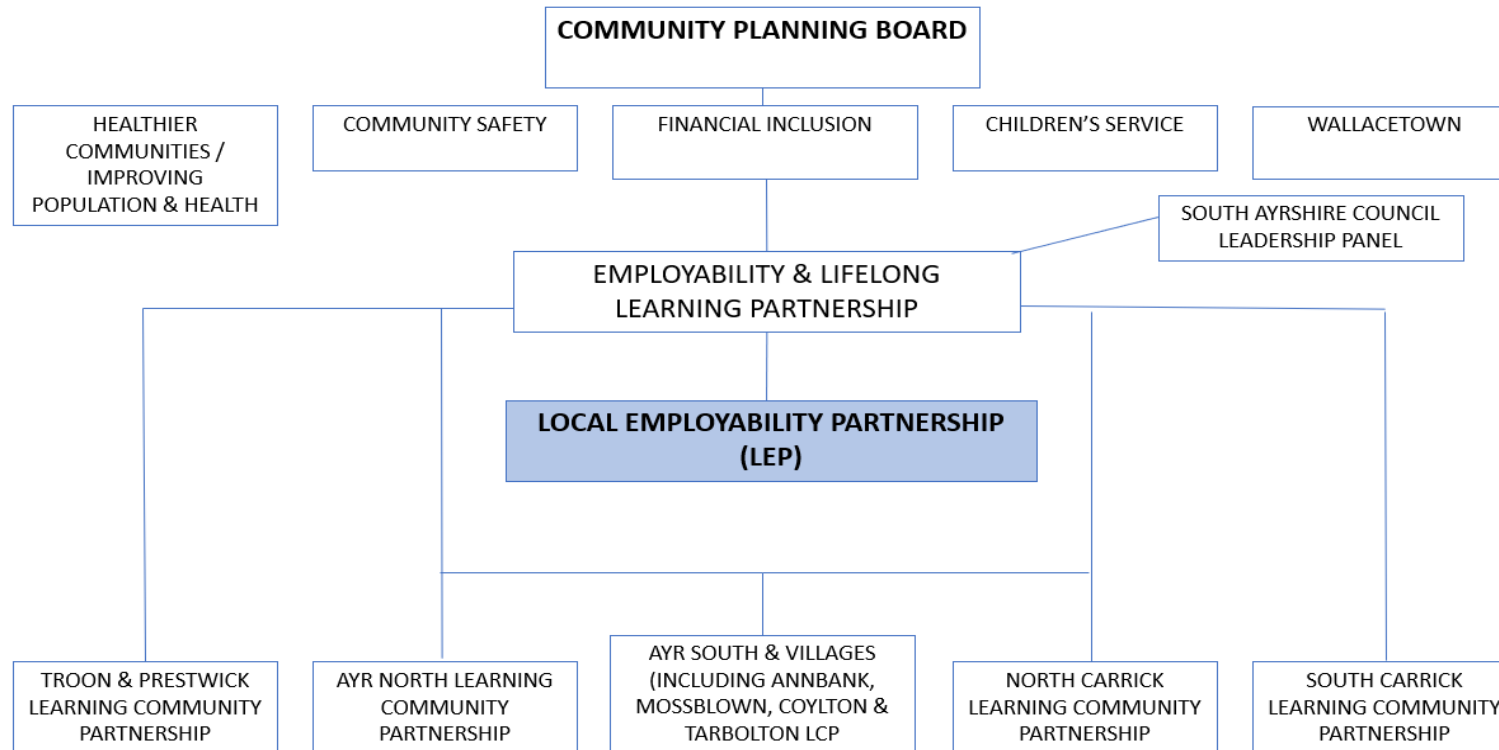
The LEP is made up of representative from South Ayrshire Council, Skills Development Scotland (SDS), Ayrshire College, Department for Work and Pensions (DWP), Ayrshire Chamber of Commerce & Developing Scotland's Young Workforce (DYW) and Voluntary Action South Ayrshire (VASA), as the 3<sup>rd</sup> sector interface. The LEP lead the planning, decision-making and implementation of employability provision across South Ayrshire to ensure individual needs and labour market demands are met.



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## 1.3 GOVERNANCE

The ELLP reports directly to the CPP Financial Inclusion Strategic Delivery Partnership. The LEP is a subgroup of the ELLP and the purpose of the LEP is to oversee the strategic development and governance of employability provision across South Ayrshire. The LEP will support key strategic policies and action plans both locally and nationally, including [Community Learning and Development \(CLD\) Plan](#), Child Poverty Action Plan, South Ayrshire Strategic Economic Plan (Vision 2030) and South Ayrshire [Volunteering Strategy 2021](#)



## 1.4 REPORTING ARRANGEMENTS

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The LEP will provide detailed reports to the Financial Inclusion Strategic Delivery Partnership through the ELLP. Employability data reports into a range of local strategies, where progress and performance are scrutinised, this includes South Ayrshire Corporate Parenting Plan, Children's Service Plan (2020-2023) and CLD Plan (2021-2024).

Internally South Ayrshire Council report employability performance via Pentana, this information is reviewed by Senior Management and Elected Members.

Employability data is also be published as part of the LOIPs annual reporting.

### 1.5 STRENGTHENING THE LOCAL EMPLOYABILITY PARTNERSHIP

The LEP carried out a self-assessment in April 2021. This self-assessment highlighted areas for improvement, these include:

#### Theme 1 – Leadership and Relationships

- CPP Board to be more engaged in the leadership of the LEP and scrutinise performance.

#### Theme 2 – Governance and Resources

- Opportunities for the private sector to be engage with LEP partners
- The LEP to have a vision and strategic direction, which all partners are committed to
- The LEP to have effective mechanism in place for managing collective risks, which is regularly reviewed

#### Theme 3 – Use of Evidence

- The LEP to develop and agree a common understanding of local users needs and opportunities
- The LEP to identify key priorities through the use of data analysis research, evaluations and user engagement

#### Theme 4 – Community Engagement and Participation

- The LEP to commit to effect engagement and communication from individuals and communities that will influence and enhance employability provision across South Ayrshire

#### Theme 5 – Focus on Outcomes

- The LEP to ensure a clear a focus on outcomes is established, to ensure individual partners understand the desired employability outcomes and their responsibility

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## Theme 6 – Use of Resources

- The LEP to establish a robust commissioning and procurement process that enables co-design, co-production, co-delivery, and co-commissioning of services that meets the needs of users.

## Theme 7 – Accountability

- The LEPs accountability arrangements to be clear, understood and implemented by all partners. LEP members to communicate regularly and effectively

## Theme 8 – Performance Management and Reporting

- The LEP has effective arrangements in place to evaluate its own performance while ensuring the linkages between local and national policies

## Theme 9 – Impact

- Ensure the LEP takes opportunities to co-align and integrate provision across public, 3<sup>rd</sup> and private sector, including opportunities through the Ayrshire Growth Deal

Following this self-evaluation an Action Plan was developed and agreed by the LEP in October 2021.

## **Section 2: Vision, Mission, Aims, Objectives, Impacts**

### **2.1 VISION**

Reducing inequality and closing the gap is core to the LEPs vision, while ensuring we create a fair, inclusive, suitable economy through employability and volunteering by creating opportunities across South Ayrshire.

As per the *Framework for Local Employability Partnership* the LEP will build on the strengths of the existing national and local services, better align funding, and improve the integration of employability services or other supports to ensure that services are designed and delivered around the needs and aspirations of those accessing our services at a local level.

### **2.2 AIMS & OBJECTIVES**

- Monitor and evaluate progress and performance detailed within the agreed LEP Action Plan
- Contribute to South Ayrshire CPP priorities and directly report to the Financial Inclusion Strategic Delivery Partnership
- Align policy and practice to improve employability and volunteering outcomes across South Ayrshire

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- Drive forward the shared ambitions and actions of No One Left Behind and the response to COVID-19 pandemic, ensuring employability support is available across South Ayrshire
- Coordinate information sharing, action planning and reporting between strategic partners
- Align funding, and where appropriate, co-produce and co-commission provision to meet identified needs or to enhance or complement existing provision



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## 2.3 DEVELOPING THE PLAN

The LEP were responsible for developing the plan and will continue to work collaboratively with stakeholders, service users and practitioners to implement actions and priorities agreed within the plan for 2022/23 – 2024/45. The undernoted diagram shows the key areas the LEP focused on while developing the plan.

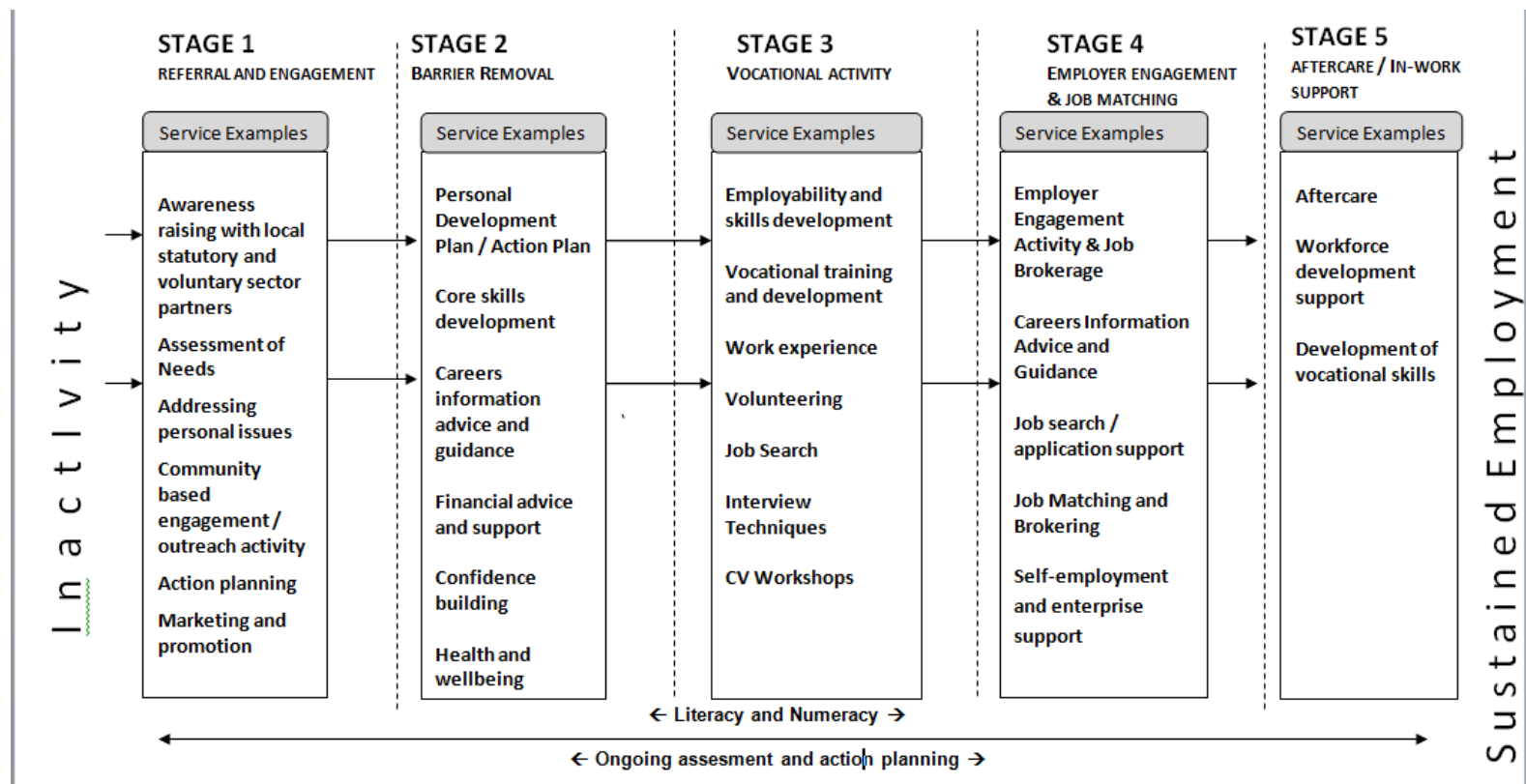


## DELIVERING THE PLAN



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The LEP in South Ayrshire aligns employability provision to the national employability pipeline, which sets out key engagement and delivery points for each stage.



Since 2016 South Ayrshire Council has delivered an all age, all stage, employability pipeline service utilising both core and external funding. This service has ensured employability provision is aligned to local and national priorities and available across South Ayrshire. This infrastructure is well established and has had a positive impact on young people, adults and families, which evident in our employability data trends.

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In addition to South Ayrshire Council's provision there is a range of employability initiatives in the area. The LEP will ensure No One Left Behind funding will be commissioned based on local needs and labour market trends.

We measure the impact of employability services for the people and areas we aim to support through the [Employability Shared Measurement Framework published | Employability in Scotland](#)

### 2.4 APPROACH TO DELIVERY

The LEP will ensure transparency and meet the 7 principles of No One Left Behind:

- Dignity and respect, fairness and equality and continuous improvement
- Provides flexible, and person-centred support
- Is straightforward for people to navigate
- Integrated and aligned with other services
- Provides pathways into sustainable and fair work
- Driven by evidence including data and experience of others
- Support more people to move into the right job, at the right time.

To ensure delivery is of the quality standard expected the LEP will recruit a Monitoring and Data Performance Officer, utilising No One Left Behind funding.

### 2.5 DELIVERY INFRASTRUCTURE

The LEP have agreed to use the National Framework Scotland Excel. However, if the LEP agree the need to commission services prior to the National Framework being launched, this will be done via South Ayrshire Council's Procurement Department using Quick Quote.

The LEP will also have an overview of any other commissioning arrangements that are in place, including DWP's Dynamic Purchasing System (DPS), to ensure provision is coordinated at a local level to meet the needs and priorities set out within the plan.

### 2.6 LOCAL ALIGNMENT AND INTEGRATION

The LEP is embedded within South Ayrshire's CPP structure. The LEP makes a substantial contribution in achieving the outcomes identified in the LOIP and in 2021 ELLP was added as one of the CPP priorities. Through the Strategic Delivery Partnerships and local arrangements employability is aligned and contributes to both local and national priorities, this includes South Ayrshire CLD Plan (2021-

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24), [Integrated Joint Board Strategic Plan 2021-2031](#) [SAC Strategic Economic Plan Vision 2030](#) [Our-People-Our-Place-Council-Plan 2018-22](#) [Local Outcome Improvement Plan and Local Place Plan](#) [South Ayrshires Parenting Promise](#)

### Section 3: Economic, Policy and Operational Context

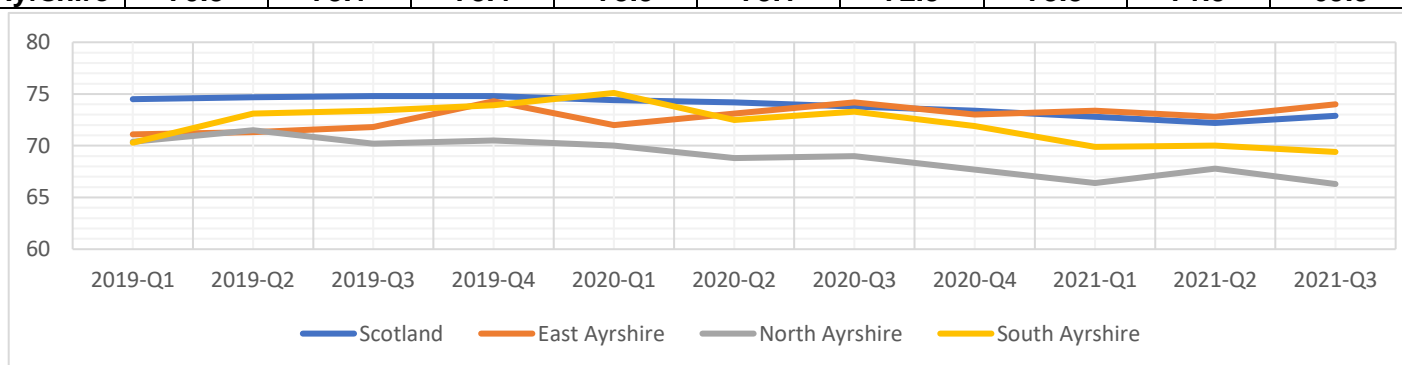
#### 3.1 LOCAL ECONOMIC/LABOUR MARKET PROFILE

As part of the self-evaluation the LEP carried out analysis of local and national data. A service user and Practitioner consultation was also carried out, this information will be used to identify needs and priorities in South Ayrshire.

#### Employment Rate

*Note – Data only available up to 2021 Q3. No data available for the UK average as data has been taken from the Scottish government.*

Employment as a ratio of population											
Area	2019-Q1	2019-Q2	2019-Q3	2019-Q4	2020-Q1	2020-Q2	2020-Q3	2020-Q4	2021-Q1	2021-Q2	2021-Q3
Scotland	74.5	74.7	74.8	74.8	74.4	74.2	73.8	73.4	72.8	72.2	72.9
East Ayrshire	71.1	71.3	71.8	74.3	72	73.1	74.2	73	73.4	72.8	74
North Ayrshire	70.4	71.5	70.2	70.5	70	68.8	69	67.7	66.4	67.8	66.3
<b>South Ayrshire</b>	<b>70.3</b>	<b>73.1</b>	<b>73.4</b>	<b>73.9</b>	<b>75.1</b>	<b>72.5</b>	<b>73.3</b>	<b>71.9</b>	<b>69.9</b>	<b>70</b>	<b>69.4</b>

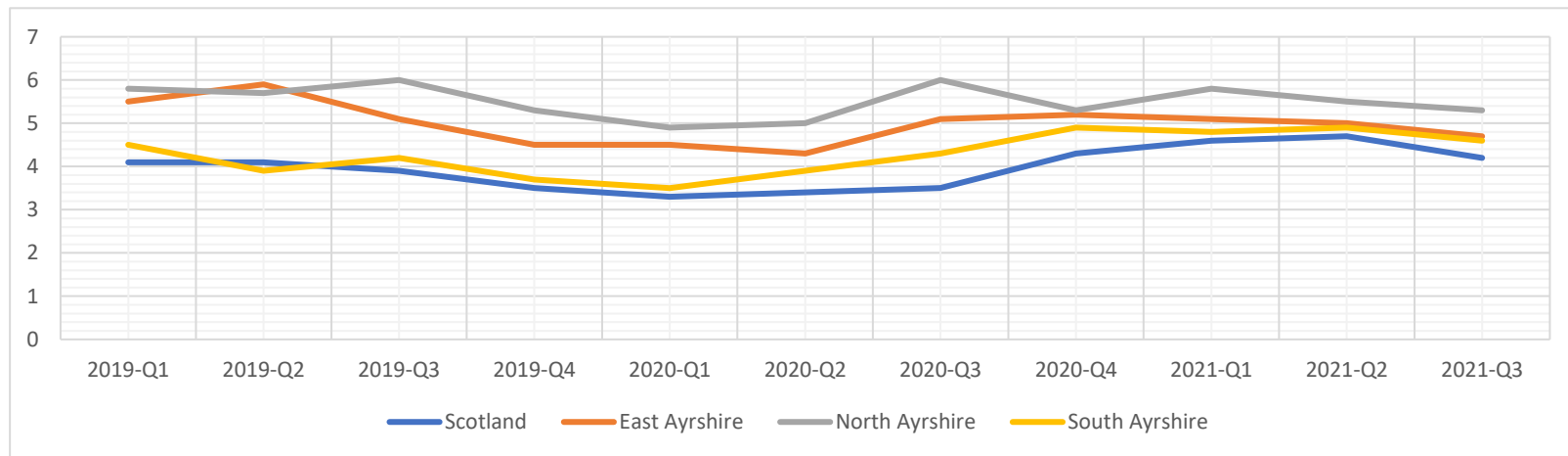


#### Unemployment Rate

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*Note – Data only available up to 2021 Q3. No data available for the UK average as data has been taken from the Scottish government.*

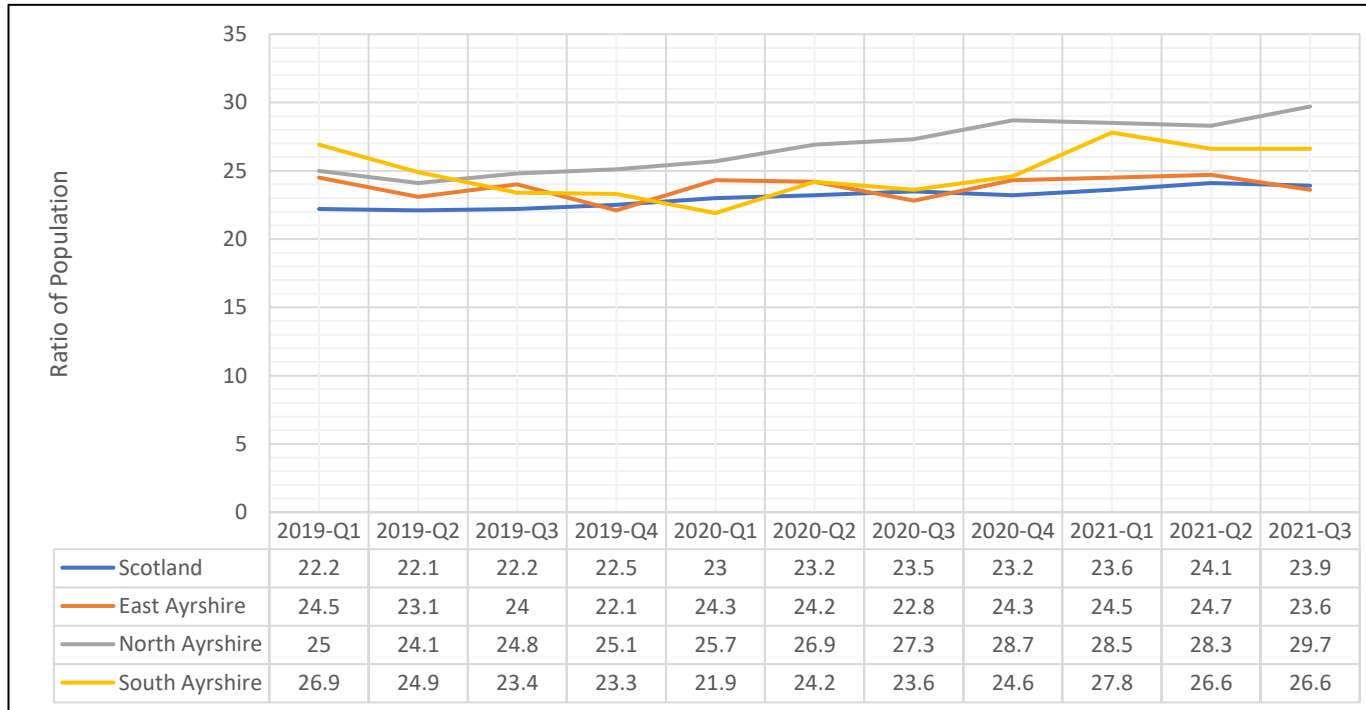
Unemployment as a ratio of population											
Reference Area	2019-Q1	2019-Q2	2019-Q3	2019-Q4	2020-Q1	2020-Q2	2020-Q3	2020-Q4	2021-Q1	2021-Q2	2021-Q3
Scotland	4.1	4.1	3.9	3.5	3.3	3.4	3.5	4.3	4.6	4.7	4.2
East Ayrshire	5.5	5.9	5.1	4.5	4.5	4.3	5.1	5.2	5.1	5	4.7
North Ayrshire	5.8	5.7	6	5.3	4.9	5	6	5.3	5.8	5.5	5.3
<b>South Ayrshire</b>	<b>4.5</b>	<b>3.9</b>	<b>4.2</b>	<b>3.7</b>	<b>3.5</b>	<b>3.9</b>	<b>4.3</b>	<b>4.9</b>	<b>4.8</b>	<b>4.9</b>	<b>4.6</b>



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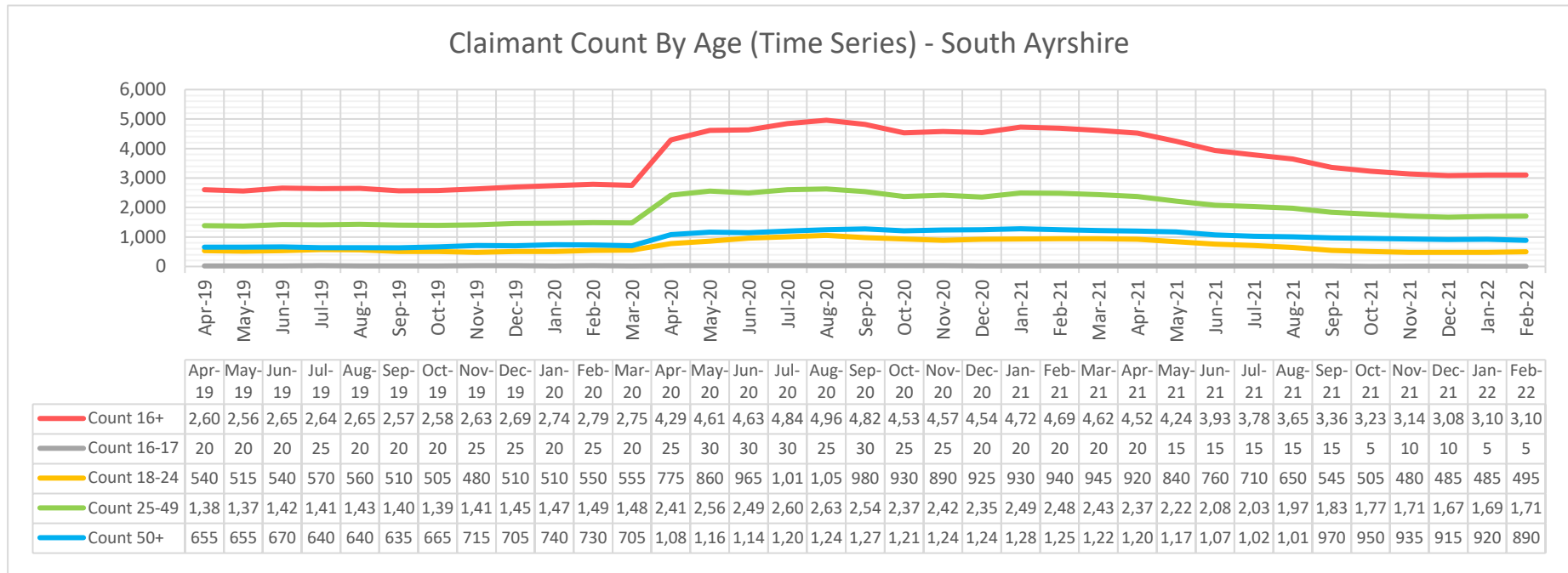
### Inactivity Rate

Note – Data only available up to 2021 Q3.



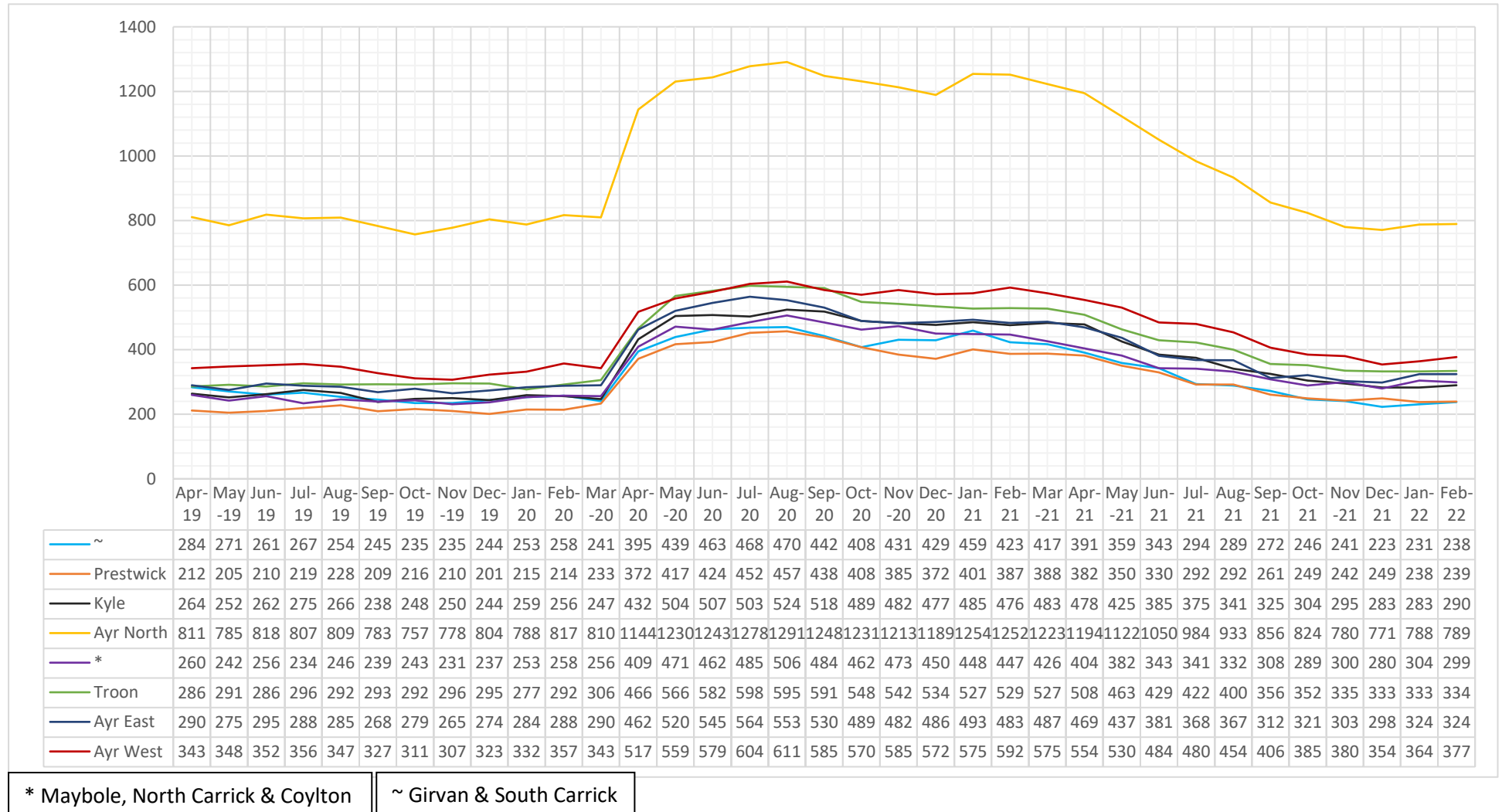
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## Alternative Benefit Claimant Rate by Age



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## Alternative Benefit Claimant Rate by locality

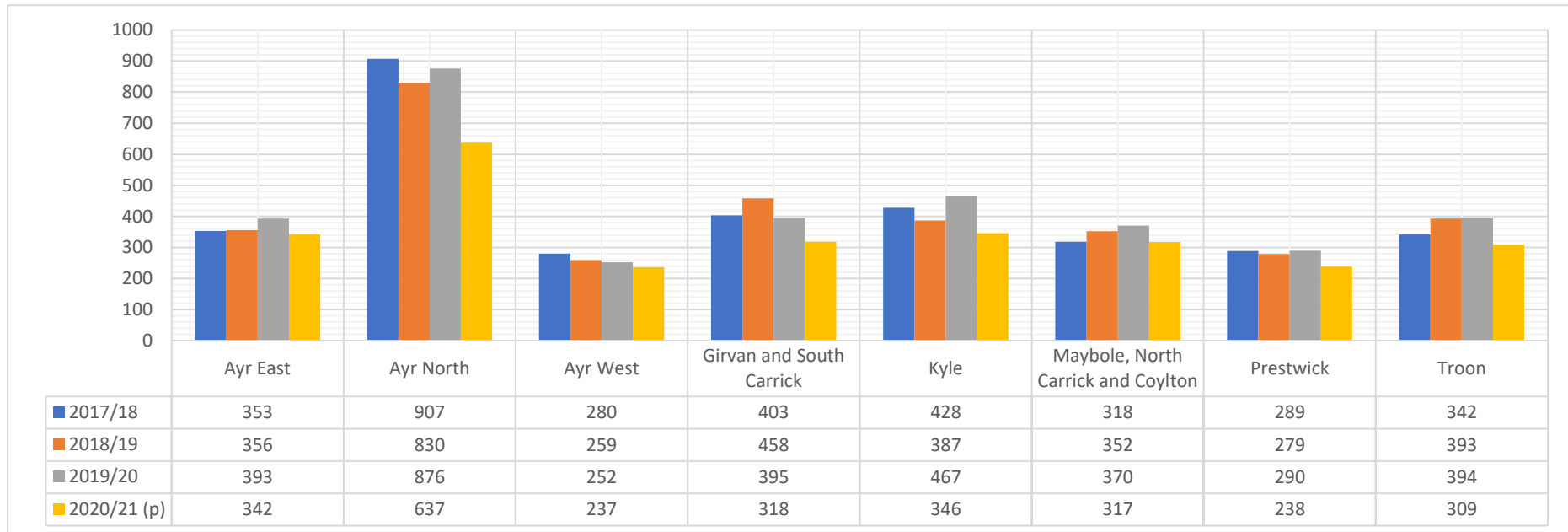


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## Child Poverty

### Children in Low Income Families (Absolute Measure)

Absolute low-income is defined as a family in low income Before Housing Costs (BHC), in the reference year, in comparison with incomes in 2010/11. A family must have claimed Child Benefit and at least one other household benefit (Universal Credit, tax credits, or Housing Benefit) at any point in the year to be classed as low income in these statistics. Gross income measure is Before Housing Costs (BHC) and includes contributions from earnings, state support and pensions.





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### Children in Low Income Families (Relative Measure)

Relative low-income is defined as a family in low income Before Housing Costs (BHC) in the reference year. A family must have claimed Child Benefit and at least one other household benefit (Universal Credit, tax credits, or Housing Benefit) at any point in the year to be classed as low income in these statistics. Gross income measure is Before Housing Costs (BHC) and includes contributions from earnings, state support and pensions.



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## 3.2 PLACE PLAN PRIORITIES

Local Place Plans are currently being developed across South Ayrshire. These local plans will be developed in collaboration with local communities and will help identify local issues and opportunities to make South Ayrshire a Thriving Place [Placemaking in South Ayrshire - South Ayrshire Council \(south-ayrshire.gov.uk\)](#)

No One Left Behind is aligned and linked to the local strategies through CPP and the [Ayrshire Growth Deal](#). The recently published CLD Plan 2021-24 has highlighted employability and volunteering is one of the priorities.

## 3.3 EVIDENCE LED

South Ayrshire Council's Data Analysis has analysed and presented finding on local and national data to the LEP, this has identified gaps and areas of need and will contribute to decision making. The LEP recognises there will be ever changing data landscape and will continue to monitor local employability data and the refreshed LOIP scheduled for 2023.

## Section 4: Service Delivery (Supported by Annex 1 and 2)

### 4.1 SUPPLY & DEMAND MAPPING

The Regional Skills Assessment (RSA) was published in March 2022 <https://www.skillsdevelopmentscotland.co.uk/media/49100/rsa-regional-report-ayrshire.pdf>. The RSA is currently being analysed by the LEP partners to agree most appropriate interventions.

### 4.2 SERVICE DELIVERY PRIORITIES

The LEP will develop an action plan to complement the deliver plan and local place plans as referenced at point 3.2

### 4.3 SERVICED DELIVERY REQUIREMENT AND APPROACH

The LEP will use local and national data to identify priorities and priorities identified through the [Shared Prosperity Fund](#), some of these include but are not limited to people aged over 50, people with a disability and health condition, women, people from an ethnic minority, young people not in education, employment or training and people with multiple complex needs (homeless, care leavers, ex/offenders, people with substance abuse problems and victims of domestic violence).

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## Section 5: Resource Requirements

### 5.1 PEOPLE AND ORGANISATIONS

The priority groups will also be aligned to the local strategic plans, this includes Improving Outcomes for Young People who are Care Experienced, Closing the Gap, Grow Well, Age Well, Live Well, Young Carers and Developing Scotland's Young Workforce.

South Ayrshire Council delivers an all age, all stage, employability pipeline service utilising both core and external funding. In addition to South Ayrshire Council's provision there is a range of employability initiatives in the area. The LEP will ensure No One Left Behind funding will be commissioned based on local needs and labour market trends.

### 5.2 COMMISSIONING

The LEP have agreed to use the National Framework Scotland Excel. However, on an interim basis all commissioning will be done via South Ayrshire Council's Procurement Department using Quick Quote.

The LEP will investigate any situation where the performance monitoring appears to show that the provider has failed to perform in accordance with the contract and take appropriate action to remedy this, this may include regular meetings to deal with any issues arising in the routine management of the contract, to discuss changes in the way that the contract is executed, to discuss performance or any other ad-hoc reasons. If the investigation shows the provider has failed to meet the conditions of the contract the LEP will terminate the contract inline with the contracts Terms and Conditions.

### 5.3 MONEY

The LEP will use No One Left Behind funding to ensure services are delivered to key priority areas across South Ayrshire. This will be supplemented by partner funding and potential Shared Prosperity Funding

### 5.4 DELIVERY CAPACITY

Performance management will be monitored through the LEP. Through No One Left Behind South Ayrshire Council will recruit a Senior Officer who will monitor and evaluate performance, reporting all findings to the LEP. In addition, SAC have recently appointment a Compliance Officer to support the role out of No One Left Behind Phase 2.

### 5.5 ALIGNMENT AND INTEGRATION

As per 2.6

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## Section 6: Performance Management and Reporting

### 6.1 APPROACH

Performance management will be monitored through the LEP. Through No One Left Behind South Ayrshire Council will recruit a Senior Officer who will monitor and evaluate performance, reporting all findings to the LEP

### 6.2 PERFORMANCE INDICATORS

As part of the action plan performance indicators will be established. The LEP will have a focus on specific data sets to monitor improvement and set realistic targets.

### 6.3 CONTINUOUS IMPROVEMENT

The LEP will use the CI toolkit to help develop robust approaches. Further information will be provided as things progress.

### 6.4 EVALUATION

The LEP will engage with all stakeholders, including service users. We carried out an initial survey with service users and practitioners and have reviewed findings which will form part of our decision making and action planning. A full evaluation plan will be agreed with LEP partners.

### 6.5 REVIEW

The anticipated process to review will be a 6month progress report followed by an annual report

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## ANNEX1

### Service Design and Delivery

No One Left Behind, places people at the centre of service delivery, promotes a strengthened partnership between spheres of government, the third and private sector to make informed, evidence based decisions on required support, flexing these to meet emerging labour market demands

The move to local governance of services will foster social renewal and place-based approaches that prioritise the needs of people and communities rather than policies and organisations.

No One Left Behind services will be targeted at people with protected characteristics as defined by the Equality Act (Scotland) 2010 and those with certain life experiences who are significantly more likely to struggle to improve their employability and successfully gain and sustain employment. These characteristics and life experiences often interact with each other (also known as intersectionality) meaning that people are often affected by more than one issue at a time which can have a cumulative impact on person's journey to work. People have to be able to find the service, and be able to access it regardless of their circumstances. Referral routes should be as seamless as possible where they are needed.

It is anticipated that Local Employability Services will be designed and delivered in line with the principles set out in the Scottish Approach to Service Design. Using a [5 Stage Employability Pipeline](#) approach. However, it is recognised that individuals do not follow a linear journey.

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
<b>Engagement, Referral and Assessment</b>	<b>Needs Assessment and Barrier Removal</b>	<b>Vocational Activity</b>	<b>Employer Engagement and Job Matching</b>	<b>In Work Support and Aftercare</b>
This stage is about reaching out and supporting people into regular activity, positive routines connecting them with others	Assessing needs of individuals and agreeing key activities to address any barriers to employment or training	Activities include delivering a range of accredited training, employability core skills, job search etc.	Activities such as work experience or volunteering placements with employers, assisting individuals to secure job vacancies.	Activities includes supporting individuals to maintain and progress within the workplace
<b>End to End Continuous Case Management/Key Worker Support</b>				

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### Example of Interventions

<b>Referral and Engagement Activity</b>	Registration and initial action plan, detailed assessment of support needs and barriers to progression such as qualifications, experience, core skills, housing, drugs & alcohol, confidence, motivation, personal finance, health etc), creation of a detailed action plan.
<b>Case Management</b>	Key worker/Adviser support to manage progression through action plan, follow up meetings, tracking progress, engagement, continuous assessment, making referrals, advocating, reviewing and updating action plan.
<b>Money Management/Debt Advice</b>	<ul style="list-style-type: none"> <li>• Financial health check, benefits advice, managing debt, setting up bank accounts, living on a budget management advice/financial well-being advice and support</li> <li>• Better Off In Work Calculations</li> </ul>
<b>Health and Wellbeing</b>	<ul style="list-style-type: none"> <li>• Health assessments, condition management plans and Social Prescribing</li> <li>• Occupational Therapy, Mental Health Support, substance abuse support, Counselling and other health interventions</li> <li>• Healthy living and diet advice.</li> </ul>
<b>Personal and Social Development</b>	<ul style="list-style-type: none"> <li>• Confidence Building/Motivation</li> <li>• Personal Development, Personal Presentation, Problem solving, Communication /ESOL</li> <li>• Digital Skill Literacy</li> <li>• Work Preparation</li> </ul>
<b>Accredited and Certificated Core / Vocational Skills Training</b>	<ul style="list-style-type: none"> <li>• Employability award units SCQF level 4 or above</li> <li>• Digital Skills</li> <li>• Accredited core skills training</li> <li>• National Progression Awards.</li> <li>• Short courses such as first aid, food hygiene etc</li> <li>• Specific vocational qualifications and/or industry recognised certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Work based activity, job tasters and employment focused volunteering</li> <li>• Allowance or Wage Based</li> <li>• ILM/Supported Employment/IPS</li> </ul>
<b>Job Search</b>	<ul style="list-style-type: none"> <li>• Create and update a CV</li> <li>• Job seeking, applications and Interview preparation</li> <li>• Online applications/interviews</li> </ul>

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<b>Employer Support, Engagement and Job Matching</b>	<ul style="list-style-type: none"> <li>• Recruitment Advice, Job Carving, Job Descriptions</li> <li>• Job Broking, Vacancy Matching, , Interview preparation, Job Coaching etc</li> <li>• Health and Safety/Risk Assessments</li> <li>• Employer Recruitment Incentives - Minimum Standards re ERI National Framework</li> </ul>
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**ANNEX 2**

### Service Delivery Requirements and Approach Template

Target Group	Rationale for Intervention	Delivery Partners	End date	Budget	Source of Investment	Volumes	Delivery Method	Outcome Expected
16-24 year olds not participating in education, training or employment	The Positive Futures programme offers individuals employability support and training through a stage 1-5 employability pipeline service. Individuals are given the opportunity to develop a range of skills including employability, personal development, core skills, and the opportunity to gain a range of accredited qualifications (SCQF3 - 4)	South Ayrshire Council - Thriving Communities	Ongoing		Local Authority/ Scottish Government	197 (as at 31 Dec 21)	Online delivery via Microsoft Teams (laptops provided for individuals digitally excluded) and face to face delivery throughout South Ayrshire (transport costs covered). Key worker allocated to develop action plan. Occupational training provided. Continued in-work support.	Support individuals to progress through the pipeline and develop the necessary skills to progress to a sustained positive destination
16-29 year olds not participating in education, training or employment	Family Firm support, part funded by European Social Fund, provides enhanced support for Care Experienced young people in South Ayrshire. Individuals are offered early intervention support, with relationship building being one of the main priorities at this stage. They are supported through SACs youth provision to gain a wide range of skills to ensure they are ready for employment or further education.	South Ayrshire Council - Thriving Communities	Ongoing		Local Authority/ Scottish Government / ESF	71 (as at 31 Dec 21)	Face to face delivery throughout South Ayrshire (transport costs covered). Officers are based within Children's Houses and Young People Support and Transition (YPST) Social Work team. Online delivery via Microsoft Teams (laptops provided for individuals who are digitally excluded). Ongoing action plan, key worker support, better off benefit calculations and aftercare support.	Support individuals to address barriers they face to employment and encourage progression onto the employability pipeline to develop the necessary skills to progress to a sustained positive destination.

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<p>16 - 24 year olds with criminal convictions who are not participating in education, training or employment.</p>	<p>Youth Justice provides opportunities for young people with criminal convictions. Individuals are identified through Youth Diversion and Criminal Justice. 1:1 intervention is in place to help create opportunities for individuals who face barriers to employment.</p>	<p>South Ayrshire Council - Thriving Communities</p>	<p>Ongoing</p>		<p>Local Authority/ Scottish Government / ESF</p>	<p>8 (as at 31 Dec 2021)</p>	<p>Face to face delivery throughout South Ayrshire (transport costs covered). Officers are based within Young People Support and Transition (YPST) Social Work team where Youth Diversion and Criminal Justice teams are based. Individuals are given the opportunity to complete a work placement and/or engage on the Town Centre programme, which counts towards CPO hours if applicable. Ongoing action plan, key worker support, better off benefit calculations and aftercare support. In addition, employer engagement support to target employers who are supportive of recruiting young people with criminal convictions.</p>	<p>Support individuals to address barriers they face to employment and encourage progression onto the employability pipeline to develop the necessary skills to progress to a sustained positive destination.</p>
<p>16-30 year olds not participating in education, training or employment</p>	<p>The Supported Employment programme is targeted to individuals who have additional support needs. The programme is tailored to meet individual needs. It helps individual gain the confidence and resilience to move into employment or further education</p>	<p>South Ayrshire Council - Thriving Communities</p>	<p>Ongoing</p>		<p>Local Authority/ Scottish Government / ESF</p>	<p>64 (as at 31 Dec 2021)</p>	<p>Individuals accessing our supported employment service benefit from having an allocated Key Worker who will support them to create a bespoke action plan tailored to their individual needs. This could include - group work, occupational experience and in work support to both the individual and the service they are placed. During the COVID19 Pandemic our face-to-face delivery changed to online delivery via Microsoft Teams (laptops provided for individuals digitally excluded). This method of delivery appeared to really benefit some of our learners and engagement has been positive. As restrictions are easing, we have started to include more face-to-face delivery throughout South Ayrshire (transport costs covered).</p>	<p>To support individuals to develop the necessary skills to progress to a sustained positive destination</p>



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All Age not participating in education, training or employment	Town Centre Project	South Ayrshire Council - Thriving Communities	Ongoing		Local Authority/ Scottish Government / ESF		Face to face training. Work within a small squad to complete a range of practical tasks to support the upkeep of the town centre. Develop a range of skills and complete a range of recognised training. Key worker support, ongoing action plan, continued in-work support.	Support individuals to address barriers they face to employment and encourage progression onto the employability pipeline to develop the necessary skills to progress to a sustained positive destination.
Adult Employability (18+)	The Adult Employability programme, part funded by the European Social Fund (ESF), offers employment support for individuals that reside in South Ayrshire and have experienced barriers entering employment. The programme offers a variety of training and support which includes 1-1 support, work placements, access to occupational training opportunities and job brokerage to assist individuals into sustained employment.	South Ayrshire Council - Thriving Communities	Ongoing		Local Authority/ Scottish Government / ESF		Online delivery via Microsoft Teams and face to face with delivery throughout South Ayrshire (transport costs covered). Key worker allocated to develop action plan. Occupational training provided. Continued in-work support.	Support individuals to progress through the pipeline and develop the necessary skills to progress to a sustained positive destination
PACE - Key Worker Support	Key worker support for individuals and businesses facing redundancy situation.	South Ayrshire Council - Thriving Communities	Ongoing		Local Authority/Scottish Government	60	Online delivery via Microsoft Teams and face to face with delivery throughout South Ayrshire (transport costs covered). Key worker allocated to develop action plan. Occupational training provided. Support to link to financial advice through other council services.	To support individuals to gain new employment or consider training for career change.

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Long Term Unemployed - Funded work Placements	In response to the economic impact of the covid-19 pandemic, the Scottish Government has awarded funding to every Local Authority to support provision of paid work placements for those aged over 25 years, over 12 months unemployed and have additional barriers to employment.	South Ayrshire Council - Thriving Communities	Ongoing	£400K	Scottish Government/Local Authority	40 funded work placements to be offered	Funded Work Placement Opportunities For those aged 25+ and unemployed 12 months or more	70% of beneficiaries expected to gain sustained employment.
Family Engagement	Our Family Engagement Programme, part funded by the European Social Fund (ESF), provides parents who are unemployed or underemployed the support to access a range of services aimed at improving a family's financial circumstances. The support includes upskilling, confidence building, money advice/budgeting, IT Skills, and finding employment.	South Ayrshire Council - Thriving Communities	Ongoing		Scottish Government / ESF	70	Online delivery via Microsoft Teams and face to face with delivery throughout South Ayrshire (transport costs covered). Key worker allocated to develop action plan.	To support parents overcome barriers that are preventing them enter and/or progress through the employability pipeline.
Employer Recruitment Incentive (ERI)	The Employer Recruitment Incentive has been designed to offer local employers funding for a South Ayrshire resident who is either unemployed or coming to the end of their 6 months Kickstart job. Employers must offer individuals a permanent contract or a contract of 12 months minimum and they must offer at least the national minimum wage. We allocate an Officer to meet with employees at regular intervals to carry out reviews and also offer	South Ayrshire Council - Thriving Communities	Ongoing		Local Authority / Scottish Government	60 ERI have been processed within 2021, 25% of the employers have offered the Real Living Wage	The ERI brochure is circulated to partners and the ERI is advertised through arrange of methods including social media, websites and links with partners. An Officer will make contact with the employer to discuss the funding and options available. Application forms are processed, where possible, within 10days.	A reduction in the unemployment rates within South Ayrshire Council. An increase in South Ayrshire residents in sustainable employment. Build links with local employers to get them involved in community benefits such as work experience, career talks, pathways into their sector,

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	support or guidance of required.							apprenticeships and jobs.
Working for a Healthy Economy	A recognition that a large number of people more distant from the labour market experience significant mental and physical health problems and are more likely to be dependent upon social services. Moving into the right work opportunities could improve their health, and reduce reliance on other services.	SALUS	Ongoing		Ayrshire Growth Deal		Case Management for anyone who is experiencing health and wellbeing problems, such as: anxiety, depression, stress, physical restrictions e.g., osteoarthritis, sciatica, addictions, low self-esteem, sleep problems or work-related issues	Ensure that South Ayrshire has the requisite workforce to drive economic growth in the future.
16 - 19 Year olds not participating in Education, employment or Training	Development of Career Management Skills (CMS) competencies which help individuals to identify their existing skills, develop career learning goals and take action to enhance their careers	Skills Development Scotland - Careers Service	Ongoing		Scottish Government	345 (6%) of 16 - 19 currently not participating in Education, Employment or Training	Case Management approach with all 16-19 year olds. Face to Face in SDS Centre Carrick Street. Face to Face delivery in the community (currently in Girvan and Maybole). Remote delivery options via through phone and MS Teams.	Development of Career Management Skills within individuals to support their transition to a sustained positive destination.
20 - 24 year olds not participating in Education, Employment or Training	Development of Career Management Skills (CMS) competencies which help individuals to identify their existing skills, develop career learning goals and take action to enhance their careers	Skills Development Scotland - Careers Service	Ongoing		Scottish Government	35.9% of 20-24 year olds currently not participating in Education, Employment or Training (2143 of 5959) - Economically Inactive - 320; Unavailable Ill Health 26; Unconfirmed 1497; Unemployed 300	Not case managed by SDS. Engagement with this age group is largely via arrangement with partner agencies e.g., DWP. Face to face delivery in SDS Centre, Carrick Street. Remote delivery via phone and MS Teams. Supported by My World of Work Web Service and the National SDS phone Helpline	Development of Career Management Skills within individuals to support their transition to a sustained positive destination.

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Universal offer to all age groups	Development of Career Management Skills (CMS) competencies which help individuals to identify their existing skills, develop career learning goals and take action to enhance their careers	Skills Development Scotland - Careers Service	Ongoing		Scottish Government	Career Information Advice and Guidance services available to customers of all ages	Face to Face CIAG Services delivered through SDS Centre, Carrick St. Remote delivery via phone and MS Teams. Supported by My World of Work Web Service and the National SDS phone Helpline	Development of Career Management Skills within individuals to support their transition to a sustained positive destination.
PACE	CMS support for individuals and businesses affected by redundancy.	Skills Development Scotland - Careers Service	Ongoing		Scottish Government	Demand led.	Face to Face support in employer premises and/or in SDS Centre; Remote delivery by phone or MS Teams; PACE Webinars; Supported by My World of Work Web Service and the National SDS phone Helpline	Development of Career Management Skills within individuals to support their transition to a sustained positive destination.
Long Term Unemployed	Personal development and equipping them with the skills and confidence to use volunteering as a way into employment for those furthest away from the job market then Ready to Volunteer would form part of the pipeline plan	DWP / VASA/ Skills Network / Ayrshire College	TBC	£40,000	Staff x 1 / Training Materials	Approx. 60	Support one to one into volunteering and where applicable to gain necessary skills. The Ready to Volunteer SVQ would also form part of the pipeline for those furthest away from the job market	75% of participants with work based volunteering experience, giving them the confidence to then progress into employment
Ayrshire College 15 - 24 year olds	<u>HIVE programmes</u> - opportunities for young people who have previously not enjoyed learning, are lacking in confidence and/or do not know which vocational subject they they would like to study further. These transition programmes allow young people to settle into college in a supportive environment, allowing them to develop their confidence and decide what they would like to do in the future	Ayrshire College	Ongoing	Scottish Funding Council	30 places in August 2022 and 13 places in January 2023	3 full days per week - participants are able to apply for EMA or Bursary. Programmes last for 18 weeks	College certificates plus progression on to a vocational programme in the college, employment or other training opportunity	

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Ayrshire College 15 - 24 year olds	<u>Prince's Trust Team Programme</u> - Structured national programme which develops confidence and skills as they take part in a residential, community project, work placement, team challenge and organise a presentation event at the end	Ayrshire College	Ongoing	Scottish Funding Council	15 places in February 2022, 15 places in October 2022 (Team 200) and 15 places in June 2023	5 full days per week - participants are able to apply for EMA or Bursary. Programmes last for 12 weeks	Accredited certificates from Prince's Trust plus progression on to a vocational programme in the college, employment or other training opportunity	
Ayrshire College 16 - no upper age limit	<u>Community Programmes</u> - wide range of opportunities to allow people to re-engage in learning within their communities, while developing confidence and gaining qualifications e.g. Employability Award, Health & Wellbeing Award, Volunteering Award, Customer Service.	Ayrshire College	Ongoing	Scottish Funding Council	demand led through requests from partners	Part time programmes of various lengths as required by partners e.g., could be 3 days per week for 5 weeks, 1 day per week for 8 weeks, 5 days per week for 2 weeks. Participants remain any benefits	SQA certificates from plus progression on to a vocational programme in the college, employment or other training opportunity	
Ayrshire College 16 - no upper age limit	a wide range of vocational programmes at various levels	Ayrshire College	Ongoing	Scottish Funding Council		Full-time programmes - 3 days per week. Participants are able to apply for EMA or bursary for programmes at SCQF levels 3 - 6 ans for SAAS funding/loan for programmes at SCQF levels 7 and		









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						8. Most programmes last for 34 weeks, however there are a few at level 4 which last for 18 weeks.	
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ANNEX 3

## National Performance Framework Alignment

National Outcome	No One Left Behind contribution
 Economy	<p>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.</p>
 Poverty	<p>No One Left Behind and the approach taken to employability services supports the Scottish Governments ambition to eradicate child poverty by providing parents additional support to participate and progress within the labour market. We believe that delivering this agenda is vital to ensure a more diverse and inclusive workforce and breaking the cycle of poverty and disadvantage.</p>
 Communities	<p>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 our communities’ voices to be heard and will enable resources to be deployed to better meet service user needs and complement local investment, and be capable of overall national reach and coherence.</p>
 Children	<p>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.</p>
 Education	<p>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.</p>
 Fair Work & Business	<p>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</p>
 Health	<p>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.</p>
 Human Rights	<p>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.</p>