

# Economy Committee

10.00am, Tuesday, 28 June 2016

## Employability Service for People with Complex Needs

Item number	7.3
Report number	
Executive/routine	
Wards	All

### Executive summary

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The Council is seeking to jointly commission a new service for people with complex needs with a focus on employability. This falls under the strategy of Inclusive Edinburgh – Getting it Right for Everyone and involves the Economy Service, Criminal Justice and the Edinburgh Alcohol and Drugs Partnership (EADP).

This report asks the Economy Committee to note the significant co-production undertaken to develop and shape the new service specification under Inclusive Edinburgh and to approve the re-focusing of £84,180 grant funding to this new contract area.

### Links

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Coalition pledges	<a href="#">P7, P29</a>
Council priorities	<a href="#">CP1, CP7, CP8</a>
Single Outcome Agreement	<a href="#">SOA1</a>

## Employability Service for People with Complex Needs

### Recommendations

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- 1.1 To acknowledge the joint working of Council services and the co-operative approach being taken to develop this new service;
- 1.2 To recognise significant co-production undertaken by the Complex Needs Project Board; and
- 1.3 To approve the re-focusing of £84,180 grant funding to this new service area.

### Background

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- 2.1 The Economy Service has fully implemented its commissioning Strategy for Employability and Skills activity since 2012, including a review of third party awards.
- 2.2 The one area of funding that remained was a historic grant to Access to Industry which was reduced to £153,000 after a BOLD universal saving of 10% was applied.
- 2.3 £68,820 of this funding was moved to our third party Challenge Fund Youth grants programme after a youth review showed it aligned better with this area. Access to Industry successfully applied and secured the £68,820 to continue this work and was awarded a grant for three years from April 2016.
- 2.4 In full consultation with Access to Industry, the remaining £84,180 was awarded to them as a one off temporary one year grant while a period of co-production to review the service under Complex Needs started.
- 2.6 This commissioning approach was acknowledged at the [Economy Committee on 20 January 2016](#).

### Main report

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- 3.1 There were a number of funding awards to the same client group being made across the Council. Reviewing this offered the opportunity to review the service needs and to create a new partnership approach which allowed funding to be aligned under the heading Complex Needs.
- 3.2 The partnership approach was developed between the Council's Criminal Justice Working 4 Change service, the Economy Service, and the Edinburgh

Alcohol and Drug Partnership for a collaborative review under Inclusive Edinburgh.

- 3.3 Financial investment consisted of Criminal Justice £66,000, Edinburgh Alcohol and Drug Partnership’s £88,788. It is proposed to realign £84,180 from the Economy Service employability grant funding to create an over total budget allocation of £238,968.
- 3.4 The vision is that a new service will provide the necessary intensive advice and support to assist people with complex needs to access a number of positive destinations, including training, volunteering, further education and employment.
- 3.5 A monthly Project Board was convened with representation from the service areas and a timetable of co-production workshops took place as follows.

Venue	Target Group	Date
Business Centre	CEC Service Managers and Stakeholders	18/11/15
Grassmarket Project	Service Users	18/04/16
Serenity Cafe	Service Users	20/04/16
Midlothian Room	Stakeholders	25/04/16
TAP/EAP	Service Providers	27/04/16
Willow/Lauriston Hostel	Service Users	28/04/16
Out of the Blue	Service Providers	03/05/16
Harm Reduction Team	Service Users	12/05/16
Working 4 Change	Service Users	17/05/16
European Room	Open public forum – final feedback	13/06/16

- 3.6 A survey monkey was also sent out to those who could not attend or who wanted to submit feedback anonymously.
- 3.7 The review reached the following recommendations:
- To bring all three funding streams together under the Economy Service, to commission a new service for clients with complex needs;
  - Those needing the service would typically be those in recovery from or living with such issues as: trauma; substance misuse; severe and enduring mental health problems; offending behaviour; and homelessness whose employment support needs cannot be met effectively elsewhere;

- To make this a small and intense based service to build trust and better co-ordinate services;
  - To have a city-centre city-wide discrete and confidential service which offers ‘safe space’ meeting points;
  - To build in welfare, debt, housing and transition advice and support;
  - To work with employers to encourage a more positive approach to employing people with complex needs;
  - To put in place success measures focused on the progression individuals make in become more work ready and securing sustained employment, as part of the city’s “Strategic Skills Pipeline” service network.
  - To have a four year contract to give stability to service providers and service users.
- 3.8 The service specification is currently in development, drawing upon the intelligence gathered through the co-production process, and the next step in the procurement timeline will be to post the specification on Public Contracts Scotland seeking responses from organisations interested in delivering the new service.
- 3.9 It is anticipated that this invite will be issued in July/August 2016 with a view towards having a new service in place for April 2017.

## Measures of success

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- 4.1 The medium to long term success is the development of an integrated service aligning a number of council funding priorities which makes better use of resources and increases the positive outcomes for this group.

## Financial impact

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- 5.1 The £238,968 budget for this service will be jointly met by Criminal Justice (£66,000), Edinburgh Alcohol and Drug Partnership’s (£88,788) and the Economy Service’s Employability “Challenge” grant fund (£84,180). The Economy Service’s contribution will be met from existing budget allocations.
- 5.2 Matching this service investment into the next tranche of Enhanced Poverty Social Inclusion Programme (EPSIP) European funding is also being explored. This would provide an additional 40% of funding into the service and raising annual investment to £398,280, but is subject to the continued availability of EPSIP funding from Scottish Government and compliance with eligibility criteria.

## Risk, policy, compliance and governance impact

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- 6.1 The use of a cross council collaborative approach with significant co-production from stakeholders and service users has helped to minimise risk and ensure there is no service disruption, only enhancement.
- 6.2 Co-production has encouraged new stakeholder and provider relationships and co-operative working to support a partnership response to this area.

## Equalities impact

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- 7.1 This process has had an Equalities Rights Impact Assessment conducted throughout. This ERIA is regularly viewed and monitored by an Equalities Officer and presented to the Project Board.

## Sustainability impact

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- 8.1 The core contract will be issued as a four year commitment with a review at year two, giving a longer term investment that brings stability.

## Consultation and engagement

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- 9.1 The review of this area has been a fully consultative process with key stakeholders, service providers, and service users.

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## Links

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<b>Coalition pledges</b>	P7 - Further develop the Edinburgh Guarantee to improve work prospects for school leavers P29 - Ensure the Council continues to take on apprentices and steps up efforts to prepare young people for work
<b>Council priorities</b>	CP1 - Children and young people fulfil their potential CP7 - Access to work and learning CP8 - A vibrant, sustainable local economy
<b>Single Outcome Agreement</b>	SO1 – Edinburgh’s Economy delivers increased investment, jobs and opportunities for all