

No One Left Behind – Long Term Unemployed Intermediate Labour market

Background

It is recognised that existing inequalities in the labour market are likely to be exacerbated by COVID-19 with disproportionate impacts on those with barriers and experiencing long term unemployment. It is also acknowledged that as the economy recovers Scotland needs labour. To link opportunity and need Scottish Government Ministers have identified £20m payable over Financial Years 2021/23 to fund a minimum of **2,000** intermediate labour market opportunities (Estimated at £10,000 per Job). The investment will support those aged 25+ experiencing LTU (defined as 12 months out of work) who would, without significant investment, struggle to secure employment. (See Annex 1 for Eligibility Criteria)

Intermediate Labour market Approach

Scottish and Local Government working jointly with public and third sector employers will implement an approach that provides temporary intermediate labour market opportunities **combining paid fair work experience with skills training enabling industry recognised certification/accreditation** to meet existing and/or emerging labour market needs including but not restricted to Health and Social Care, Early Learning and Childcare, Green/Net Zero Jobs, Renewables, Energy Efficiency, Environment and Land Management, Recycling and Waste Management and Digital.

These opportunities will be in the public and third sectors providing additional social value and must not substitute, replace or displace existing staff or recruitment. A minimum of (25%) of opportunities in each Local Authority area will be ring-fenced for third sector employers. Local Employability Partnerships will identify how best create and support appropriate opportunities and will seek to utilise NOLB and Parental Employment Support Funding to meet identified gaps and provide appropriate wrap around support.

It is expected that at least 70% of beneficiaries will progress into sustained Fair Work. Partners, delivering person-centred services may wish to vary the duration (hours and weeks) to enable term-time, part-time opportunities or extend to enable the achievement of vocational qualifications required to secure jobs in the open labour market.

Funding and Volumes

Opportunities are based on the RLW and the allocation of jobs is based on opportunities on average being 26 weeks at 30 hours based on the Scottish Living Wage and includes potential wrap around funding. Minimum volumes are highlighted in Annex 1 based on the agreed NOLB allocations methodology but volumes may vary above the minimum as there is scope define jobs to meet individuals needs in term of hours and duration. Payment will be quarterly in arrears and individuals must start by 31 March 2022 with all costs incurred by 31 March 2023.

Next Steps

Local Authorities, in discussion with their LEP and in particular third sector partners, will develop a Delivery Proposition outlining proposed active labour market activities, duration, and any specific targeting. A summary of their local labour market and the rationale for the, sectors to be supported and relating this to the opportunities available for sustainment in the wider labour market and detail any additional resources that will be attracted to support provision e.g. training funds or key worker support and the community benefits being delivered (A template will be provided and all reporting will be via existing NOLB arrangements). Local discussions will also enable local referral pathways, job posting etc to be discussed and agreed. A service user event for third sector employers will be organised in partnership with SCVO.

Eligibility Criteria

Those aged 25+ experiencing LTU (12 months out of work) who would, without significant investment, struggle to secure/sustain employment and who meet **one or more** of the following criteria:

Disabled, +/- or D/deaf person (includes those experiencing mental health issues and those who have an impairment or long-term health condition)	Living in a household with children in poverty
Primary Carer	Gypsy/travelling community
Person with a conviction (including CPO's)	Refugee or other granted leave to stay in the UK
Person aged over 50 years	Lone parent
People from Ethnic Minority backgrounds and racial groups, with a targeted approach informed by local population data.	Person living in the 15% most employment deprived SIMD geographies (see ESF Scottish Local Authority Employment Deprived Area Postcodes list).
Homeless person (including temporary or unstable accommodation)	Person living in an area defined as "rural area" or "very remote rural"
Living in a jobless household	Person affected by substance misuse

Local Area Allocations

Local Authority Area	Number of Opportunities		
	Total	3 rd Sector	Public
Aberdeen City	115	29	86
Aberdeenshire	96	24	72
Angus	37	9	28
Argyll & Bute	28	7	21
Clackmannanshire	14	4	11
Dumfries & Galloway	47	12	35
Dundee City	70	18	53
East Ayrshire	60	15	45
East Dunbartonshire	21	5	16
East Lothian	29	7	22
East Renfrewshire	24	6	18
Edinburgh, City of	190	48	143
Eilean Siar	9	2	7
Falkirk	57	14	43
Fife	146	37	110
Glasgow City	265	66	199
Highland	79	20	59
Inverclyde	30	8	23
Midlothian	20	5	15
Moray	42	11	32
North Ayrshire	65	16	49
North Lanarkshire	140	35	105
Orkney	5	1	4
Perth & Kinross	58	15	44
Renfrewshire	75	19	56
Scottish Borders	35	9	26
Shetland	5	1	4
South Ayrshire	40	10	30
South Lanarkshire	78	20	59
Stirling	30	8	23
West Dunbartonshire	37	9	28
West Lothian	53	13	40
Total	2,000	500	1,500