

The background of the entire page is a photograph of a rural landscape. A dirt road with visible tire tracks leads from the foreground into the distance. On the left side of the road is a field of golden-brown crops, possibly wheat or barley. On the right side, there is a row of young green trees. The sky is a clear blue with some light, wispy clouds. The overall lighting suggests a bright, sunny day.

Working for Fife
**A Survey of Third Sector Employability
Pathway Services in Fife 2018**

Contents

	Executive Summary	3
1.	Introduction	6
2.	Regional Context	7
	2.1 Economy	7
	2.2 Employment	8
	2.3 Earnings	10
	2.4 Unemployment and Out of Work benefits	11
	2.5 Clients accessing OFP funded employment services in Fife	13
	2.6 In summary	18
3	What's been happening in Fife?	19
	3.1 Plan 4 Fife	19
	3.2 Universal Credit	20
	3.3 Health & Work Support	20
	3.4 Fair Start Scotland	21
	3.5 Reducing Offending and Re-Offending Group (ROAR)	21
	3.6 Developing Fife's Young Workforce	21
	3.7 Dynamic Purchasing System (DPS)	21
	3.8 A vision for learning in Fife - improving the 15 to 24 Learner Journey	22
	3.9 In summary	22

Contents

4. Employability Strategy in Fife	23	8. Geographical coverage	39
4.1 Opportunities Fife Partnership Structure and Strategy 2018	23	8.1 Analysis against areas of deprivation	39
4.2 Fife Employability Pathway	25	8.2 In summary	40
4.3 A Human Rights Based Approach to Employability	25	9. Employability Services Provision	41
4.4 Delivering Differently for Mental Health in Fife	26	9.1 Overview of services provided	41
4.5 Public sector employability funding in Fife	26	9.2 Mental wellbeing and resilience	41
4.6 Support for the third sector in Fife	27	9.3 Employer Engagement	42
4.7 In summary	27	9.4 Work placements and Volunteering	42
		9.5 In summary	42
5. Changes on the horizon	28	10. Involving service users	43
5.1 Brexit	28	10.1 In summary	44
5.2 City Region Deals (CRD)	28	11. Outcomes Data	45
5.3 ESIF Pathway 2019-2022	29	11.1 Data Systems	45
5.4 New Scottish Government Review of 'No one Left Behind'	29	11.2 Project Outcomes	45
5.5 Halving the disability employment gap	29	11.3 Sustained outcomes	46
5.6 In summary	29	11.4 Measuring Distance travelled	47
6. Organisational information	30	11.5 In summary	47
6.1 Organisational overview	30	12. Funding	48
6.2 Partnerships in Fife	31	12.1 Overview of Key Funding Sources	48
6.3 Project summary	31	12.2 In summary	48
6.4 In summary	34	13. Barriers to success and solutions	49
7. Project information	35	13.1 Key barriers to supporting clients into work	49
7.1 Client group data	35	13.2 Making Things Better	50
7.2 Projects by pathway	37	13.3 In summary	51
7.3 Analysis of Pathway Stages	38	14. Conclusions	52
7.4 In summary	38	15. Key Recommendations	54

Executive Summary

Working for Fife 2018 gathers data from 27 third sector organisations delivering 41 different employability projects in Fife.

Working for Fife 2018 provides:

- An overview of the current economic and strategic context in Fife including changes on the 'employability horizon'
- Analysis of how third sector employability provision maps against Fife's demographics of unemployment
- Consideration of its performance for clients
- Recommendations to address key barriers and challenges for employability services in Fife

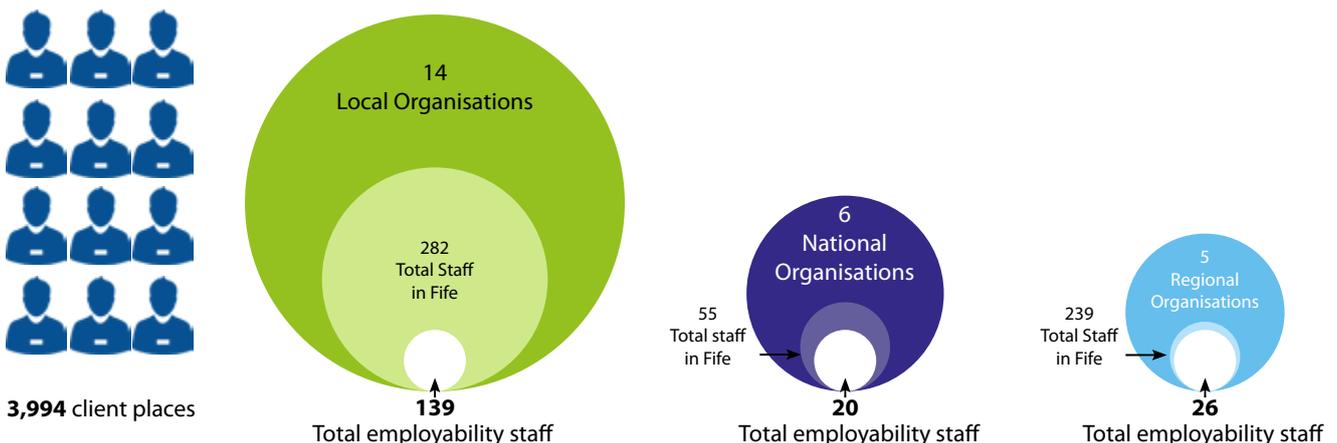
In addition, we have tracked the key changes since the publication of Working for Fife 2015 and highlighted the ongoing issues the sector faces.

Of the 27 organisations that responded to our survey, 14 are local to Fife, 5 are regional and 6 are national. Between them they employ 156 full time members of staff and 29 part time staff who are involved in the delivery of 41 employability projects in Fife. In total they worked with 2,588 clients and 32 families in 2017/2018. A summary of all the projects that responded to the survey can be found on pages 32 and 33.

The Opportunities Fife Partnership (OFP) is the strategic local employability partnership for the region. It is the mission of the OFP to influence and drive innovative approaches to skills and employability services that reflect the current and future needs of individuals and employers. Fife Voluntary Action (FVA) is funded by the OFP to provide capacity building support to third sector employability services in Fife.

In 2018 the OFP adopted a human rights-based approach to employability service commissioning, design and delivery. This was in response to research commissioned in partnership with the Fife Health and Wellbeing Alliance, FVA and the third sector consortium Fife-ETC. This work is leading to an increased focus on service user engagement in the area and integrating employment with other relevant services.

Since 2015 there has been a significant change in the welfare system with the introduction of Universal Credit (UC) in Fife in December 2017. UC is a single monthly payment that replaces 6 income related benefits. Due to the introduction of UC it is no longer possible to provide comparative data on the ESA and JSA claimant count over time. The implications in terms of clients presenting at job centres, the ability to take on short-term contracts and the need for in-work support are still unfolding.

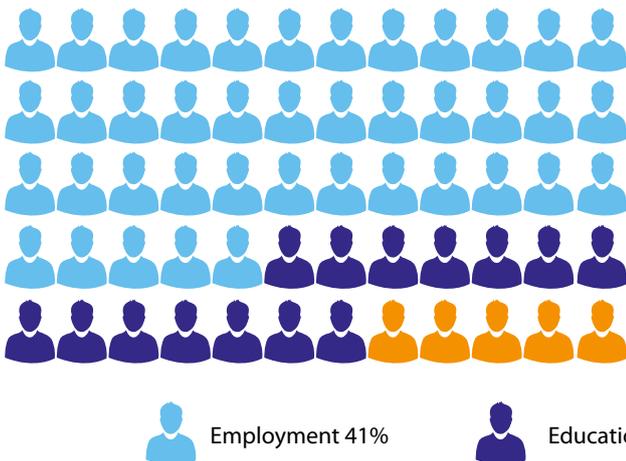


In 2017/2018 our survey found 2,588 individuals and 32 families in Fife were supported by employability services. This is an increase on 2015. This report shows that the sector is improving its ability to help clients into positive destinations with 1,057 clients (41%) moving in to employment and 377 clients (14%) going into education or training. On average 61% of clients sustained outcomes for three months, a higher figure than for 2015.

Third sector employability services in Fife target a wide range of clients from all backgrounds and with varied barriers. In comparison to 2013 and 2015, we are capturing data on projects aimed at supporting people with transport issues, people wanting to become self-employed, people who are job ready and ex-service personnel. Although the number of projects targeting people with health problems and disabilities has remained static, 51% of projects are offering support around emotional well-being and resilience. Delivering Differently, an 18-month strategic review of mental health and employability services in Fife, is influencing a shift in focus on mental health and we expect to see a growth in provision for this group.

In the last two years there has been an increase in the number of projects operating at the early stages of the employability pathway. These stages cover early engagement, the development of soft skills and identification of key barriers.

This correlates with the top three most commonly offered employability services which are personal development, confidence building and developing communication skills.



68% of projects offer Fife-wide coverage, an increase on both 2015 and 2013. Since 2015 we can also see an improved balance between levels of third sector employability service provision and the areas with highest levels of deprivation in Fife. For example, Levenmouth remains one of the most highly deprived localities in Fife but in the last 3 years has seen a marked increase in the levels of third sector employability service delivery in the area.

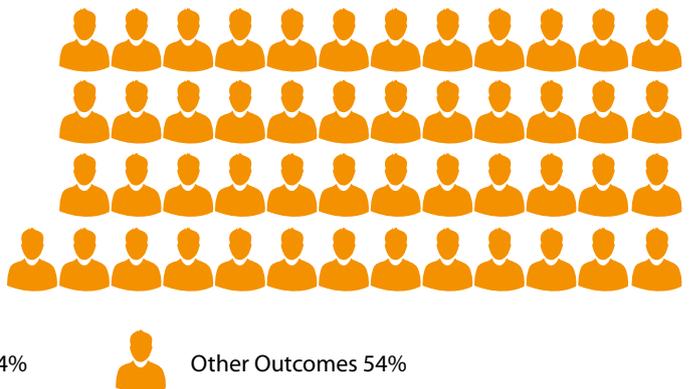
We estimate public sector employability spend in Fife for 2017/18 as being over £9.5 million.

14 projects who provided data received £3.798 million in funding from a variety of sources in 2017/2018. 72% of the funding that respondents receive will end in or before April 2019. Not all projects reported end dates and so this figure could be even higher. Only 1 project is receiving funding from a source that is running past 2020.

The sector faces a number of key challenges relating to structural barriers, client barriers and funding. The top three things that respondents said would help the sector do more for their clients are:

- ✓ Improved partnership working, shared practice and networking opportunities.
- ✓ More support and opportunities for clients on all stages of the employability pathway.
- ✓ Longer-term investment in funding.

Since the first Working for Fife report in 2013 it is clear that the third sector employability presence in Fife has grown significantly, not only in size and performance with regard to clients, but also in terms of its influence and ability to drive the employability policy agenda in Fife and beyond.



Based on the findings of this report, Working for Fife 2018 puts forward 11 recommendations that FVA feel would help improve employment outcomes for the people of Fife. These are:

Human Rights and Employability

- a. Service commissioners and providers (including OFP and DWP) would benefit from reviewing their current data gathering requirements to better monitor service take up against the nine protected characteristics in the Equalities Act (Scotland) 2010 to ensure the employability pathway appropriately reflects the demographics of unemployment in Fife
- b. FVA needs to work with third sector providers to grow our ability to engage meaningfully with service users in service commissioning, design and delivery

Supporting

- c. The OFP should continue to invest in building networks and relationships both within the sector and with other key elements of public services such as health and social care, criminal justice and housing in reflection of the increasingly complex barriers facing clients
- d. FVA needs to continue to invest in networking and training events which are reflective of third sector provider needs in Fife
- e. The creation of a Fife-wide approach to employer engagement continues to be critical to pathway success and needs to continue as a focus for the OFP and the Fife Economic Partnership

Delivering

- f. A greater level of resource is required at Stage 5 of the employability pathway to help clients sustain employment and move beyond temporary and under employment
- g. Third sector partners need to grow their ability to evidence 'distance travelled' for their funders and, more importantly, the people they work with
- h. Mental health issues are increasingly identified as a key barrier for people across the employability pathway and emotional resilience skills should be embedded in all provision as a matter of course

Commissioning

- i. Scottish Government and other funders should follow the OFP lead and provide longer term funding agreements, with the shortest timeframe being 36 months to allow appropriate staff development, connection with local communities and creation of pathway networks
- j. FVA need to work with third sector providers to improve their ability to identify and bid for funding
- k. Consideration should be given to the potential gaps in provision for key equalities groups identified in this report and whether additional research is required prior to further service commissioning.

1. Introduction

Welcome to our third report mapping the range and spread of third sector employability services in Fife. This report captures data for third sector employability services in Fife to March 2018 and how this sits in a regional and national context. It builds on the findings of Working for Fife 2013 and 2015.

Working for Fife is produced by Fife Voluntary Action (FVA). FVA is the third sector interface for the Fife Council area. We are an independent charity that receives funding from key public sector agencies to ensure the third sector is robust, resilient and delivers high quality services for the people of Fife.

FVA is funded by the Opportunities Fife Partnership to provide capacity building support to third sector employability services in Fife.

The content of this report is based on a combination of:

- desk-based research;
- an electronic survey;
- follow up telephone interviews

We would like to thank all of those who took the time to complete the survey and answer our questions.

The survey was sent to all our contacts in our third sector employability mailing list and was circulated openly through the FVA employability e-bulletin. In total 27 organisations responded to our survey providing information on 41 employability projects.

Organisations were asked to submit one survey for each project that they deliver in Fife. This was to allow for more in-depth analysis by client group, geographical area, types and stages of provision.

It is important to note that in addition to the work done directly around employability the third sector plays a significant role in improving employment outcomes for the people of Fife through:

- engaging with harder to reach communities through frontline support services and community projects;
- developing people's skills, confidence and wellbeing through community activities;
- building employability skills through volunteering;
- acting as a significant employer and career destination in its own right

For further information on the third sector as an employer please read the FVA report 'A Job Worth Doing: A brief research report into the role of Fife's third sector as an employer.'¹

¹ FVA, 'A Job Worth Doing: A brief research report into the role of Fife's third sector as an employer', www.fivevoluntaryaction.org.uk/ajobworthdoing

2. Regional Context

This section provides a brief overview of the Fife economy, particularly focusing on the trends in business, employment, unemployment, and benefit claimants up to 2018.

All statistics in this chapter are from the NOMIS system unless otherwise stated.

2.1 Economy

In 2017, Fife was home to over 370,000 people. Fife continues to make a significant contribution to the Scottish economy with an annual business turnover of £13,625 million, as well as supporting over 9,700 businesses and around 150,000 jobs.²

The economy in Fife is ever changing and since 2015 several sectors have been affected by job insecurity and economic uncertainty. Engineering firms Babcock and BiFab made over 700 staff redundant in 2017 alone. The high street has also suffered throughout the year with several store closures, negatively impacting on the Fife economy and employees.

On a positive note, in 2018 Fife was awarded the title of 'Most Enterprising Place in Britain'. The award acknowledges Fife Council's achievements in supporting young people to

develop entrepreneurial skills and get into education, training or employment and for creating an environment and programmes that help businesses grow.³ In addition, the creation of the new Queensferry Crossing created over 100 jobs and the opening of the Doubletree by Hilton Edinburgh - Queensferry Crossing hotel nearby was a huge boost for the local economy.⁴

From April 2017 to March 2018 Partnership Action for Continuing Employment (PACE), which was set up to minimise the impact for people and businesses facing redundancy, responded to 60 companies. The two largest industries that had been affected by redundancy and had subsequently been assisted were manufacturing and wholesale and retail. This is a significant increase in comparison to 2015 when 32 organisations sought help.⁵

PACE partners have worked together to support 1,451 individuals in Fife in 2017/2018.⁶

² Fife Economy Partnership website, www.fifeeconomypartnership.com/economic-information-2/

³ Fife Council news, www.fifedirect.org.uk/news/index.cfm?fuseaction=news.display&objectid=CF5E58A6-FBD6-51D6-371C18E06BA3A3CD

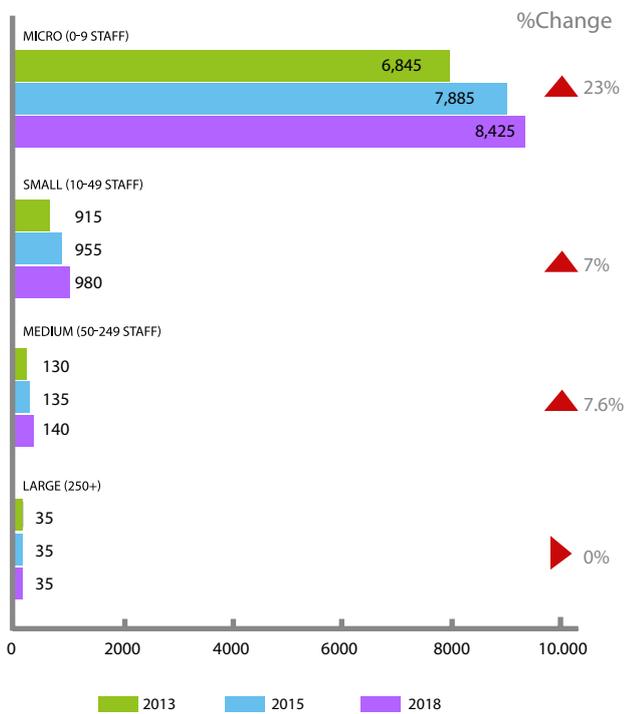
⁴ Scottish Government news, www.gov.scot/news/queensferry-crossing-serves-up-early-business-boost/

⁵ Working for Fife 2015

⁶ Skills Development Scotland

Fife continues to see growth in the micro business sector with a 23% increase since 2013.

Figure 1 – Size of Enterprises in Fife in 2013, 2015 and 2018



2.2 Employment

Fife’s workforce has continued to grow steadily over the last few years. Despite taking a small dip in 2017/2018, the employment rate hit 175,100 in 2016/2017.

This is an employment rate of 73.7% and is the highest employment rate Fife has seen since the economic crash in 2008. In addition, this is a slightly higher employment rate than for Scotland (73.4%) for the same period.

Public administration, education and human health continue to represent the largest employment sectors accounting for 32.4% of jobs in Fife and 30.6% for Scotland as a whole. There has been a sharp decline in the energy and water sector compared to 4 years ago. While in 2013 this accounted for 2,100 jobs in Fife (1.7%) in 2017 this only accounted for 1,400 (1%).

Figure 2 – Employment Rate in Fife

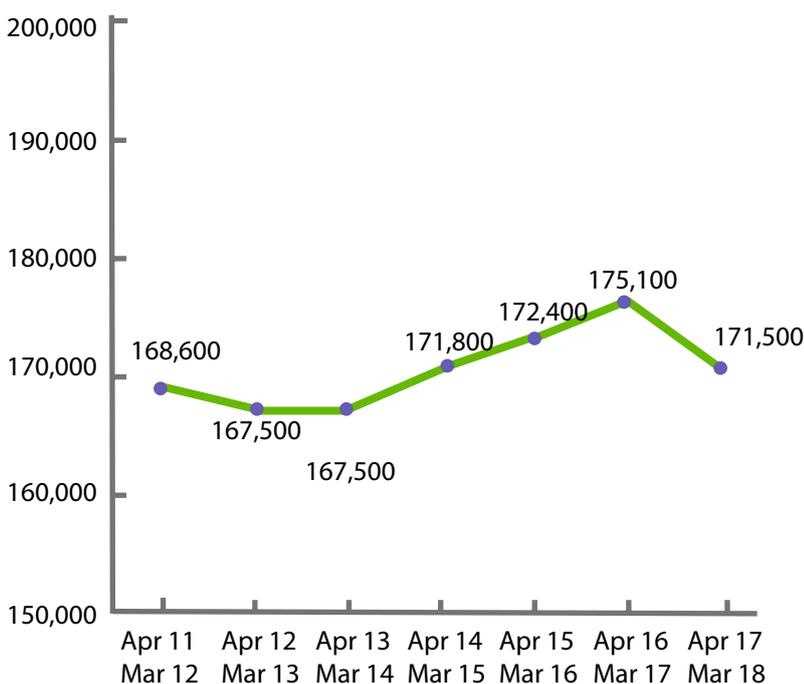
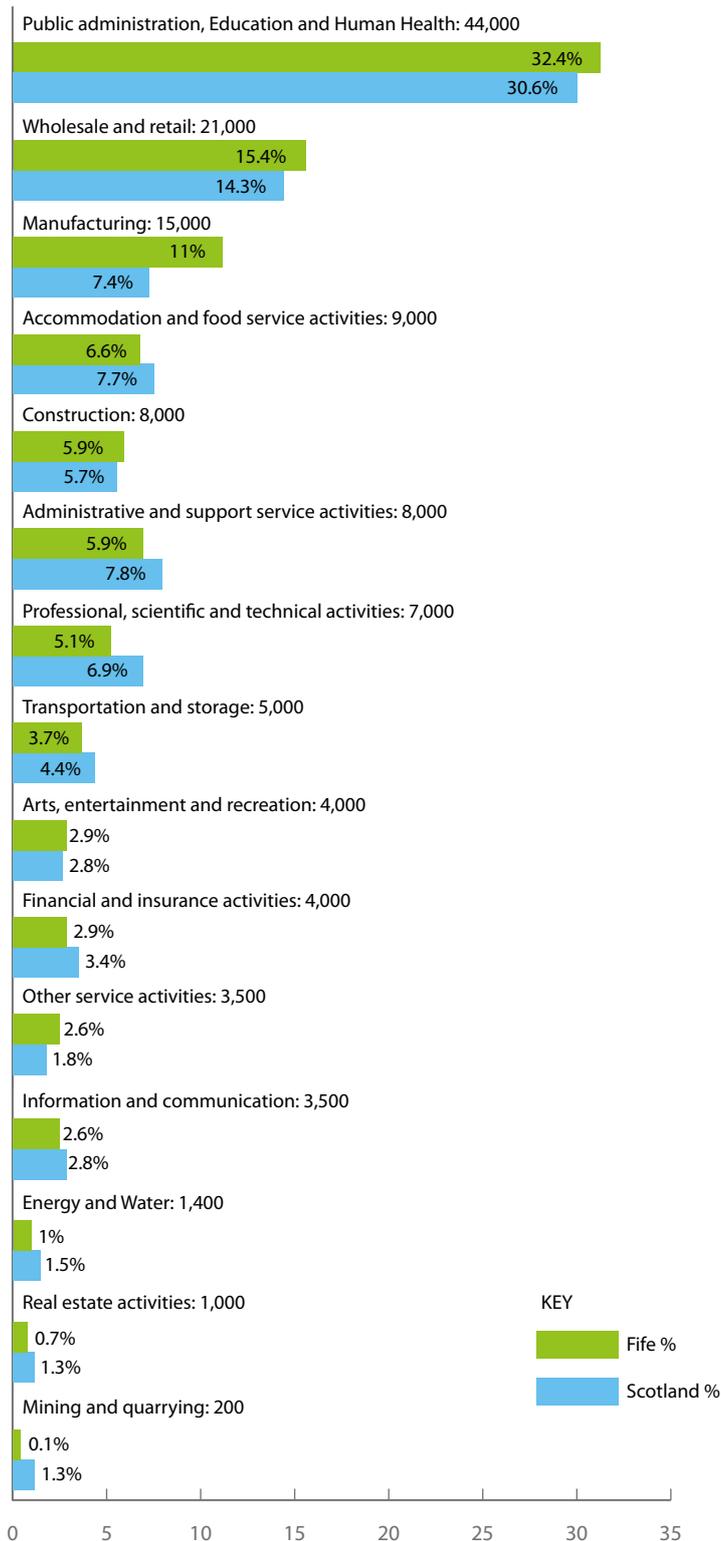


Figure 3 – Employee Jobs by Industry (2017)



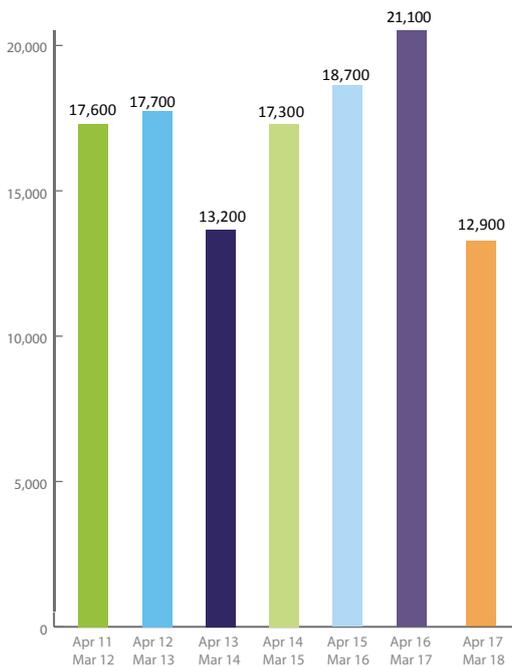
According to NOMIS, most of Fife’s employees can be found in roles classified as ‘managers, directors, senior officials’, ‘professional’, ‘associate professional and technical’. These groups comprise 73,300 of the Fife workforce or 42.1%. This broadly mirrors the national average of 42.5%.

Fife has a relatively low level of workers in ‘administrative and secretarial’ and ‘skilled trade occupations’. These groups comprise 30,600 of Fife staff or 17.6%, considerably lower than the Scottish average of 21.5%.⁷

⁷ NOMIS

Self-employment rates have fluctuated significantly in Fife in previous years. In 2016/2017, self-employment peaked at 21,100. This equated to just short of 10% of the workforce in Fife and mirrored the picture nationally. However, in 2017/2018 this figure dropped to 12,900, meaning that only 6.4% of Fife’s workforce were self-employed.

Figure 4 – Self-employment in Fife



2.3 Earnings

Median weekly earnings in Fife have continued to rise from £449.50 in 2012 to £530.50 in 2017. This is a higher increase than for Scotland nationally.

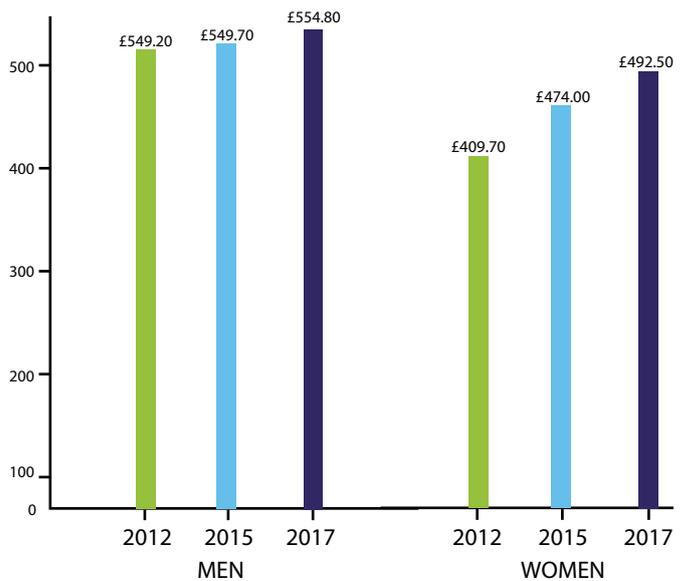
The Consumer Price Index shows that the purchasing power of the 2017 figure is equivalent to £489.32 in 2012. Therefore, people are generally about £39.80 better off per week compared to five years previously.

Figure 5 – Median weekly earning



Men are still enjoying a higher average weekly wage than women in Fife. However, there is evidence to suggest that the gender pay gap is narrowing.

Figure 6 – Gender pay gap



Information from NOMIS shows that in the five-year period between 2012 and 2017 the gender pay gap in Fife has more than halved from £139.50 in 2012 to £62.30 in 2017.

⁸ What’s the Cost [online], accessed 20/09/2018, <http://www.whatsthecost.com/cpi.aspx>

In the Plan 4 Fife, the Local Outcome Improvement Plan for 2017-2027, one of the actions is to Promote Fife as a Living Wage region.⁹ In 2018 there were 55 accredited Living Wage employers in Fife.¹⁰

2.4 Unemployment and Out of Work benefits

There has been a substantial change to out of work benefits since December 2017 with the introduction of Universal Credit in Fife.

Universal Credit (UC) is a single monthly payment that replaces the following benefits: Child Tax Credit, Housing Benefit, Income Support, income-based Jobseeker’s Allowance (JSA), income-related Employment and Support Allowance (ESA) and Working Tax Credit. This impacts on our ability to provide time comparative changes in benefit claimants.

Statistics on ‘unemployment’ relate to people without a job but who are available for work within two weeks of being interviewed. These figures are extrapolated using a model-based approach developed by Office of National Statistics.

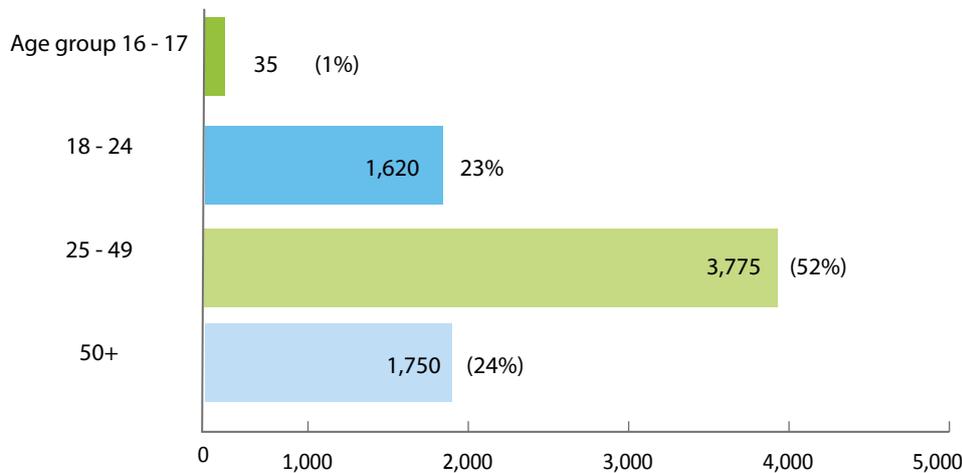
Statistically, Fife has had a significant decrease in unemployment between 2007 and 2017. The unemployment rate in Fife dropped 1.6% from 5.6% in 2007 to 4% in 2017. This is the fourth largest decrease reported by a Scottish local authority for the period.¹¹ This is reflected in the claimant rate for Fife. In March 2007, 7,475 (3.2%) were claiming out of work benefits in Fife. In March 2017 this had dropped to 6,195 (2.7%).

In 2017, 7,200 people in Fife were considered ‘unemployed’. This equates to 4% of the Fife population and is slightly below the Scottish unemployment rate which was 4.1%.

These figures are different from the ‘Claimant Count’. This is a new, experimental measure of the *number of people claiming benefits principally for the reason of being unemployed*, based on administrative data from the benefits system. The Claimant Count combines the number of people claiming Jobseeker’s Allowance (JSA) and National Insurance credits with the number of people receiving Universal Credit principally for the reason of being unemployed.

The largest age group of claimants in 2018 was 25 to 49-year olds and the smallest was 16 to 17-year olds.

Figure 7 - Claimant count by age group (March 2018)

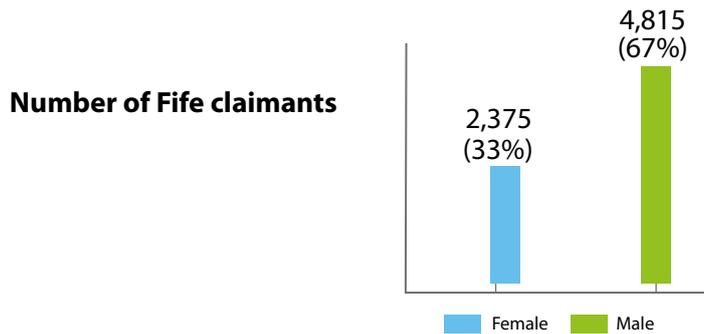


⁹ Plan 4 Fife, Fife Partnership http://publications.fifedirect.org.uk/c64_Plan_for_Fife_FPB_21nov17.pdf

¹⁰ ‘Accredited Employers’, Living Wage Foundation, www.scottishlivingwage.org/accredited

¹¹ Scottish Government, Regional employment patterns in Scotland: statistics from the Annual Population Survey 2017,

Figure 8 - Out of work benefit claimant count by gender (March 2018)



Due to the introduction of UC it is no longer possible to provide comparative data on the ESA and JSA claimant count over time. We are, however, able to analyse data on UC claimants by employment status and also by their UC 'conditionality'.

UC claimants fall into several categories including whether they are in or out of employment and the 'no work-related requirements' group. This group includes people who are:

- unable to work due to health problems or disabilities
- a carer for someone with a disability or a child under the age of one
- pregnant or have recently given birth
- in full time education
- of pension age

This is currently the only available statistic to monitor whether or not we are improving employment outcomes for people with health problems and disabilities and carers in Fife. It is not currently possible to disaggregate this data by the different groups.

Figure 9 shows that there has been a steady increase in numbers claiming UC in all groups since its roll out in Fife in December 2017.

It is currently not possible to see if there has been a consequent reduction in JSA and ESA claimants.

We are now able to see figures of people who are in-work but still needing to claim UC. This data could be useful as we look to expand in-work support in Fife.

Figure 9–Benefit and UC claimants by benefit and conditionality¹²

	ESA claimants (data only available to Feb 2018)	Job Seeker's Allowance ¹³	UC not in employment - 'no work-related activity'	UC not in employment – 'work related activity' & other	UC in employment – 'work related activity' & other
February 2015	16,420	6,340			
February 2016	16,886	5,770			
February 2017	17,494	Not available	30	1,572	861
February 2018	16,561	Not available	380	3,398	1,968
Sept 2018	Not available	Not available	1,767	7,388	4,746

¹² Stat-Xplore, stat-xplore.dwp.gov.uk

¹³ Information from NOMIS is only available until February 2015

2.5 Clients accessing OFP funded employment services in Fife

This new section considers the demographic of people who access OFP employability services in Fife.

Given the move to a human rights-based approach to planning and delivering employment services in the area,¹⁴ for this report we are using the nine protected characteristics as defined in the Equality Act (Scotland) 2010.¹⁵

For this section we have extrapolated data from the OFP element of the Fife Online Referral Tracking System (FORT). This is a management system which facilitates referrals between agencies and allows for tracking of referrals and sharing of client information.

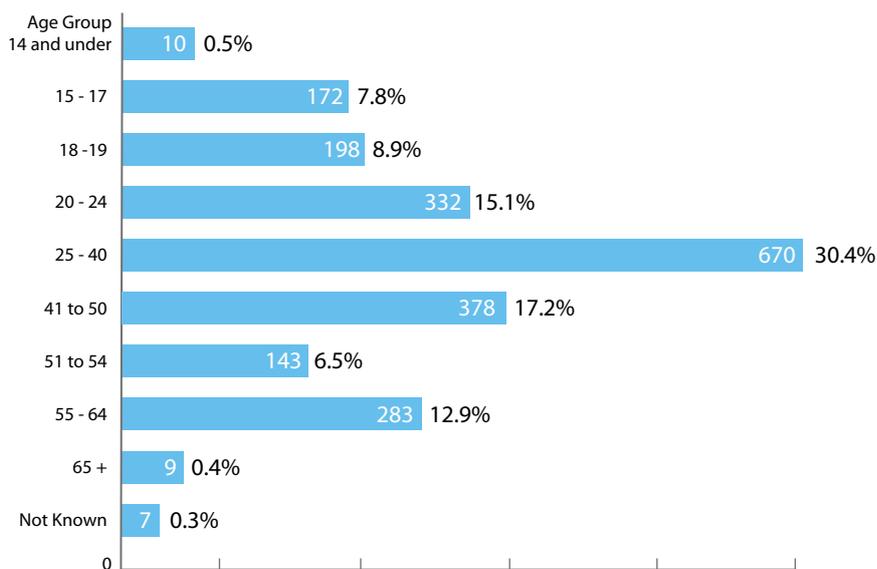
Age

As defined in the Equality Act 2010, age refers to a person of a particular age group.

In 2017/2018, the largest age group accessing OFP provision were 25 to 40-year olds. 30% of clients registered were from this age range.¹⁶ This is to be expected considering this age group makes up the majority of the working age population. According to the National Records of Scotland (NRS), 18% of the population in Fife are in this age group.¹⁷

Only 9 people aged over 65 accessed support in 2017/2018. This represents 0.4% of clients registered on FORT and 20% of the Fife population.

Figure 10 – Age composition of FORT registrations (2017/2018)¹⁸



¹⁴ Please see section 4.3 for more information

¹⁵ Equality Act (Scotland) 2010

¹⁶ FORT – data accurate as of Oct 2018

¹⁷ NRS, Mid-2016 Population Estimates Scotland. Table 2 – accessed Dec 2018

¹⁸ FORT - data accurate as of Oct 2018

We cannot directly compare the age range of benefit claimants with the age demographic of clients on the OFP pathway as the age ranges do not align exactly. However, the figures appear to be largely reflective. For example, 23% of out of work benefit claimants in March 2018 were aged

18-24 while 24% of clients registered on FORT in 2017/2018 were also aged 18-24. In March 2018 52% of benefit claimants were aged 25-49 and in 2017/2018 48% of clients registered on FORT were 25-50.¹⁹

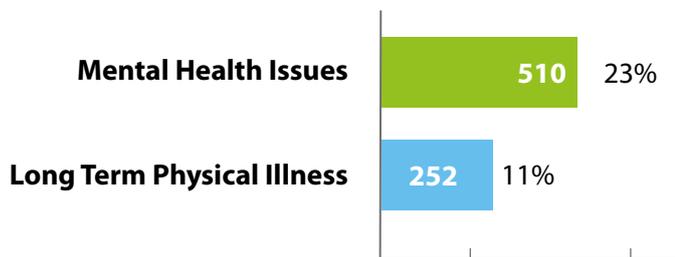
Disability

According to the Equality Act 2010, a person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities.

NOMIS data shows that in November 2016, 17,820 people in Fife claimed Employment Support Allowance (ESA) and Incapacity Benefits which equates to 72% of those claiming benefits. Of the 2,202 FORT registrations in 2017/2018, 510 (23%) clients

listed mental health issues and 252 (11%) listed having a long-term physical illness as a barrier to entering and sustaining employment. It is important to note that clients could have listed both as a barrier on FORT.

Figure 11 – Health Related FORT barriers (2017/2018)²⁰



This shows a significant disparity between the proportion of people claiming benefits due to health and disability related problems and the percentages accessing OFP employment services in Fife.

This has been acknowledged by OFP and has informed a re-balance in service commissioning for 2019-22 (see Section 4).

¹⁹ See Figure 7

²⁰ FORT - data accurate as of Oct 2018

Race

The Equality Act 2010 states that race includes colour, nationality, ethnic or national origins.

Data shows that around 4% of Fife's population are from a minority ethnic background.²¹ Data on FORT captures 'migrants, people with a foreign background, minorities' as a barrier. Only 1% of registrations in 2017/2018 identified this as being an impediment to entering employment (no clients identified being an asylum seeker or refugee as a barrier).

This may be because people do not view their race or ethnicity as a barrier to entering employment, or a lack of demand or inadequate provision is in place. This requires further analysis.

There is no data available on the ethnic background of benefit claimants in Fife.

Sex (Gender)

As defined in the Equality Act 2010, this is a reference to man or a woman.

In March 2018, 67% of males and 33% of females were claiming out of work benefits in Fife this is broadly similar to national figures in 2017 when 60% male and 40% female were claiming in Scotland.²²

This doesn't correlate exactly with the composition of Fife's population. According to the NRS, 48.5% of Fife's population are male

(179,552) while 51.5% are female (190,778).²³ This suggests that men are disproportionately affected by unemployment in Fife.

Of the 2,202 clients registered on FORT in 2017/2018, 63% were male (1,384 clients) and 37% (816) were female which would suggest that men who are out of work, are slightly less likely to access employability services than women.²⁴

²¹ Scotland Census 2011, Ethnicity, Identity, Language and Religion, www.scotlandscensus.gov.uk/ods-web/area.html#!

²² Scottish Government, Regional employment patterns in Scotland: statistics from the Annual Population Survey 2017

²³ NRS, Mid-2016 Population Estimates Scotland. Table 2

²⁴ FORT - data accurate as of Oct 2018

Figure 12 – Gender of FORT registrations (2017/2018), Fife Population (2016) and benefit claimants (March 2018)

Sex	FORT registrations	%	NRS	%	Out of work benefit claimant (March 2018)	%
Female	816	37%	190,778	51.5%	2,375	33%
Male	1,384	63%	179,552	48.5%	4,815	67%
Unknown	2	0%	-	-	-	-
Total	2,202	100%	370,330	100%	7,190	100%

Gender reassignment

As defined in the Equality Act 2010, a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

There are a range of reports providing estimates of the prevalence of gender variance, the number of people who seek medical care and treatment for gender variance and the number of people considering and undergoing transition. The higher estimates can be summarised approximately as 1% of the population may be experiencing some degree of gender variance and 0.2% may undergo transition.²⁵ In Fife, those estimates mean that

around 3,700 people may be gender variant, with around 56 likely to undergo transition in any year.²⁶

Information on FORT does not capture data on gender reassignment. We have no knowledge of the percentage of individuals on the employability pathway and the proportion of benefit claimants that this affects.

Marriage and civil partnership

According to The Equality Act 2010, a person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

In 2016, 45% of people in Fife were married or in a civil partnership.²⁷

Again, we have no knowledge about the marital status of individuals on the employability pathway and benefit claimants.

²⁵ Fife Centre for Equalities, 'Equalities in Fife', Summer 2018

²⁶ Fife Centre for Equalities, 'Equalities in Fife', Summer 2018

²⁷ Fife Centre for Equalities, 'Equalities in Fife', Summer 2018

Pregnancy and maternity

As defined in the Equality Act 2010, pregnancy is the condition of being pregnant. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. The protected period covers in non-work cases the whole of a woman's pregnancy as well as 26 weeks following the birth (or stillbirth after more than 24 weeks of pregnancy).

Although we have no data on pregnancy and maternity of women on the employability pathway it is important to note that we would not expect expectant mothers or those who have recently given birth to be job seeking.

It is also worth recognising the challenges for expectant mothers in losing their jobs as a result of pregnancy and also the struggle to get back to work (for example adjusting hours, moving to part-time, zero hours contracts and skills gaps).

Religion or belief

According to The Equality Act 2010, religion means any religion or philosophical belief and also a lack of religion or belief.

In Fife in 2016, 58% of Fife's population stated they had no religious affiliation. The most common religion in Fife is Christianity which is practiced by 40%.²⁸

Again, we have no available data on the religion and beliefs of people who are claiming out of work benefits or who are registered on the OFP employability pathway in Fife.

Sexual orientation

Sexual orientation means a person's sexual orientation towards persons of the same sex, persons of the opposite sex, or persons of either sex.

In Fife in 2016, the majority of the population (96.2%) identified as heterosexual while 1.6% identified as LGBT and others.²⁹

The current ESIF registration form does not ask clients about their sexual orientation. There is limited knowledge about the sexual orientation of clients registered on the employability pathway or of benefit claimants in Fife and whether or not services are appropriately addressing their needs.

Data from the 2016 Fife LGBT Community Needs Assessment Report found unemployment was high for this group with only a third of respondents in full-time employed. 1 in 6 respondents (15%) were unemployed.³⁰ This requires more detailed analysis and consideration of future support that could be offered.

²⁸ Scottish Government SSCQ (2016), <https://www2.gov.scot/Topics/Statistics/About/Surveys/SSCQ/SSCQ2016/SuppTabs>

²⁹ Scottish Government SSCQ (2016), <https://www2.gov.scot/Topics/Statistics/About/Surveys/SSCQ/SSCQ2016/SuppTabs>

³⁰ LGBT Health and Wellbeing, Fife LGBT Community Needs Assessment Report, <http://www.lgbthealth.org.uk/wp-content/uploads/2016/03/Fife-LGBT-Community-Needs-Assessment-SUMMARY-REPORT-FINAL.pdf>

In conclusion

The analysis above shows that the balance and spread of people accessing employability provision is broadly reflective of the gender and age demographics of unemployment in Fife however there appears to be an imbalance for key equalities groups of race and disability.

In addition to this the OFP and DWP are also lacking data on key equalities characteristics of sexual orientation, gender reassignment, marital status, pregnancy and maternity and religion or belief.

This makes it difficult to make any assessment of how well these equalities groups are being supported.

The research report 'Connections' by Joan Riddell which looked at quantitative data available on Fife-ETC clients through FORT recommended Fife-ETC "consider a review of registration data to incorporate... protected characteristics".

Our findings suggest that **all** providers on the OFP pathway, the DWP and commissioning organisations would benefit from improved ability to capture and review equalities data on the clients accessing their services.

2.6 In summary

- In 2017, Fife was home to over 370,000 people and has continued to see a rise in the number of businesses since 2013
- Fife continues to see growth in the micro business sector with a 23% increase since 2013
- Self-employment rates have fluctuated significantly in Fife. In 2016/2017, self-employment peaked at 21,100 and in 2017/2018 this dropped to 12,900
- Fife's unemployment rate has continued to reduce and outstrips Scotland
- It is not possible to track changes in unemployment data for key groups such as those with health problems or disabilities due to changes in how benefits are claimed
- The limited equalities data available suggests that the balance of OFP employability provision has a good gender and age balance but does not fully reflect the racial and disability demographics of unemployment in Fife
- There is a lack of equalities data for other key protected characteristics on the employability pathway

3. What’s been happening in Fife?

This section considers the biggest changes to the strategic landscape in Fife and any implications on employability services.

3.1 Plan 4 Fife

The Plan 4 Fife, the Local Outcome Improvement Plan for 2017-2027, was published by the Fife Partnership in November 2017.³¹ The four priority themes that have been identified by the plan are:

1. Opportunities for All
2. Thriving Places
3. Inclusive Growth and Jobs
4. Community Led Services

The aim is that every Fifer can access opportunities in education, training, jobs and wider society, and that all have equal access to the support and advice they might need to lead a fulfilling and decent life.

In addition, there is a commitment that growth in the local economy should benefit everyone and shouldn't pass people and places by. There is a focus on improving investment, growth and participation by businesses, people and communities, particularly in the mid-Fife area.

Figure 13 – Plan for Fife



³¹ Plan 4 Fife, Fife Partnership http://publications.ffedirect.org.uk/c64_Plan_for_Fife_FPB_21nov17.pdf

What is mid-Fife?

Mid-Fife is the area covering Cowdenbeath and Lochgelly, north through Kirkcaldy and Glenrothes and up to Methil, Buckhaven and Leven. This is a particular area of concern because while figures for Fife suggest that the economy is tracking the rest of Scotland, locally there is a very mixed picture. For example, the “Glenrothes and Mid Fife” parliamentary constituency area has the third highest level of unemployment in Scotland.³²

3.2 Universal Credit

Universal Credit (UC) is the new ‘single benefit’ which is being rolled out by DWP across the UK. It is the biggest change to welfare in the last 60 years and went live in Fife in December 2017. UC is led by four core principles:

- Helping make sure people are better off in work than on benefits;
- Allowing part-time and short-term work to act as a stepping stone into work;
- Enabling people to work more than 16 hours a week and still claim Universal Credit; and
- Paying towards childcare costs, giving people more flexible working hours.

The roll out of UC full service has not been without its controversy. Citizens Advice and Rights Fife (CARF), who provide free expert advice and assistance, dealt with more than 1,200 enquiries during the first 12 weeks of UC roll out in Fife.³³

Some sources have criticised the new benefit, blaming it for rising poverty rates and increased usage of food banks. However, the new benefit simplifies the welfare system and DWP have stated that it has many advantages over the old system. For example, UC is designed to make work pay; ensuring people won’t see their income drop when they move off benefits and into low-paid work.

3.3 Health & Work Support

To improve access to in-work support for people with health conditions and disabilities, the pilot scheme Health & Work Support has been launched across Fife and Dundee.

The aim of Health & Work Support is to streamline and enhance existing health and work services by providing a single point of contact for people at risk of falling out of work or who have recently left employment due to ill health. The service aims to help more people to stay at work and get back in to work. In addition, support and advice is available to employers on health, disability and work-related issues.³⁴

In Fife, Health & Work Support was officially launched in June 2018.

³² Opportunities Fife Partnership, Fife Employability Pathway: Challenge Fund Framework 2019-2022, [https://www.fifevoluntaryaction.org.uk/downloads/OFP_Challenge_Fund_Framework_2019-2022_\(FINAL\).pdf](https://www.fifevoluntaryaction.org.uk/downloads/OFP_Challenge_Fund_Framework_2019-2022_(FINAL).pdf)

³³ CARF, 2018

³⁴ Scottish Government news, Health & Work Support launched, <https://news.gov.scot/news/health-work-support-launched>

3.4 Fair Start Scotland

Fair Start Scotland is the new devolved employment service for Scotland, focusing support on those further from the labour market for whom work is a realistic prospect. The service will deliver employment support to a minimum of 38,000 unemployed people between 2018 and 2021 who want to work and need help to enter and/or remain in the labour market.³⁵

Participation is voluntary, and all participants receive in-depth action planning to ensure the support they receive is tailored for them. The service offers pre-work support of 12-18 months and in-work support for 12 months. Scottish Government announced the Fair Start Scotland contract awards in October 2018. The successful provider for Lot 5, which includes Fife, is a partnership called Start Scotland Limited. The lead provider for Fife is Working Links.

3.5 Reducing Offending and Re-Offending Group (ROAR)

A history of offending affects many participants in employability services in Fife. This is something that is addressed by the Reducing Offending and Reoffending strategy (ROAR) which was established in Fife in 2016.

The group supports community justice and community planning services and the third sector to work together in reducing offending and re-offending. It also helps people with convictions, their families and victims of crime to access fair and equal support that meets their needs. Links have been established with employability to help frontline staff best support those with experience of the criminal justice system.

3.6 Developing Fife's Young Workforce

Developing Young Workforce (DYW) is part of the Scottish Government's national agenda in response to the recommendations made by the Wood Commission.³⁶

The objectives of DYW are:

- To support more young people to enter employment
- To create opportunities for both Modern Apprenticeships and Foundation Apprenticeships
- To provide a broader range of available opportunities for our young people

The aim of DYW is to deliver a permanent, fundamental change of culture through developing sustainable industry-led pathways for young people into employment.³⁷

So far, DYW Fife have facilitated several employer partnerships with schools and colleges to help embed employability skills into education and improve employment pathways for young people. Data from summer 2018 showed that there were over 1,000 separate partnerships and that 29,900 pupils were engaged in various programmes of employability.

3.7 Dynamic Purchasing System (DPS)

The Dynamic Purchasing System (DPS) is the new system used by Department for Work and Pensions to commission local employability provision based on claimant need. DPS hosts a catalogue of accredited providers which enables DWP to source provision from a wide range of providers.

Work Coaches establish barriers in moving customers forward in their employability journey and if it cannot be addressed through any other source, a business case for new provision through DPS will be considered.

The provision is demand-led, therefore DWP identify customers to fill provision.

As of November 2018, 10 DPS contracts had been awarded in Fife with a further 4 going through the buyer process. The DPS contracts that have been awarded cover ex-offenders, Multi-Agency Public Protection Arrangements (MAPPA), lone parents, digital skills and motivation.

³⁵ Employability in Scotland, <http://www.employabilityinscotland.com/devolved-employment-services/fair-start-scotland/-map-of-provider-contacts/>

³⁶ Education Working For All! Commission for Developing Scotland's Young Workforce Final Report, June 2014, <https://www.gov.scot/publications/education-working-commission-developing-scotlands-young-workforce-final-report/>

³⁷ OFP, Developing the Young Workforce, <https://www.opportunitiesfife.org/dyw>

3.8 A vision for learning in Fife - improving the 15 to 24 Learner Journey

Fife Council Department for Education and Fife College have worked in partnership to develop a vision for learning designed to deliver a more coherent and appropriate curriculum to meet the needs of young people in Fife.

The intention is to develop a learning community which recognises the potential for schools, college and university partners to collaborate in order to provide a clear, logical and effective learning journey for young people that addresses their needs and ambitions, whilst focussing on improving employability outcomes.

3.9 In summary

- There have been numerous infrastructure, commissioning and strategic changes in Fife in the previous 3 years
- Fife has a new Local Outcome Improvement Plan setting out key priorities
- New initiatives have been introduced to help people with health problems and disabilities, people with an offending background and young people to gain and sustain employment

4. Employability Strategy in Fife

This section summarises the key decision-making and strategic planning structures affecting Fife as well as the support available for the third sector through FVA.

4.1 Opportunities Fife Partnership Structure and Strategy 2018

The Opportunities Fife Partnership (OFP) is the strategic local employability partnership for the region.

It is the mission of the OFP to influence and drive innovative approaches to skills and employability services that reflect the current and future needs of individuals and employers.

The OFP brings together representatives of Fife Council, the Department of Work and Pensions, Fife College, Fife Health and Social Care Partnership, Skills Development Scotland, FVA, University of St Andrews, Developing Young Workforce and the private sector. The OFP

Board is supported by Delivery Groups focusing on people with health and disability issues, young people, adults and employers.

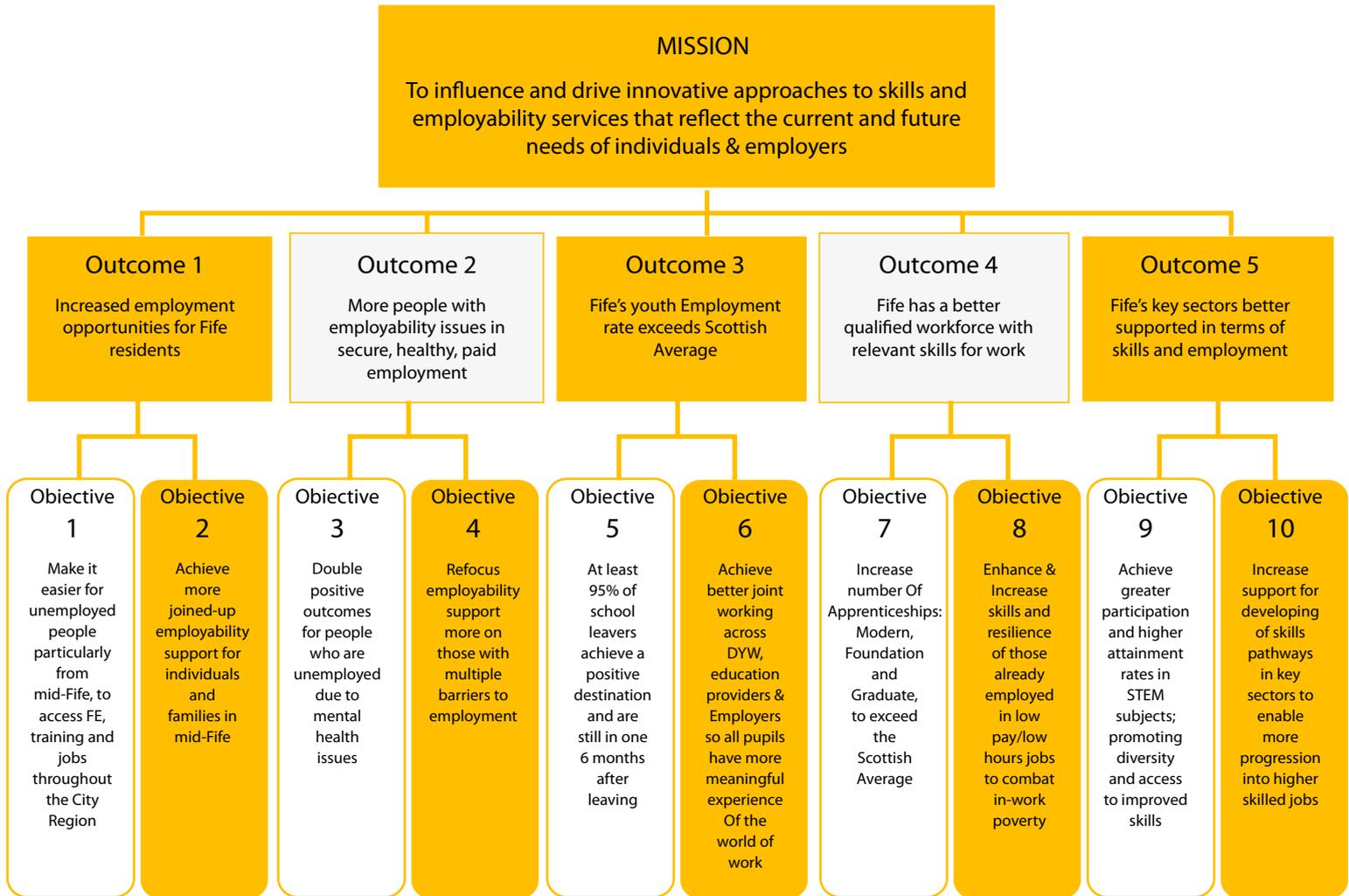
The structure has changed slightly in the past few years with the introduction of the Employer Engagement Delivery Group, chaired by Gordon Mole in 2017. This new Delivery Group has been developed to improve the coordination of employer engagement activity across partners in Fife, work with employers to increase training, learning and job opportunities for clients.

Figure 15 outlines the mission of the Opportunities Fife Partnership. The mission is broken down into 5 outcomes and then further subcategorised into 10 objectives.

Figure 14 – Opportunities Fife Partnership Structure



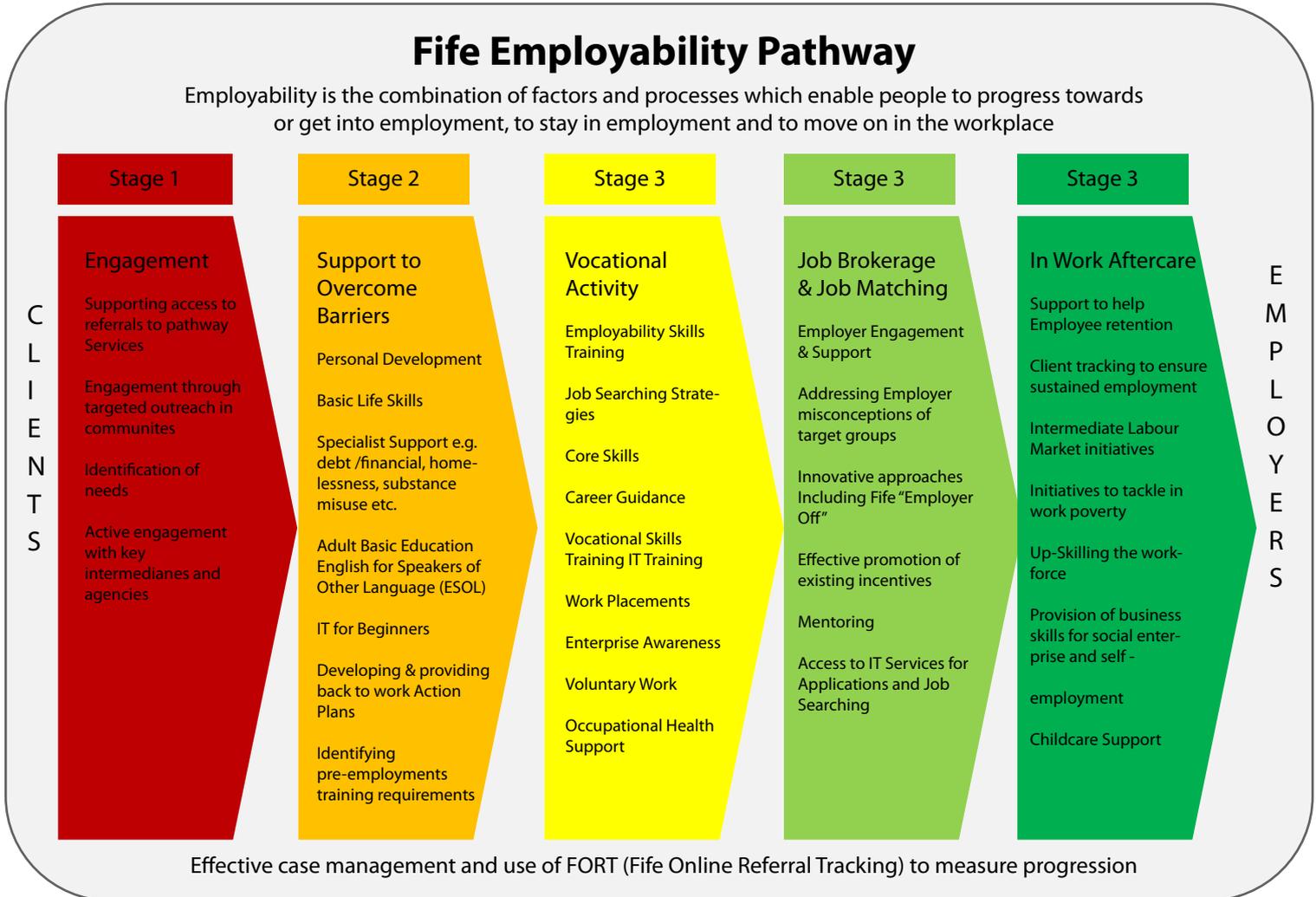
Figure 15 – Opportunities Fife Partnership Mission 2017



4.2 Fife Employability Pathway

Fife operates a 5-stage employability pathway.

Figure 16 – Fife Employability Pathway (2014)



4.3 A Human Rights Based Approach to Employability

During 2016-17 Fife-ETC, Fife Health and Wellbeing Alliance and FVA commissioned research to help better understand the relationship between employability service provision and health inequalities.

Based on the findings³⁸ the Opportunities Fife Partnership took the opportunity to embed several of the recommendations into the ESiF Commissioning Framework for 2019-22.

As a result, all successful projects will be expected to evidence how they are working towards the human rights principles of PANEL (Participation, Accountability, Non-Discrimination and Equality, Empowerment and Legality).³⁹ This includes a strong focus on embedding the voice of service users in the design and delivery of provision and the inclusion of workplace rights information into employability courses.

³⁸ 'The confidence to move forward: Unemployment, employability support and health inequalities in Fife' Lisa Curtice and peer researchers, Craighead Institute
³⁹ PANEL Principles, Scottish Human Rights Commission, www.scottishhumanrights.com

4.4 Delivering Differently for Mental Health in Fife

Following evidence that around 40% of people who claim benefits do so due to mental health or behavioural problems, in 2017 the OFP and Fife Health & Social Care Partnership secured funding from Scottish Government. The project called Delivering Differently, aims to undertake a strategic review of how we can improve employment outcomes for people with mental health problems in Fife. FVA is the lead strategic coordinator of this review.

As a result, OFP funded employability services are all now expected to assess the extent to which people's mental health is a barrier to work using a 'mental health and work indicator' (MHWI). This tool allows employability providers to have an appropriate and supportive conversation with new clients and make an appropriate assessment of how much their mental health is impacting on their journey to work. On the back of the MHWI the provider can then adjust provision or refer to additional or specialist support as appropriate.

OFP have also commissioned an expansion of specialist disability and mental health employability services from April 2019. OFP and the Fife H&SCP will continue to work closely on this agenda with further changes anticipated.

4.5 Public sector employability funding in Fife

Fife benefits from a significant amount of public sector-led employability funding.

Through the OFP, Fife's Employability Pathway delivered a range of activity worth approximately £2.8 million in 2016/17. This brings together Fairer Scotland and European Social Funding, with match funding leveraged in by the delivery partners from several different funding sources.

The Employability Fund (EF), is managed by Skills Development Scotland (SDS) nationally and has a 'payment by delivery' approach to funding so this varies year on year. In 2016/2017 EF accounted for £1.7 million of employability spend in the area.

SDS also manages the Scottish Government's Modern Apprenticeship funding, this equated to just over £5 million in Fife in 2016/2017.

Figures for DWP contracts Work Choice and Work Able are confidential and are therefore not included in these figures.

This suggests that in 2016/2017 Fife benefited from over £9.5 million in public sector funding for employability provision.⁴⁰

This appears to show a reduction compared to 2015.⁴¹

⁴⁰ This figure does not include the amount that Fife Council deploys on core employability provision both internally and through service level agreements

⁴¹ It is important to note we were not able to obtain all of the information we did in 2015.

4.6 Support for the third sector in Fife

Since 2013 FVA has received funding through the OFP to build the capacity of the third sector in delivering employability outcomes in Fife. FVA has developed work in several key areas to ensure the sector is given the opportunities and support to contribute as fully as possible to improving employability outcomes for the people of Fife.

Since the publication of Working for Fife 2015, the employability team at FVA have:

- Increased the circulation of the monthly employability e-bulletin to over 680 people
- Established a quarterly Third Sector Employability Conversation for informal networking
- Co-ordinated and led delivery of 'Know Your Network', an annual large networking event
- Planned and organised quarterly Fife Employability Forums, bringing together staff involved in employability services from all sectors
- Organised training sessions on a variety of topics including: understanding Universal Credit, a human rights-based approach to employability, DWP's Access to Work
- Worked with Fife-ETC and the Fife Health & Wellbeing Alliance to commission research into employability and health inequalities
- Helped establish 'Accessible Fife', a pre-apprenticeship academy for people aged 16-29 with health problems and disabilities
- Been actively involved in the pilot 'Health & Work Support' service (see page 20)
- Assisted in the development of 'Keep Fife Moving', a partnership project led by West Fife Enterprise and Robert Gordon University exploring, piloting and developing innovative solutions to journey challenges in Fife
- Delivered workshops with DWP and drug and alcohol services in Fife to reduce the impact of benefit sanctions being given to people who have issues with drugs and alcohol misuse
- Attended strategic planning meetings
- Actively supported local partnerships including Fife ETC, Making it Work and Fife Rural Skills Partnership

4.7 In summary

- The OFP is responding to the changing demographics and understanding of employability in Fife and adjusting its approach to service commissioning accordingly
- Human rights and mental health services are likely to be a key focus for the coming few years
- Fife benefits from over £9.5 million a year in public sector funding for employability in the area
- FVA has continued to support, develop and represent the third sector at all levels and to help ensure the sector is robust, resilient and delivers high quality services

5. Changes on the horizon

In this section we look ahead to some of the key changes that may impact on the employability sector in Fife in 2019 and beyond.

5.1 Brexit

Following the referendum held in June 2016, the UK is expected to officially be leaving the European Union (EU) in March 2019.⁴²

The future for Britain outside of the EU is very uncertain and at this time we don't know the effect it will have on employability services and the workforce.

Due to the restrictions on movement it is likely that we will have a less diverse workforce with fewer migrants moving into the country.

Brexit also creates uncertainty around funding. A significant number of employability projects in Fife rely on European funding. Depending on the deal that is secured, we are unsure if this funding source will still be available beyond 2022.

The Government has committed to a "UK Shared Prosperity Fund" (UKSPF) which will serve a similar purpose to the existing European Structural and Investment Funds.⁴³ Currently we do not know what this will look like or how much funding will be made available.

On a positive note, this is an opportunity to redesign the European funding programme entirely in the UK's interest: plugging skills gaps, increasing productivity and lifting up disadvantaged communities. However, there is still much detailed design work to be done and time is of the essence to complete this and ensure a seamless transition.⁴⁴

5.2 City Region Deals (CRD)

City Region Deals (CRD) are agreements between the Scottish Government, the UK Government and local government designed to bring about long-term strategic approaches to improving regional economies.⁴⁵

Fife is involved in two CRD: Tay Cities Region and Edinburgh and South East Scotland City Region.

The Tay Cities Region Deal bid includes a variety of proposals that will help deliver sustained economic growth, increased job opportunities and the reduction of inequalities.⁴⁶ The initiative aims to fund more than 20 major projects and create over 6,000 jobs across Tayside and Fife.

In relation to employability and skills, the Scottish Government will invest up to £20 million to support delivery of the Tay Cities Skills and Employability Development Programme to deliver Fair Work. This is intended to reduce skills shortages and gaps as well as support reskilling into new career opportunities.⁴⁷

The ambitious Edinburgh and South East Scotland City Region Deal identifies new and more collaborative ways that partners will work with UK and Scottish Governments to deliver transformational change.

In total £1.3 billion will be invested in research, development and innovation; integrated regional employability and skills programme; transport, culture and housing.⁴⁸ The Scottish Government and the UK Government will each invest over the next 15 years and The Scottish Government's investment will contribute towards 41,000 new homes, 21,000 jobs and improve the skills of an estimated 14,700 people.⁴⁹

⁴² We reserve the right for the situation to have changed entirely by the time this report is published!

⁴³ House of Commons Work and Pensions Committee, European Social Fund, <https://publications.parliament.uk/pa/cm201719/cmselect/cmworpen/848/848.pdf>

⁴⁴ House of Commons Work and Pensions Committee, European Social Fund, <https://publications.parliament.uk/pa/cm201719/cmselect/cmworpen/848/848.pdf>

⁴⁵ Scottish Government, <https://www.gov.scot/policies/cities-regions/city-region-deals/>

⁴⁶ Tay Cities Region, <https://www.taycities.co.uk/about-us>

⁴⁷ Fife Council website, <https://www.fifedirect.org.uk/news/index.cfm?fuseaction=news.display&objectid=1AAE0C3A-A865-BDAF-030A5F6889D847C3>

⁴⁸ Edinburgh and South East Scotland City Region, <http://www.acceleratinggrowth.org.uk/about-us/>

⁴⁹ Scottish Government News, Edinburgh and South East City Region Deal, <https://news.gov.scot/news/edinburgh-and-south-east-city-region-deal>

5.3 ESIF Pathway 2019-2022

The OFP Executive have selected 6 successful bids for ESIF funding for 2019-2022.

Five of the programmes will support those who are out of work to access employment. These are:

- Fife ETC – who will support adults with multiple barriers to employment
- Fife Gingerbread – who will support adults with multiple barriers, but particularly lone parents
- Fife Employment Access Trust – who will support those whose mental health is a barrier to employment
- Fife Council’s Supported Employment Service – who will be supporting those with health and disability issues
- Opportunities For All - which is a partnership proposal to support young people; 16-24 who are not in employment, education or training

The sixth programme is a new service delivered by Fife ETC which will provide in-work support to people who need assistance to sustain and progress in employment.

5.4 New Scottish Government Review of ‘No one Left Behind’⁵⁰

In March 2018 Scottish Government launched their ‘Review of Employability Funding in Scotland: No one Left Behind’ with findings published in November 2018.

No one Left Behind identifies the need for a person-centred and flexible approach to employability based on core values of kindness, dignity, compassion and respect. It seeks to improve integration between employability and key policy strands such as justice, housing and health.

Importantly the report recognises the critical role third sector services play in delivering employment outcomes and commits to collaborative improvement, innovation and user-led design across the employability sector.

5.5 Halving the disability employment gap⁵¹

In 2018 the Scottish Government also launched its commitment to halve the disability employment gap in Scotland. The related action plan includes funding to support employers, a trialled extension of Access to Work and commitment for a new support service for disabled people for whom mainstream employment support is not suitable.

5.6 In summary

- Brexit continues to present a large uncertainty over future funding of employability services in the UK
- Fife are leading the way in approaches to working collaboratively, user-led provision and targeting the needs of those with health problems and disabilities
- City Region Deals will begin to generate opportunities in the coming years and organisations need to keep a close look at developments in this area

⁵⁰ Scottish Government, No One Left Behind: next steps for employability support, March 2018

⁵¹ Scottish Government, A Fairer Scotland for Disabled People: delivery plan, December 2016

6 Organisational information

This section provides an overview of organisational information, including information on staff, partnerships and pathway stages. 25 organisations out of the 27 who responded completed this section of the survey.

6.1 Organisational overview

14 organisations (56%) who responded are local to Fife and don't operate elsewhere, 5 organisations (20%) were regional meaning they work in 2 or more local authority areas and 6 organisations (24%) are national. There has been a notable increase of regional organisations operating in the area in comparison to 2015 when there was only one. There has been a decrease of national organisations (down from 12 in 2015) and the

number of local organisations has reduced marginally from 16.

25 organisations surveyed had 466 full time members of staff (16+ hours per week) and 156 part time staff (<16 hours per week) in Fife. Out of these, 156 full time members of staff and 29 part time staff (22% of the total) were involved with the delivery of employability services in Fife. In total they worked with 2,588 clients and 32 families.

Figure 17 – Organisations and Employability staff in Fife



6.2 Partnerships in Fife

Fife Employability and Training Consortium (Fife ETC)

Fife-ETC aims to improve the quality of life of people in Fife by building their ability to gain and sustain meaningful employment. By working closely with a range of organisations, it is hoped that it is easier for unemployed people to access full time education, training and jobs across Fife. The consortium provides training, one-to-one support, job brokerage and help for a variety of issues. Enhancing and increasing skills to enable all to compete in a tough job market.

Making it Work for Families

Another sizeable partnership in the region is Making it Work for Families being delivered by Fife Gingerbread, Clued Up, Citizens Advice & Rights Fife and Supported Employment Service. These organisations are working together to support vulnerable families who are out of work with a young person (aged 14-19) living at home who is at risk of not achieving a positive destination.

The project is a 'whole family' approach to employability and every member of the household benefits. Since its launch, the project has engaged with 49 families - 53 parents/carers, 64 young people and 55 children.

Fife Rural Skills Partnership

Fife Rural Skills Partnership is working to increase the number of skilled people who are able to care, manage and make suitable use of Fife's rural landscape.

Partners include Centre for Stewardship, Kingdom Housing Association, Rural Skills Scotland, Cambo Heritage Trust, The Ecology Centre, Fife Employment Access Trust and Fife Council.

6.3 Project summary

The following table summarises organisations by partnership, whether the organisation is national, local or regional, and which stages of the employability pathway each project covers.

Figure 18 – Employability Projects by Partnership and Pathway

Consortium / Partnership	Local/ Regional/ National	Organisation's Name	Project Name	Pathway Stages
Fife ETC	Local	Fife Voluntary Action	Volunteering into Work	2 3
Fife ETC	Local	Kingdom Works	Kingdom Works	3 4 5
Fife ETC/ Making it Work for Families	Local	Clued Up Project	Clued Up Excel	1 2
Fife ETC	Local	West Fife Enterprise	Employability Academy	2 3
Fife ETC	Local	Brag Enterprises Ltd	Brag Delivery	2 3 4
Fife ETC	Local	Brag Enterprises Ltd	Fife ETC	1 2 3 4 5
Castle Enterprise Scotland Ltd	Local	Castle Furniture	Castle Furniture Project	3
Employ Your Mind	Local	Fife Employment Access Trust	Employ Your Minds	1 2 3
Employ Your Mind	Local	Fife Employment Access Trust	Employ Young Minds	1 2 3
Fife IPS	Local	Fife Employment Access Trust	Fife IPS	1 2 3 4 5
Making it Work for Families	Local	Fife Gingerbread	Making it Work for Families	Pre-pathway
Making it Work for Lone Parents	Local	Fife Gingerbread	Making it Work for Lone Parents	1 2
Opportunities for All	National	Apex Scotland	AYE	1 2
Opportunities for All	Local	Fife Voluntary Action	Supported Volunteering	1 2 3
Fife Rural Skills Partnership	Local	Fife Rural Skills Partnership	Our Bright Future	2 3 4
Fife Council Supported Employment Service	National	One Stop Shop For Autism Fife (Scottish Autism)	Support and Understanding of Social Skills	2
Robert Gordon University	Local	West Fife Enterprise	Keep Fife Moving - Scottish Government Social Innovation Fund Project	3 4 5
Fife Centre for Equalities	Local	West Fife Enterprise	Jam Shed	1
People Plus	Local	Brag Enterprises Ltd	New Enterprise Allowance	3 4
	Local	CLEAR	CLEAR Buckhaven	2
	Local	Falkland Stewardship Trust	Local Food Works	3

Consortium / Partnership	Local/ Regional/ National	Organisation's Name	Project Name	Pathway Stages
	Local	The Ecology Centre	The Ecology Centre	1 2 3 4
	Local	Greener Kirkcaldy	Food Works!	1 2
	Local	Kingdom Works	Employability Fund	
	Local	IDTC	Employability Fund	2 3
	Local	West Fife Enterprise	CSCS Construction Training and Testing	3 4 5
	Local	YMCA Glenrothes	Y Academy	1
	National	Apex Scotland	Steps	1 2
	National	Enable	First Steps	1
	National	Princes Trust	Team Programme	2
	National	RNIB Scotland	RNIB Scotland	5
	National	Springboard	Springboard UK	2 3
	National	Venture Trust	Living Wild	2
	National	Venture Trust	Positive Futures	2
	National	Venture Trust	Next Steps	2
	Regional	LinkLiving	Step On	1 2 3
	Regional	Momentum Skills	Employability Fund	2 3
	Regional	Deaf Action	Deaf Action's Employability Service	4
	Regional	Capability Scotland	Progress Fife	1 2 3 4 5
	Regional	DEAP	Employability Fund	3 4
	Regional	DEAP	Recruitment and Outreach	1 2 3 4 5

6.4 In summary

- 27 organisations completed the survey and provided information on 41 employability projects in Fife
- There is a reduction in regional organisations and an increase in national organisations compared to 2015 with 56% of organisations surveyed local to Fife, 20% regional and 24% national
- 156 full time and 29 part time members of staff were involved with the delivery of employability services in Fife, an increase on 2015
- The three most significant third sector partnerships in Fife continue to be Fife-ETC, Fife Rural Skills Partnership and Making it Work

7. Project information

This section analyses project information by stages of the Fife Employability Pathway covered and client group.

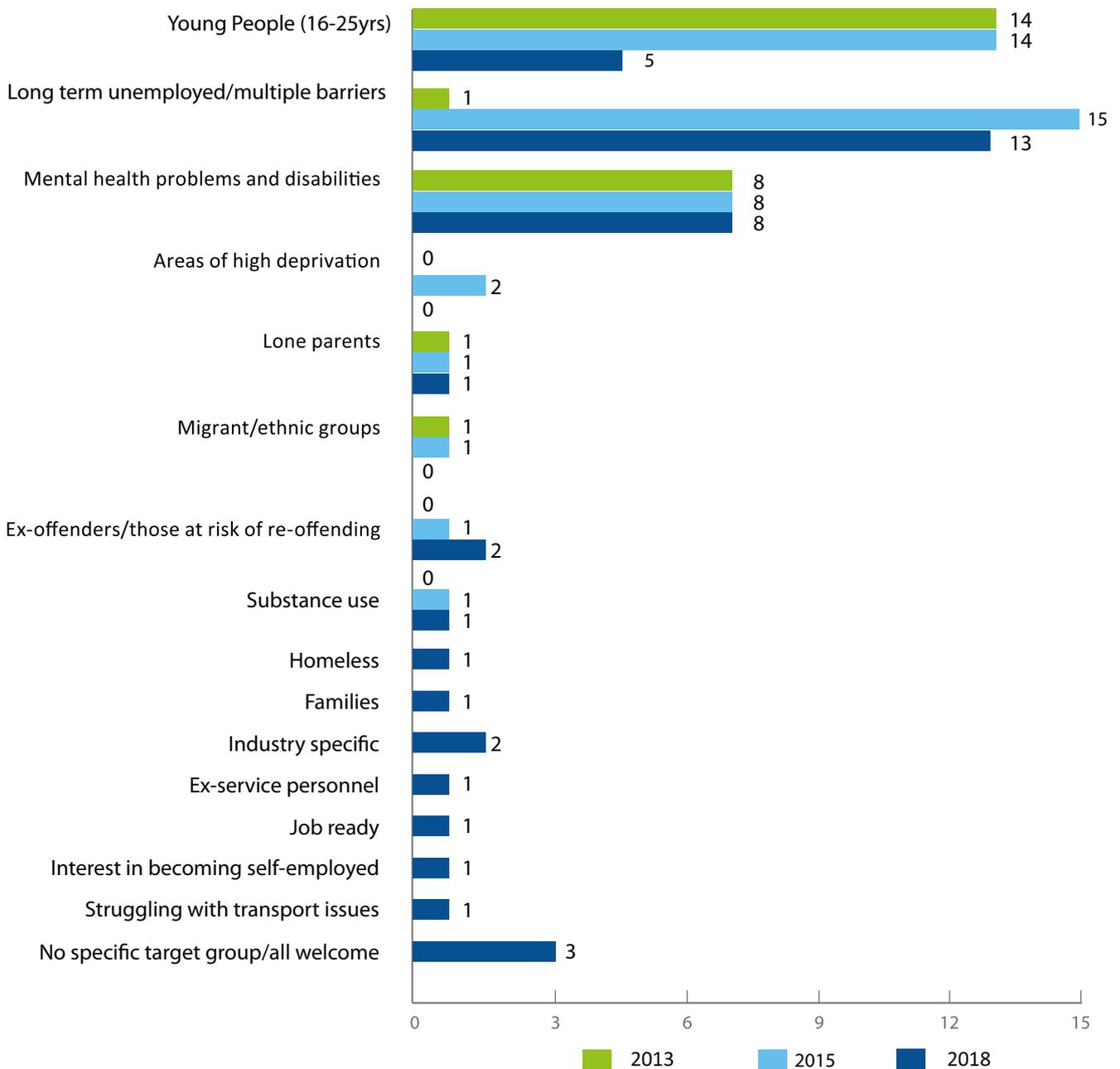
27 organisations provided information on 41 different employability projects.

7.1 Client group data

Projects were asked an open question to identify their main target client group. These were then categorised, and clarifications sought when necessary.

The figure below analyses provision by client group and shows the changes in the balance of provision since Working for Fife 2013 and 2015.

Figure 19 – Third Sector Projects by Client Group in 2013 stats from 2015 and 2018



It is interesting to note that employability services in Fife target a wide range of clients from all backgrounds and with varied barriers. In comparison to 2013 and 2015, we are now capturing data on projects aimed at supporting people with transport issues, people wanting to become self-employed, people who are job ready and ex-service personnel.

There are also three organisations that do not target a specific client group and who work with people of varying ages and abilities. These are, the Ecology Centre, CLEAR Buckhaven and West Fife Enterprise's Jam Shed.

Long term unemployed/multiple barriers

When analysing current provision available in Fife it appears that there is a good balance of support available for those who are long term unemployed or who have multiple barriers to accessing employment. 32% of projects are targeted at this client group which is a slight decrease from 35% in 2015.

This decrease may be related to our method of data capture, whereas in previous reports respondents selected their target client group from a prescribed list, this year the question was open ended. Or it could be that a smaller number of projects are working with a larger client numbers.

This is helpful for clients as it offers a 'broad church' in terms on eligibility criteria and so increases accessibility.

Mental health and disabilities

A number of projects aim to help people who have health problems and disabilities, including mental health issues. This group has remained broadly similar over all three reports.

Due to Delivering Differently and the current focus on mental health we expect to see a growth in provision for this group, although this may be reflected in increased resources within existing projects rather than the creation of new and additional projects.

Young people

The number of services specifically helping young people and those not in employment, education or training (NEET) has declined in recent years. However, many generalist services do not have minimum age exclusion criteria.

It is worth noting that Opportunities for All do a lot of work in supporting young people to achieve a positive destination. The programme provides interventions for young people identified at risk at a key transition from school and the period beyond. Funded partners include FVA, APEX Scotland, Fife Council Supported Employment Service and Fife Council 16+ Keyworker team. Skills Development Scotland and Fife Council CLD are also involved but are not funded.

7.2 Projects by pathway

Figure 20 – Projects by Pathway Stage and Client Group

STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5
ENABLE First Steps	One Stop Shop For Autism Fife Support and Understanding of Social Skills	Castle Furniture Project	Deaf Action Deaf Action's Employability Service	RNIB
West Fife Enterprise Jam Shed	CLEAR Buckhaven	Falkland Stewardship Trust Local Food Works	Kingdom Works Employability Fund	
YMCA Glenrothes Y Academy	Princes Trust Team Programme	DEAP Employability Fund		
Apex Scotland AYE	BRAG New Enterprise Allowance			
Apex Scotland Steps			Kingdom Works	
Clued Up Project Clued Up Excel				
Fife Gingerbread MIWLP				
	Venture Trust Living Wild			
	Venture Trust Positive Futures			
	Venture Trust Next Steps			
LinkLiving Step On				
FEAT Employ Your Mind				
FEAT Employ Your Mind				
Fife Voluntary Action Supported Volunteering				
Greener Kirkcaldy Food Works!				
Fife Voluntary Action Volunteering into Work				
Momentum Skills Employability Fund				
IDTC Employability Fund				
Springboard UK				
West Fife Enterprise Employability Academy				
BRAG Delivery				
Fife Rural Skills Partnership Our Bright Futures				
West Fife Enterprise Keep Fife Moving				
Ecology Centre				
West Fife Enterprise CSCS				
Capability Progress Fife				
DEAP Recruitment and Outreach				
Fife IPS				
Fife Employability and Training Consortium				

Key

health and disabilities

lone parents

transport issues

ex service personnel

long term unemployed/multiple barriers

interest in becoming self employed

ex-offenders

general/universal

young people/NEET

job ready

homeless people

industry specific

drug and alcohol use

7.3 Analysis of Pathway Stages

Organisations were shown the Fife Employability Pathway and asked to identify what stages their project covers.

Analysis of responses shows a great deal of provision in the early stages of the pathway. 13 projects cover stages 1, 2 or both 1 and 2. In addition 1 project, Fife Gingerbread's Making It Work for Families, is classed as pre-pathway.

This is a significant increase on 2015 when six projects covered these pathway Stages. These stages focus on early engagement and support to overcome barriers. A further nine projects cover multiple stages on the Fife employability pathway including Stage 1.

At the other end of the pathway, there are fewer projects operating at Stage 5 and providing support around retention and progression/up-skilling in work. Including Fife ETC, there are 8 projects that offer support to clients at this stage.

The need for in-work support was highlighted by 'The Fairer Fife Consortium Project', this research, conducted by BRAG, showed a recent shift in the employability landscape with a recognition of the need for in-work support. In addition, it was concluded that "third sector organisations are often contacted by former clients to provide in-work support, although willing, they are under resourced to do this effectively".⁵²

Migrants/ethnic minorities

As shown in Section 2, there appears to be a gap in provision for migrants or people from ethnic minority backgrounds. Data shows that around 4% of Fife's population are from a minority ethnic background but there is little evidence of this community accessing employability services on the OFP pathway.⁵³ In 2018, Fife Migrants Forum received funding to do more employability work for this group from Fife Council and so we can expect to see some growth in provision for this client group in coming years.

7.4 In summary

- There is a good basis of Fife-wide support available for those who are long term unemployed or who have multiple barriers to accessing employment
- 14 projects (34%) cover stages 1, 2 or both 1 and 2 of the employability pathway or are classified as pre-pathway. This is an increase from six projects in 2015
- 4 projects work across all five stages of the employability pathway which is a decrease from 9 in 2015

⁵² Brag Enterprise, The Fairer Fife Consortium Project, April 2018.

⁵³ Fife Centre for Equalities, 'Equality in Fife', summer 2018

8. Geographical coverage

We asked projects to identify in which areas of Fife they provide services, and to rank these according to the level of delivery.

40 projects provided information on their geographical coverage.

8.1 Analysis against areas of deprivation

28 projects (68%) have Fife-wide coverage. This represents an increase on 13 projects in 2013. This is an improvement in terms of increasing accessibility of services to clients.

Those that weren't Fife-wide ranked their delivery across the seven local areas in Fife with a score of zero where there was no delivery. This has enabled us to give each area a 'service score ranking' according to the levels of employability support projects are delivering, not just the numbers of projects active in the area.

Glenrothes has the highest level of area-specific provision with a score of 24. This area is served by six projects who operate quite extensively in the area. In Glenrothes 16 data zones in the area are in the 20% most deprived in Scotland according to the Scottish Index of Multiple Deprivation (SIMD) therefore warranting the high level of service activity.

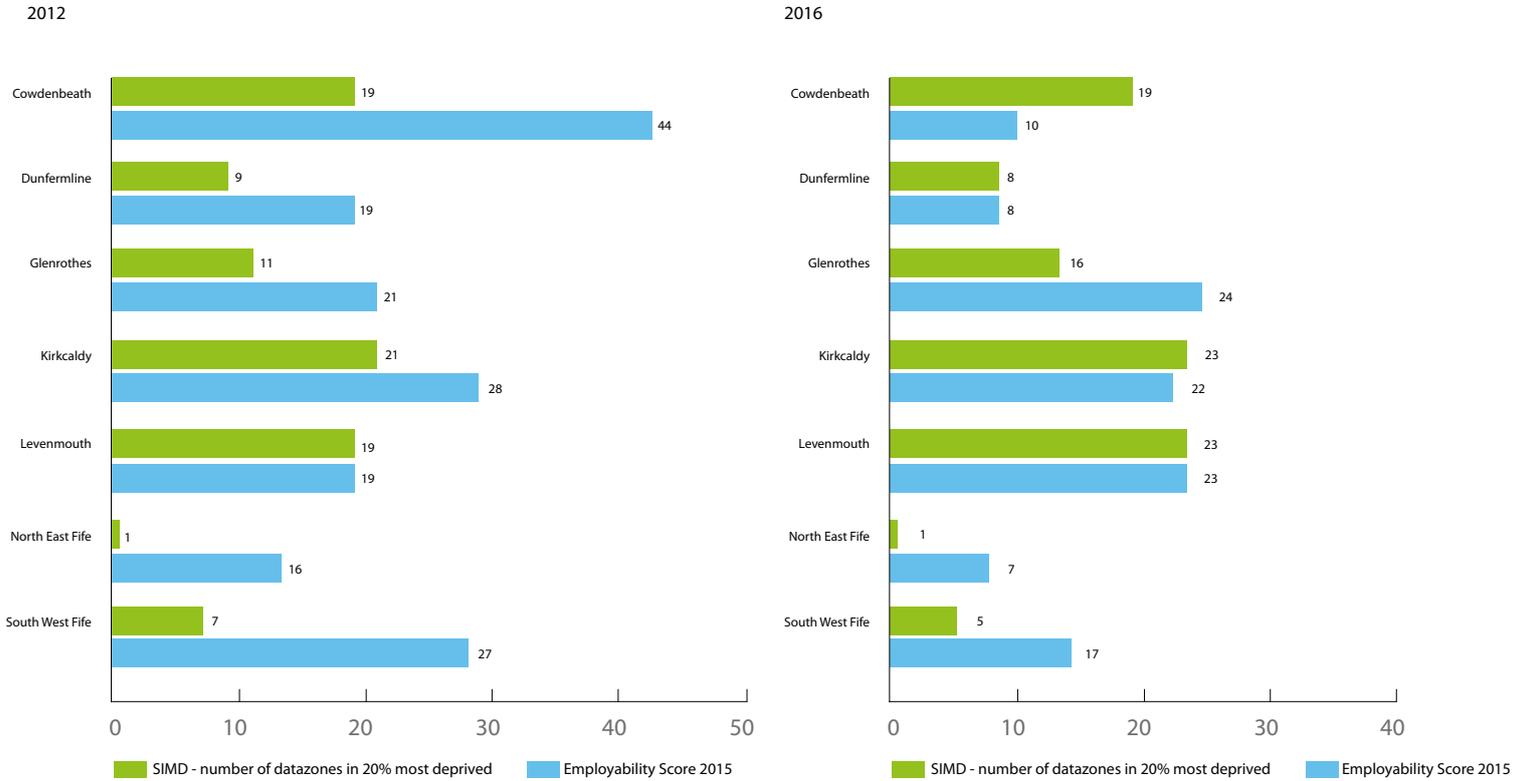
In 2015 it was noted that Levenmouth was one of the least well-served areas for employability services despite having second highest levels of deprivation in Fife. There has since been an increase in employability projects operating in the area and in 2018, Levenmouth was served by 6 projects who all operate quite extensively in the area.

North East Fife and Dunfermline continue to have the lowest level of employability provision in terms of the number of projects running in the area. This matches its ranking in terms of SIMD.⁵⁴ Only one datazone in North East Fife and eight data zones in Dunfermline are in the 20%.

As previously identified, recently 'mid-Fife' (the area covering Cowdenbeath and Lochgelly, north through Kirkcaldy and Glenrothes and up to Methil, Buckhaven and Leven) has been an area of concern due to stubbornly high levels of deprivation and unemployment. Figure 21 highlights these areas and shows that since 2012, the number of data zones in the SIMD 20% most deprived have either remained static or increased.

⁵⁴ http://publications.fifedirect.org.uk/c64_SIMD16KnowFifeQuickBrief310816.pdf

Figure 21: Provision by geographical area against SIMD 20% most deprived Data zones



8.2 In summary

- 68% of projects offer Fife-wide coverage, an increase on both 2015 and 2013.
- Since 2015 we can see an improved balance between levels of third sector employability service provision and the areas with highest levels of deprivation.
- Glenrothes has the highest level of area-specific provision, followed closely by Levenmouth and Kirkcaldy reflecting the focus on Mid-Fife.

9. Employability Services Provision

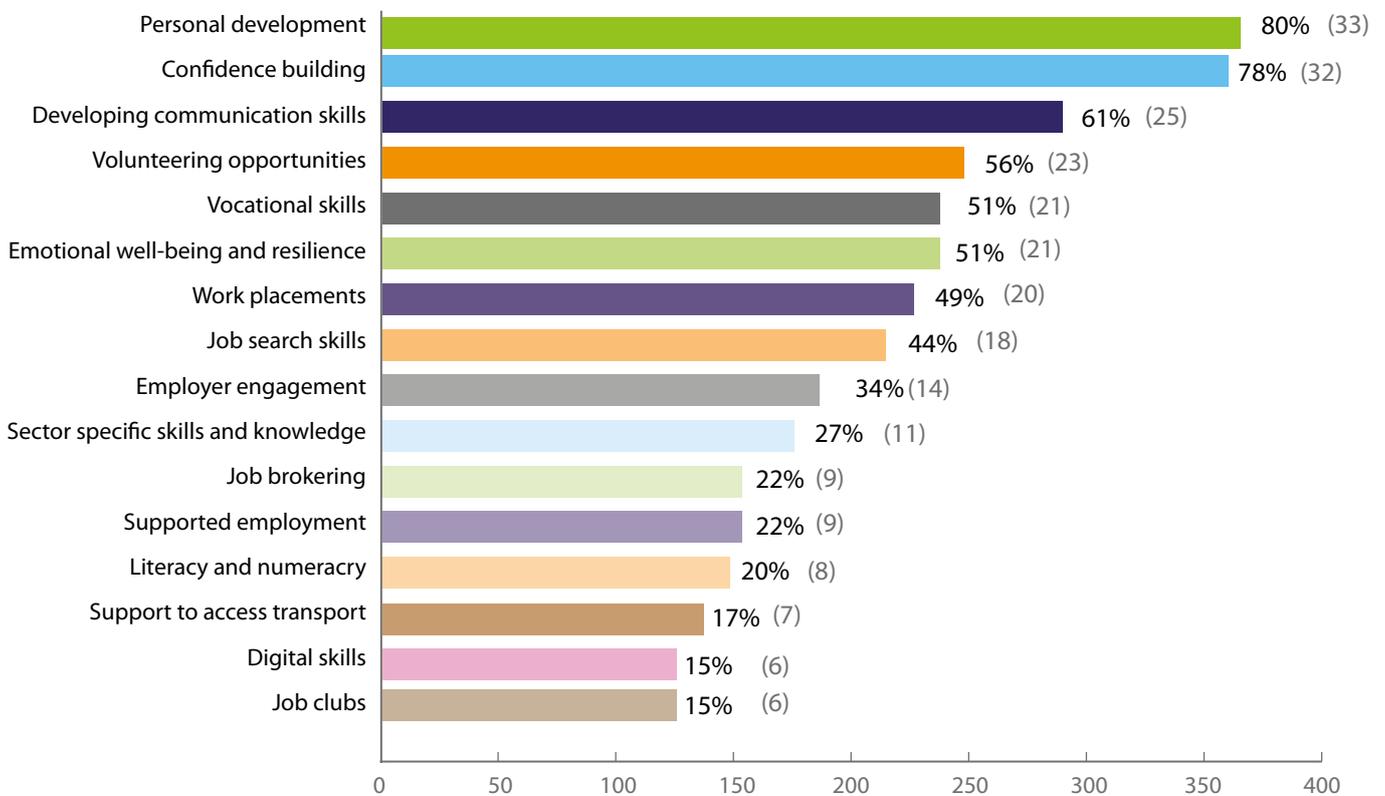
This section provides an in-depth look into which employability services the sector is delivering.

41 projects responded to this question.

9.1 Overview of services provided

Respondents were asked what employability services their project delivers. Projects were able to select as many as were appropriate.

Figure 22: Employability Services ranked by levels of delivery



Respondents were given the option to provide information on employability services not listed. Additional responses included:

- Self-employment
- Working with the whole family
- Self-management of mental health condition
- Modern Apprenticeships
- Job retention

As in Working for Fife 2015, the top three most commonly offered employability services are personal development, confidence building and developing communication skills.

This is reflective of the large proportion of projects working at Stages 1, 2 and 3 of the employability pathway. Therefore, the most common focus of services are on the softer skills required for employment. Research conducted in 2017 found that 'formal qualifications and technical skills are only part of the requirements for modern employees. 'Soft skills' and personal attributes are just as important to success.'⁵⁵

9.2 Mental wellbeing and resilience

Over half of the projects surveyed (51%) are offering support around emotional well-being

⁵⁵ Deloitte, Soft skills for business success, May 2017

and resilience. Our survey asked projects to outline what they do to support people with mental health conditions. Responses provided include:

- “We provide a flexible, sustainable and consistent service to help meet the needs of vulnerable people. We have no time limit on our project. People can work at their own pace in a solution focused way”
- “Our one to one service identifies mental health issues early in the programme. From there the project will either refer them on or work with them to tackle it”
- “Offering support for mental health, via FEAT or working on a 1-2-1 basis with key workers”
- “We run a resilience course for young people who have suffered trauma and support them with tools to help cope with mental health”

Several projects also referred to the Mental Health and Work Indicator. See Section 3 for more information.

9.3 Employer Engagement

In 2015, 60% of projects in Fife were undertaking employer engagement, this has reduced to 34% in 2018. This considerable reduction highlights the continued need for a Fife-wide approach to employer engagement that would help broker relationships and meet the need for work placement, entry level job opportunities and more. See Section 13 for further details.

More research is required to understand the decline and what organisations would find useful in relation to employer engagement.

9.4 Work placements and Volunteering

A significant number of projects offer clients the opportunity to go on work placements and source volunteering opportunities. 56% of projects offered volunteering opportunities and 49% offered work placements.

‘Working for Growth’ report by The Scottish Government found that “having experience of the workplace is amongst the most critical factors in getting a job. More than ever... volunteering remains one of the best and easiest ways that such invaluable experience can be obtained.”⁵⁶

9.5 In summary

- There continues to be a need for a Fife-wide approach to employer engagement as the number of third sector projects undertaking employer engagement has declined starkly
- The top three most commonly offered employability services continue to be personal development, confidence building and developing communication skills
- Over half of the projects surveyed said they offer support around emotional well-being and resilience

⁵⁶ The Scottish Government, “Working for Growth, A Refresh of the Employability Framework for Scotland”, September 2012

10. Involving service users

This section looks at the extent to which employability projects in Fife include service users in their service design and delivery.

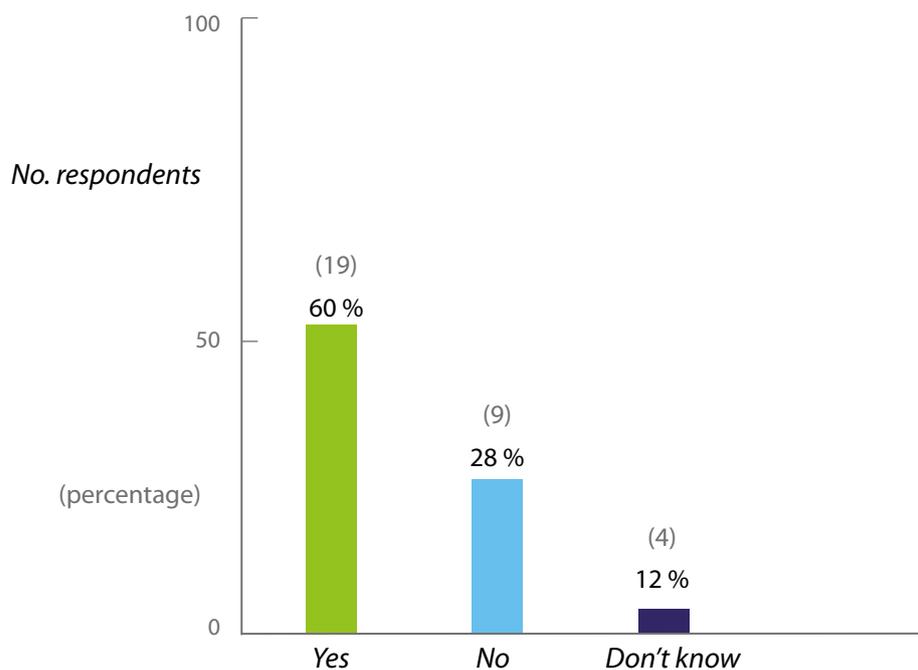
Recent research in Fife has shown the benefits of including people with lived experience in project design and delivery to improve outcomes for the service and for individuals. It can help individuals to feel empowered and in control of their journey whilst simultaneously ensuring that services are delivering the most appropriate and needed service.

This has been reinforced by the OFP commitment to taking a human rights-based approach to commissioning future employability services in the area (See Section 4 for more detail).

We asked organisations if they included people with lived experience of unemployment in the design of their project.

A total of 32 projects respondents answered this question and 60% (19) stated that they did include those with lived experience in project design. 9 projects did not (28%) and 4 (12%) didn't know.

Figure 23: Involving lived experience in project design

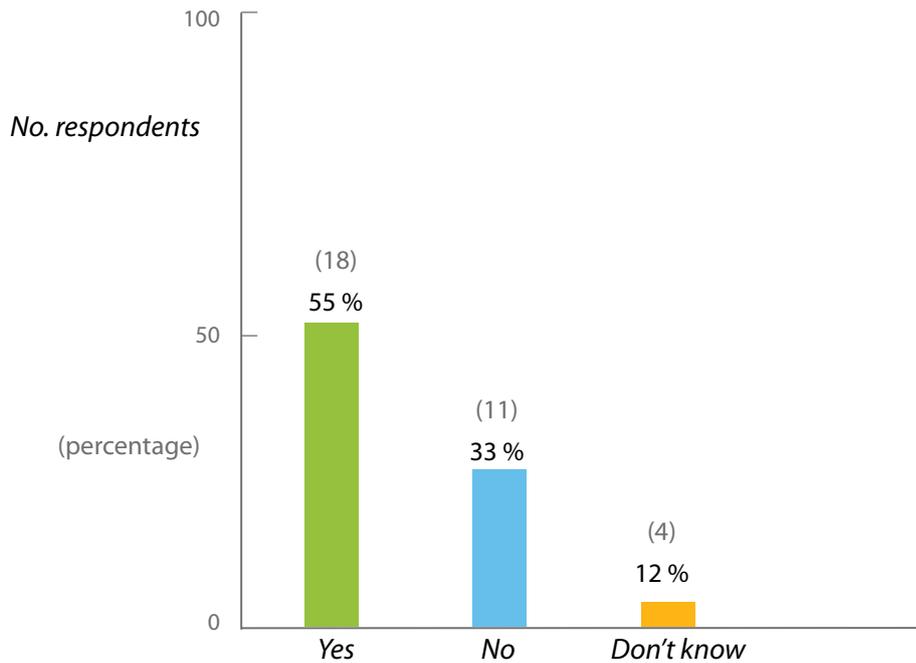


Examples include:

- Young Persons Forum
- We talk to people during the project about their experiences and use learning from their evaluations of the programme to plan future projects
- Stage 1 of the Project included 160 job seekers in the research

In terms of including people with lived experience of unemployment in project delivery, this broadly mirrors the responses provided for the first question. Of the 33 responses, 18 projects did involve service users (55%) in the delivery of their projects, 11 did not (33%) and 4 (12%) didn't know.

Figure 24: Involving lived experience in project delivery



Examples provided include:

- We recruit 'community food volunteers' from previous participants.

It is positive to see many projects including people with lived experience in the planning, designing and delivery of projects. However, the data does suggest that there is still more that can be done to ensure that service user engagement goes beyond tokenistic or standard evaluation approaches and moves towards a situation where service users are equal partners in the design and delivery of services.

10.1 In summary

- 60% of projects stated that they included people with lived experience of unemployment in their project design
- 55% of projects involved service users in the delivery of their projects
- More can be done to move towards a partnership approach to service design and delivery

11. Outcomes Data

This section looks at the outcomes that clients achieved and sustained in Fife.

37 projects provided information on client data. Between them they offer over 3,994 client user places in their employability services.

11.1 Data Systems

Around 40% of projects (15) are registered on FORT. 38% of projects (14) are not registered and 22% (8) did not know if they were registered or not.

Of the 15 projects registered on FORT, 11 were also registered on the Opportunities Fife Partnership Customer Relationship Management System (CRMS).

Projects funded through the Employability Fund use the Skills Development Scotland database Corporate Training System (CTS) to follow client registrations and outcomes.

This suggests that a significant proportion of third sector organisations delivering employability services are not getting captured on shared data systems which makes it difficult to show the impact they are making and evidence how they are connecting with the wider employability pathway.

11.2 Project outcomes

In total 31 projects provided outcomes data we could include in the outcomes analysis. These organisations assisted 2,588 clients and 32 families between them.⁵⁶ The number of clients assisted varied greatly from project to project. The highest number of clients assisted was 390 and the lowest was 3.

We committed to retain confidentiality for each project and so all data in this section has been aggregated. Some respondents left this section blank, 1 project couldn't provide data as they only have national figures and 1 project said it was too new to report outcomes data yet.

A **positive outcome** is defined as a move into either full or part-time employment or full or part-time education. **'other outcomes'** include

moving into volunteering, onto a work placement or a modern apprenticeship. Clients may access these while still with a project.

We also asked projects to identify where they have referred a client on to another service.

Employment

In total 1,057 clients (41%) have been assisted into employment. 737 of these, (28%), were employed on a full-time basis (35+ hours per week) and 92 (4%) moved on to part-time employment. 228 clients (9%) became self-employed.

This is an increase on 2015 when 38% of clients had moved into employment.

A large proportion of those who became self-employed (198 clients) were given advice in setting up their own business, thinking of a business plan and were sign-posted to Business Gateway for additional support.

Education

157 clients (6%) successfully moved in to full time education and 133 clients (5%) successfully moved in to part time education. In addition, 87 (3%) transitioned into a government training scheme.

The number being supported into education or training has increased slightly compared to 2015 when 10% of clients moved into education or training.

In total 55% of clients moved into 'positive outcomes'. Even acknowledging that there may be some double counting in the figures this is still an improving ratio. This is an increase on 48% in 2015.

⁵⁶ Making it Work for Families provided support to 32 families. The number of individuals will be higher.

Figure 25: Employment outcomes

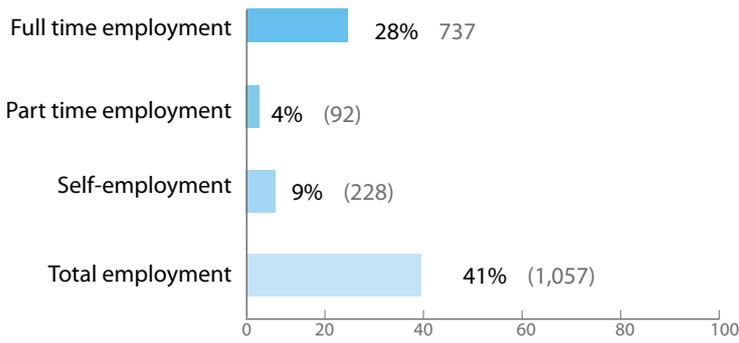


Figure 26: Education and training outcomes

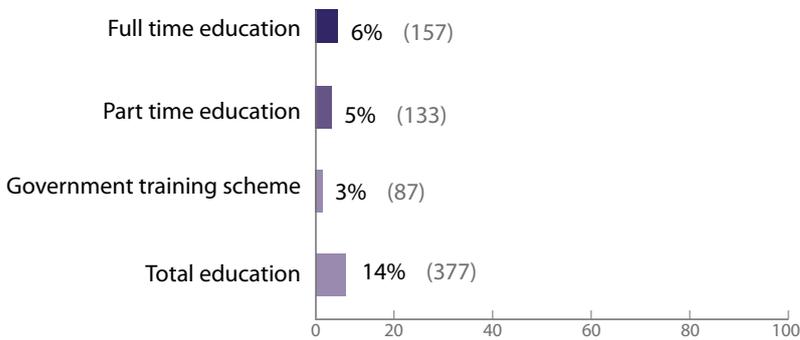


Figure 27: Total positive outcomes

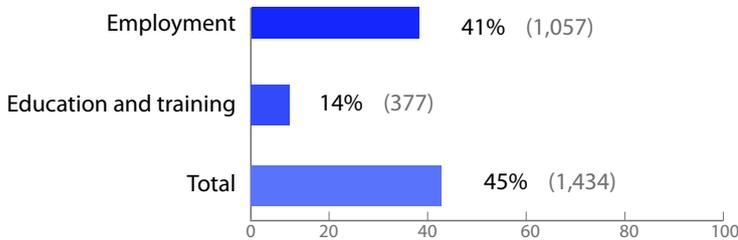
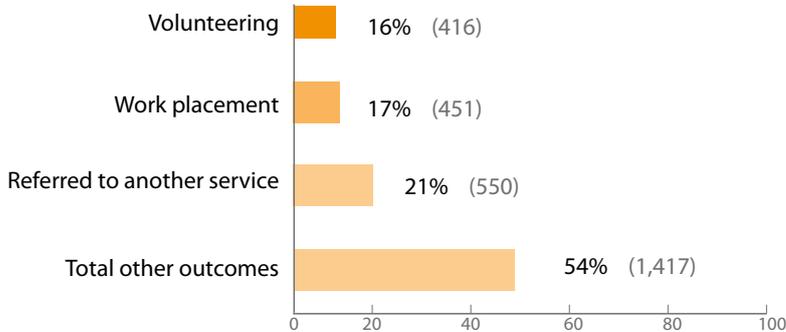


Figure 28: Other outcomes



Other outcomes

Other successful outcomes for clients include volunteering and entering work placements. 416 took up volunteering opportunities and 451 obtained work placements. Both equip clients with skills and experience that are valuable when looking for and entering employment. 550 clients were referred to another service.

11.3 Sustained outcomes

Many projects had only been funded for three to four months when we sent out our survey, so we asked for data on client sustainment at three months rather than the usual six.

19 projects provided information on sustainment. Those that did not provide this information did so for various reasons: 2 stated they were a new service so had no data yet and 2 only had data for 6 months (not three).

For the 19 projects that did provide information, on average 61% of clients sustained outcomes for three months. This figure is significantly higher than in 2015 when 23 projects reported that on average 36% of clients sustained their outcome at three months.

The percentage of sustainment varied greatly according to provider. Some projects had a sustainment rate of 10% while others 100%. It would therefore appear that for some projects, more time, energy and resource needs to be invested at Stage 5 of the employability pipeline to ensure jobs, once gained, are sustained.

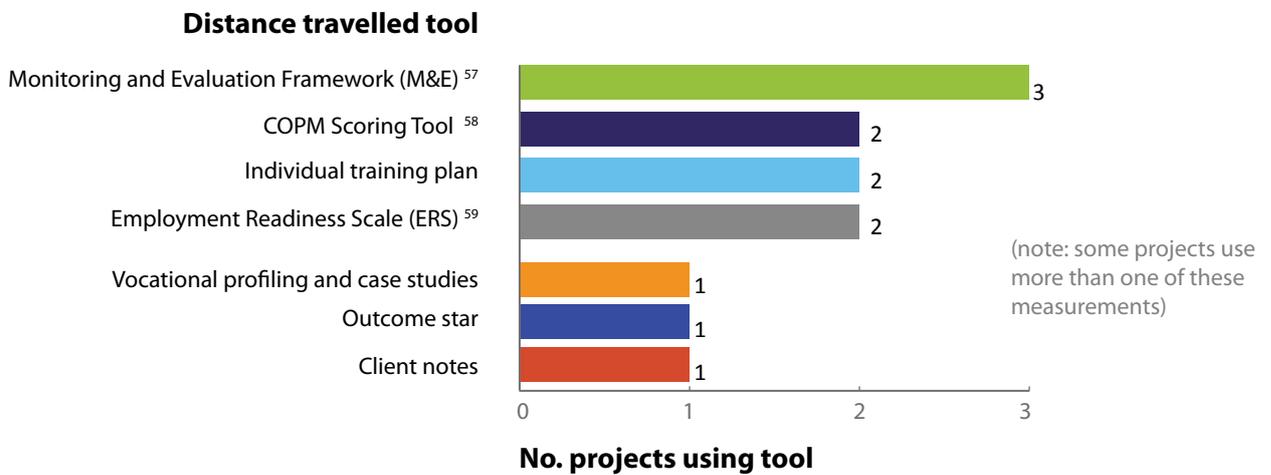
11.4 Measuring distance travelled

34 projects provided information on distance travelled. 16 of the 34 projects (47%) stated that they did capture data on client’s distance travelled and 18 projects (53%) said they did not. This is a higher percentage compared to 2015 when 40% of projects measured a client’s ‘distance travelled’ towards employment.

This increase could be attributed to the fact that more projects are operating at the very early stages of the employability pathway and are emphasising the importance of soft skills and identification of needs.

The methods deployed by projects to capture distance are very varied. Having shared tools might help to keep distance travelled consistent across the pathway.

Figure 29: Tools used for measuring ‘distance travelled’ in Fife



11.5 In summary

- The third sector provided 3,994 client user places in 2017/2018. During this time 2,588 individuals and 32 families were supported
- 1,057 clients moved on to employment and 377 clients went into education or training
- On average 61% of clients sustained outcomes for three months, a higher figure than for 2015
- Some projects reported significantly lower than average sustainment rates, therefore the need to invest in more in-work support may need to be considered
- 16 projects capture data on a client’s ‘distance travelled’ and 18 projects (53%) do not

⁵⁷ <http://www.tools4dev.org/resources/me-framework-template/>

⁵⁸ <http://www.thecopm.ca/>

⁵⁹ <https://www.employmentreadiness.org/>

12. Funding

This section provides an overview of funding for employability services in Fife. Of the 41 projects surveyed, 20 (49%) provided information about the funding they receive for employability service provision with 14 (34%) providing actual figures.

12.1 Overview of key funding sources

Only 14 respondents provided comprehensive and detailed information about their funding sources and amount of funding they receive.

From these 14 responses, projects received a total of £3.798 million in funding.

20 responses disclosed their funding sources. Projects reported receiving funding from 27 different sources and on average, projects received funding from 2.3 different sources.

72% of the funding that respondents receive will end in or before April 2019

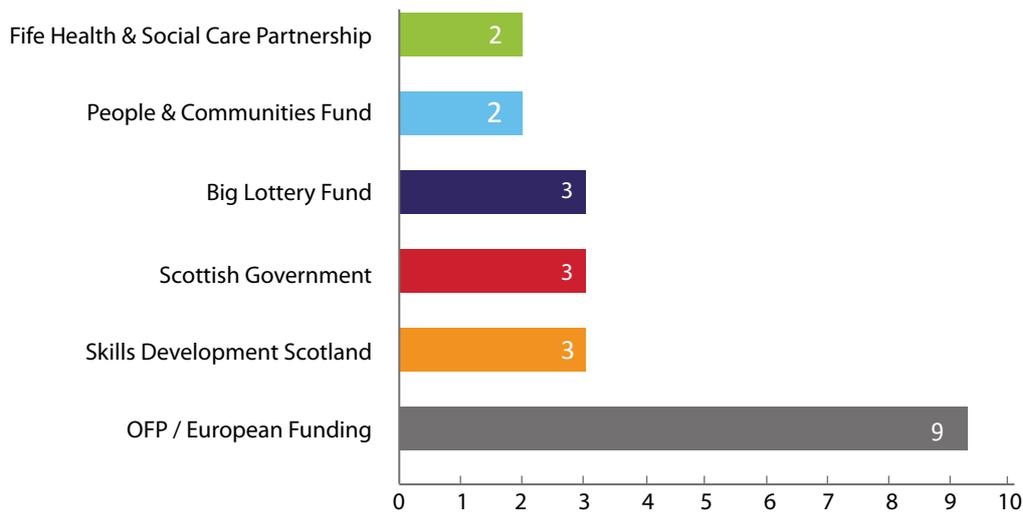
Not all projects reported end dates and so this figure could be even higher. This emphasises the fact that many projects in Fife are running on short term funding contracts which renders their future insecure and unknown.

Only one project reported receiving funding from a source that is running past 2020.

As outlined in Working For Fife 2015 short term funding arrangements undermine staff development and retention. This impacts on establishing effective referral networks and continuity for vulnerable clients furthest from the labour market.⁶⁰

Of those that responded three projects receive funding from Skills Development Scotland. Nine receive at least part funding from Opportunities Fife Partnership, Europe Social Investment Funding or European Social Fund.

Figure30: Most utilised funding sources



12.2 In summary

➤ 14 projects receive a total of £3.798 million in funding

➤ 72% of funding sources will end in or before April 2019

➤ Only one project reported receiving funding from a current source past 2020

⁶⁰ FVA, 'Working for Fife 2015'

13. Barriers to success and solutions

We asked projects to identify what they saw as the key barriers to moving people into employment in Fife and to identify the things they thought would most help them do their job or improve job outcomes.

In this section we present the most common themes from these responses.

We would like to thank everyone who took time to reply to these questions. Whilst we cannot represent the full individuality of responses, we have done our best to capture the most commonly cited issues and concerns.

13.1 Key barriers to supporting clients into work

The barriers identified by respondents can be grouped into three broad categories:

- Structural barriers
- Client barriers
- Funding

Structural barriers

Lack of employment opportunities that are reasonably paid and suitable for clients is critical for many. 10 projects (28%) noted that lack of available and appropriate opportunities was a barrier to help people into employment in Fife. This reflects the low proportion of entry-level and low-skilled jobs as outlined at Section 2.2.

Many employability pathway clients do not have the necessary qualities, skills or qualifications to take up the job opportunities that are available.

Six projects (17%) identified issues with **the quality and quantity of referrals** as affecting their ability to support people into work.

Services also mentioned issues around people being referred to projects which are unsuitable for their needs.

Training and awareness for staff was identified as a need by four projects. Two projects suggested a need for more mental health training for staff.

As the employability landscape in Fife is ever changing and clients present with more barriers, the need for continuous investment in staff knowledge and skills is inevitable. FVA are

committed to organising appropriate training opportunities for employability staff on various topics.

Finally, challenges around **employer engagement** were identified by five projects.

Comments on this include:

- Not enough employer links
- Making more employers Disability Confident
- Lack of employer knowledge [around key client groups]

Employer knowledge and understanding can affect the willingness of employers to take people on, and the sustainability of jobs once gained. As already outlined in Section 9, there appears to have been a reduction in the number of projects in Fife undertaking employer engagement.

Client-related barriers

Lack of client motivation, commitment and confidence was identified by four projects as a barrier for clients.

Comments around this include:

- Low confidence and lack of ambition in many
- long-term unemployed
- Commitment
- Lack of motivation

This is where evidencing “distance travelled” becomes critical for many employability projects, particularly those at earlier stages of the pathway. This would allow projects to evidence people’s progression in terms of soft skills such as confidence and ambition to both funders and the individuals themselves.

A **stable home environment** is important for clients to gain and sustain employment. One project stated the “lack of [a] stable environment” and another residing in a “jobless household” as a significant barrier for clients. This can add layers of complexity to employment-related support which are significant barriers to someone achieving and sustaining a positive destination and requires services to work collaboratively to support not just the individual but possibly those around them as well.

The number of projects identifying transport as a barrier has significantly reduced compared to 2015. In 2015 23 projects said that they had clients who had been unable to take a job due to transport issues. In 2018, only three projects noted this as a key barrier.

Funding

As always for the third sector, funding, or the lack of it, is critical to projects’ ability to deliver services.

Out of the 36 projects who responded to this question, 17 (47%) commented that funding was a key barrier that was affecting their ability to support people into employment in Fife.

The problems associated with funding include:

- Short term funding including lack of sustained funding for more than 12 months
- Reduced funding targeted at employability
- Low level/reducing of statutory funding

Six projects (17%) named funding twice in their top three barriers.

Frontline staff are the key resource in any employability programme, their skills and knowledge are critical to success for clients and partnerships. Short term funding arrangements undermine staff development and retention. This impacts on the ability for staff to establish effective referral networks and effects continuity for vulnerable clients furthest from the labour market.⁶¹

It should be noted that the Opportunities Fife Partnership (OFP) have established a three year ‘in principle’ approach to funding employability

pathway providers. This provides successful bidders with a lot more security and has improved staff development and retention. It has also supported the establishment of effective partnerships and referral networks.

The Scottish Government Report, No One Left Behind: Review of Employability Services⁶² commits to ‘explore how Scottish Government could commit to multi-year funding levels to bring added stability, continue to develop the skilled employability workforce, and simplify administrative and reporting requirements’.

13.2 Making things better

We asked respondents to identify the three things they felt would help them to do their job better or improve job outcomes for their clients. The top three themes were:

1. Improved partnership working, shared practice and networking opportunities.
2. More support and opportunities for clients on all stages of the employability pathway.
3. Longer-term investment in funding to improve staff retention pathway referrals and investment in client journeys for those furthest from the labour market

Partnership Working

Improving job outcomes for clients, improved partnerships and networking was noted by seven projects (25%).

Comments included:

- More partnership working within providers on pathway - co-delivery of provision to use skills across the providers better and reduce duplication of services
- Coherent network!
- Mapping out of providers and encouraging links
- Partnership of like-minded organisations

⁶¹ FVA, ‘Working for Fife 2015’

⁶² <https://www2.gov.scot/Resource/0054/00543660.pdf>

Continuation of the Employability Services Directory, this mapping report, Fife Employability Forum, Third Sector Employability Conversation and events like Know Your Network are an important part of supporting partnership working in Fife. FVA are committed and will continue to provide networking and shared learning events and will support partnership working.

“Being more involved in the FVA Employability Forum and events like Know Your Network are really helpful to engage with agencies and supports that will benefit participants”.

In 2018, 97% of attendees at Know Your Network made a new contact and 89% met a new organisation at the event.

47 different organisations were represented at the event with 65% of the attendees coming from third sector organisations.

More suitable and appropriate opportunities

Clients need access to opportunities that will enhance their chances of gaining and sustaining employment.

Comments around this include:

- Supported MA's [Modern Apprenticeships]
- Access to more vacancies with supportive employers
- Work experience for participants
- Jobs with consistent hours and longer-term contracts.

Some of these suggestions require more flexibility from employers and training providers to support vulnerable clients.

Establishing an effective employer engagement platform in Fife would aid in the creation of such opportunities and their availability to clients across service providers.

Funding

Out of 28 responses, 10 projects (36%) made suggestions around funding that would improve their ability to support clients into work.

Comments include:

- Long term funding agreements
- Funding to allow more one to one support
- Consistent core funding

Long term, consistent funding would not only allow organisations to develop new projects, but it would enable good evidence-based practice to be expanded and invested in. Furthermore, this would provide more job security for client facing staff and allow them to develop and undergo appropriate training. Most of all, it would allow continuity for staff who work with vulnerable clients and have established relationships.

13.3 In summary

- 17% of projects identified the nature, quality and quantity of referrals as being a key barrier to their ability to assist people into employment
- Investing energy in partnership working and networking continues to be important, particularly given the increasingly complex nature of the barriers affecting people's journey into employment
- Security of funding and the nature of funding structures continue to be a significant barrier and structural opportunity for many third sector organisations
- Further work is essential to develop a Fife-wide approach to employer engagement with a view to improving the range of suitable opportunities for clients on the pathway

14. Conclusions

Despite a challenging economic environment Fife continues to be recognised as a good place to do business and the unemployment rate continues to fall.

The size and scale of employability activity being delivered by the third sector organisations in Fife is impressive and extensive. Whilst the overall number of employability projects has dropped slightly (from 43 to 41) since 2015 they continue to deliver significant employment outcomes offering 3,994 client places in 2018.

Key changes since 2015

Since the publication of Working for Fife 2015, there have been a number of changes in the delivery of employability services and support in Fife that are worth highlighting.

The third sector averages a good success rate with 41% of clients successfully moving into employment and 14% into education and training. This reflects well with the wider OFP employability pathway average of 44% positive outcomes.

Across projects 61% of clients sustained outcomes for three months or more. This is a significant increase on 2015.

In 2018 the OFP adopted a human rights-based approach to employability service commissioning, design and delivery. This was in response to research commissioned in partnership with the Fife Health and Wellbeing Alliance, FVA and the third sector consortium Fife-ETC. This work is leading to an increased focus on service user engagement in commissioning, design and delivery, support for equalities groups and accountability.

Delivering Differently for Mental Health, coordinated by FVA, has led to an increase in commissioning of specialist employability provision for people with health problems and disabilities for 2019 and a commitment to improved mental health support in generalist employability services.

Since 2015 we can also see an improved correlation between employability service provision and areas of multiple deprivation in Fife. For example, Levenmouth has a high number of datazones in the most deprived 20% but now also has a significant increase in the number of employability projects operating in the area.

Ongoing key issues

The introduction of Universal Credit (UC) has been one of the biggest changes to the British welfare system in decades. The implications in terms of clients presenting at job centres, the ability to take on short-term contracts and the need for in-work support are still unfolding and services and service commissioners need to be ready to respond and adapt provision as needed.

Given the commitment to a human-rights based approach to employability service commissioning this report has identified potential gaps in provision or data collection on key equalities indicators which require further exploration.

The balance of OFP funded employment support in March 2018 did not necessarily reflect the proportion of unemployed people with health problems and disabilities and people from minority ethnic backgrounds. That said the Fife Migrants Forum project which started in 2018 and the newly commissioned OFP Services for April 2019 may go some way to addressing these gaps.

Neither FORT nor DWP are currently able to provide data regarding key protected characteristics as outlined in the Equality Act (Scotland) 2010 leaving a gap in knowledge around equalities data.

In Fife, there appears to be issues around suitable entry level jobs for people on the employability pathway. Lack of employer knowledge and not enough employer links were identified as barriers to helping people into employment in Fife. At the same time this report suggests there has been a reduction in the number of third sector projects undertaking employer engagement.

This suggests a continued need for investment in developing a Fife-wide approach that would help broker relationships with employers and meet the need for work placements, apprenticeships, job opportunities and more.

Third sector providers also identify a continued need for support to encourage partnership working and networking between services in Fife. FVA has been instrumental in brokering key employability partnerships in the area and is committed to continuing and developing the Fife Employability Forum and Know Your Network to provide frontline staff and managers with the opportunity to learn more about each other and what is happening in Fife.

Significant steps have been taken by the OFP to commit to three year in principle funding and payment plans for European Funded provision. The Scottish Government commitment to move to a similar approach is welcome. In the mean-time funding continues to be a significant challenge for employability services in Fife. The majority of third sector providers are still delivering services on short term funding

arrangements which creates issues around both sustainability and staff development and retention.

The need for a robust in-work support service has been identified by research conducted in Fife. Such support will help clients to sustain and progress in appropriate employment opportunities. OFP have commissioned Fife-ETC to deliver in-work support from 2019 and DWP are also commissioning provision in this arena.

Final Thoughts

Since the first Working for Fife report in 2013 it is clear that the third sector employability presence in Fife has grown significantly, not only in size and performance with regard to clients but also in terms of its influence and ability to inform the employability policy agenda in Fife and beyond.

As always there are challenges ahead but the foundations for continued success and partnership working seem to be well established.

15. Key Recommendations

Human Rights and Employability

- a. Service commissioners and providers (including OFP and DWP) would benefit from reviewing current data gathering requirements to better monitor service take up against the nine protected characteristics in the Equalities Act (Scotland) 2010 to ensure the employability pathway appropriately reflects the demographics of unemployment in Fife
- b. FVA needs to work with third sector providers to grow ability to engage meaningfully with service users in service commissioning, design and delivery

Supporting

- c. The OFP should continue to invest in building networks and relationships both within the sector and with other key elements of public services such as health and social care, criminal justice and housing in reflection of the increasingly complex barriers facing clients
- d. FVA needs to continue to co-ordinate networking and training events which are reflective of third sector provider needs in Fife
- e. The creation of a Fife-wide approach to employer engagement continues to be critical to pathway success and needs to continue as a focus for the OFP and the Fife Economic Partnership

Delivering

- f. A greater level of resource is required at Stage 5 of the employability pathway to help clients sustain employment and move beyond temporary and under employment
- g. Third sector partners need to grow their ability to evidence 'distance travelled' for their funders and, more importantly, the people they work with
- h. Mental health issues are increasingly identified as a key barrier for people across the employability pathway and emotional resilience skills should be embedded in all provision as a matter of course

Commissioning

- i. Scottish Government and other funders should follow the OFP lead and provide longer term funding agreements, with the shortest timeframe being 36 months to allow appropriate staff development, connection with local communities and creation of pathway networks
- j. FVA need to work with third sector providers to improve their ability to identify and bid for funding
- k. Consideration should be given to the potential gaps in provision for key equalities groups identified in this report and whether additional research is required prior to further service commissioning.

Thank you for taking the time to read this report – we hope you have found it both interesting and informative.

If you have any questions about the report or would like to talk to the team at Fife Voluntary Action about the support they can provide then please don't hesitate to get in touch through our website www.fifevoluntaryaction.org.uk



www.fifevoluntaryaction.org.uk
e: info@fifevoluntaryaction.org.uk
t: 0800 389 6046



Offices Across Fife

Caledonia House,
Pentland Park, Saltire Centre,
Glenrothes, KY6 2AL

Volunteer House,
69-73 Crossgate,
Cupar KY15 5AS

New Volunteer House,
16 East Fergus Place,
Kirkcaldy KY1 1XT

Greig Institute,
Forth Street,
Leven KY8 4PF