

# Renfrewshire Employability Grant Programme: Round 2. Delivery Period April 2023 – March 2024 Key Information, Guidance and Sources of Useful Data

*The aim of this grant programme is to support people to move towards, into and within work. To do this, we need to help local people to develop the skills and confidence employers are looking for. But to reach those people, we all need to work together at a local level to provide the best possible services to those who need them most.*

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## 1. Introduction

The Renfrewshire Employability Grant Programme aims to support unemployed and low paid people to move towards, into and within work. It recognises that to help local people to develop the skills and confidence employers are looking for we all need to work together at a local level to provide the best possible services to those who need them most.

There have been and will continue to be changes in how employability support is funded in Scotland. Both the Scottish and UK Governments are choosing to distribute funding at a more local level and through a local strategic employability partnership. The partnership will decide on the local priorities and areas for action but will also ensure that local employability providers continue to have the opportunity to access funding for services through a co-commissioned process. The key Scottish Government policy framework for this approach is called **No One Left Behind** and this will guide the future direction and delivery of employability services in the years to come.

In Renfrewshire the strategic partnership is the **Renfrewshire Local Employability Partnership (RLEP)** consisting of partner agencies from the Renfrewshire Community Planning Structure. The RLEP is chaired by Renfrewshire Council and has met, as an active partnership, for around 10 years. Its purpose is to support the implementation of local and national employability policy through collective leadership, joint planning and co-commissioning. In doing so the partnership, working closely with local delivery partners, will make the best use of resources available to deliver effective needs-led employability services that help Renfrewshire residents make a successful transition towards employment. In 2021, RLEP agreed to establish an Employability Grants Programme for Renfrewshire to support a co-commissioned approach to employability for future years and this was approved through the Renfrewshire Council Leadership Board in September 2021. The first round of co-commissioned provision runs until the end of March 2023.

**This 2<sup>nd</sup> round of that grants programme, will fund provision from the beginning of April 2023 to the end of March 2024.**

The Renfrewshire Employability Grant Programme will continue to fund provision that will:

- Augment the employability provision delivered by DWP, Skills Development Scotland, Renfrewshire Council's Invest Employability Services and other partners.
- Add value to the funding and other resources already available locally and create opportunities for innovation and collaboration.
- Support the aims and objectives outlined in the Renfrewshire Economic Strategy, the Renfrewshire Economic Recovery Plan and No One Left Behind.

**At this point in time we anticipate a budget of around £500k for all age provision and up to an additional £500k for child poverty to allocate through the 2<sup>nd</sup> round of the grants programme for the period April 23-March24.** The reduction in our all-age provision reflects;

- Changes in the labour market with lower levels of unemployment.
- A lower than expected take up of the Grants funded provision in 22/23 resulting in a reduction in targets for 2023/24.
- Reductions in NOLB employability budgets but an increase in Child Poverty employment funding.

This allocation may reduce or increase as we receive more detail from the Scottish Government over the next 2 months (official letters of award will not be sent until March).

Funds that will contribute to the Renfrewshire Employment Grant programme are as follows:

Period	Grant Sources
2023/24	Renfrewshire Council Employability Funding Scottish Government No One Left Behind (NOLB)/ Child Poverty Funding (Parental Employment Support) Funding

This document, and the associated grant application form, outlines Renfrewshire Local Employability Partnership's (RLEP) intentions, principles and priorities to be met through the new Renfrewshire Employability Grant Programme supporting employability and skills provision from April 2023 – March 2024.

## 2. Our Grant Outcomes and Principles

The 4 key outcomes that the Renfrewshire Employment Grant Programme will contribute to are:

- **reduce unemployment and economic inactivity levels.**
- **reduce the gap in unemployment/employment rates for targeted geographies and groups.**
- **ensure that our residents have the appropriate skills and are suitably prepared and informed to match those required by local businesses and others within reach.**
- **contribute to reducing child poverty through increasing income from employment for (low income) parents**

There are 6 NOLB principles that will underpin the delivery expectations for all provision supported via the Renfrewshire Employability Grants Programme.

1. Provide flexible and person-centred support
2. Be more straightforward for people to navigate
3. Be better integrated and aligned with other services, particularly with health, justice and housing provision
4. Provide pathways into sustainable and fair work
5. Be driven by evidence, including data and the experience of users
6. Support more people – particularly those facing multiple barriers – to move into the right job, at the right time



In addition, all providers supported through the grants programme will need to evidence how their service/provision reflects the Scottish **Employability Service Standards** <https://www.employabilityinscotland.com/news-events/news/employability-service-standards-published/>

These were established to ensure a level of consistency across Scotland without negatively impacting on local flexibility to deliver for people accessing services, or in a way that reflects local labour markets. The Standards set out a number of expectations, but, partners can implement many of these in a variety of ways. Organisations should go further if there is the capacity and desire to do so.

Each Standard should not be viewed in isolation. There are areas of overlap, but delivered together, these are designed to achieve the common purpose of delivering better outcomes for users.

All delivery partners will also be required to provide copies of the Renfrewshire Employability Services Customer Charter to all participants. This sets out what service users can expect when accessing employment services, what employment services will do to achieve this and how users can ensure the commitments are being met. Copies will be supplied.

All providers are also required to comply with the following **additional principles** that the RLEP feel are critical in providing the best support to people to enable progress towards sustainable outcomes.

- ✓ Services should be configured around the needs of the clients rather than delivery partners with face to face being the main delivery model unless the target group or individuals request otherwise.
- ✓ Services will be delivered locally (within Renfrewshire).
- ✓ 'Travel to work' should be considered with participants to help overcome barriers (both physical and perceived) and support access to opportunities out-with their local area and across Renfrewshire and the wider Glasgow City Region.
- ✓ Applicants should be prepared to become an active partner, making use of the Renfrewshire Local Employability Partnership resources such as training and development activity and events and Renfrewshire Practitioners and Delivery Partners forums.
- ✓ Applicants should also be prepared to make use of the RLEP web pages within the Invest Renfrewshire website and associated social media platforms to advertise activities and promote regular good news stories. This will include posting all provision funded through the grants programme on the Skills and Training network portal <https://skillstrainingnetwork.org/> . More information and training on this will be made available with grant award documentation.
- ✓ Ensure that the design of services has considered the needs of those with protected characteristics.
- ✓ Provide additionality to existing provision available in Renfrewshire with connectivity, where permissible, to established provision and building progression routes into Further/Higher Education, Modern and Graduate Apprenticeships and other appropriate provision, as well as supporting access to employment
- ✓ Provision must not put at risk participants current eligibility for benefits or lead to a reduction in overall income.

### 3. What Type of Provision are we looking for?

This grant programme will support provision across **Renfrewshire’s 5 stage employability pipeline** for unemployed and economically inactive Renfrewshire residents, particularly those furthest from the labour market and/or for whom the current employability service provision does not fully meet their needs. It will also support provision for low-income parents to help them progress within work and increase their income.

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Engagement	Support to overcome barriers	Vocational activity	Employer engagement and job matching	In work support and aftercare

Having undertaken significant engagement with a wide range of stakeholders and analysed local data including the performance of the first round of grant funded programmes, RLEP has identified 6 area of employability support that it would like to co-commission through its Grants programme for 2023/24. This also takes cognisance of existing or new provision in the area aimed at the LEP priority groups and supported through other budgets/statutory provision. The LEP Grants funded provision will be complementary to this.

Priority Groups/Themes	Pipeline stages	LEP Grant Fund Delivery Themes	Places
<p><b>1. Unemployed or low paid parents/kinship carers. We are particularly keen to engage the following child poverty target groups:</b></p> <ul style="list-style-type: none"> <li>Families with a disabled person</li> <li>Parents with three or more children</li> <li>Parents with babies under 1</li> <li>Young Parents (under 25)</li> <li>Minority ethnic parents</li> <li>lone parent families</li> </ul>	<p>We will consider programmes for all stages.</p>	<p><b>Child Poverty is a huge challenge. Around 20% of our children live in poverty (5759 children) and around half will be living in a household where someone works.</b></p> <p>We are therefore looking for Innovative approaches to engaging and supporting unemployed/economically inactive or low paid parents/kinship parents (with children 0-18yrs) towards, into and within employment. The aim is to make work pay for parents/kinship carers to help tackle child poverty.</p> <p>Activity proposed may be for</p> <p>1/unemployed parents/kinship carers 2/low paid working parents/kinship carers</p> <p>Any focus on one or more of the child poverty target groups outlined to the left and /or a particular geographic area/communities (eg the more deprived communities in Renfrewshire) should be highlighted in the proposal.</p>	<p>300</p>

<p><b>2. People with Disabilities/long term health conditions looking to progress into/towards paid employment</b></p>	<p>All stage</p>	<p><b>Supported employment provision for people with disabilities (all age) targeting those who want to progress into paid employment.</b> The support should be person-centred and flexible. Evidence suggests that individual action plans and access to personal and social development/employability skills/vocational training and work experience and job coaching/in-work support are key to success. (nb all participants will have had better off calculations in advance provided by DWP/Invest)</p>	<p>50 places</p>
<p><b>3. Young People 16-19 who have left school and are unemployed</b></p>	<p>Stage 2/3</p>	<p><b>School leavers/transition programme/s for young people aged 16-19 who have left school, and due to barriers who have not progressed into a positive destination.</b> The programme should target the relevant LEP Priority groups (listed below)  The support should be person-centred and flexible and provide skills; qualifications and work experience/tasters.</p>	<p>100 places</p>
<p><b>4. People with Criminal Convictions</b></p>	<p>Stages 1-4</p>	<p><b>Employability programme for sex offenders who are struggling to find work due to the nature of their conviction.</b> There is already a solid partnership approach to support people with convictions in Renfrewshire and the current gap is for specialist support to sex offenders. Evidence suggests that access to specialist support and guidance in relation to their convictions and access to appropriate work experience placements will be key to success.</p>	<p>20 places</p>
<p><b>5. All age Employability (Stage 2) – should focus on one or more LEP priority groups.</b></p>	<p>Stage 2</p>	<p>Generic personal and social development /employability skills programme/s to enhance and develop the essential skills of individuals with multiple barriers into employment and or education. Likely to be 6-8 weeks in duration and provide participants with qualification/s.</p>	<p>100 places</p>
<p><b>6. All Age Vocational Training (Stage 3-4)</b></p>	<p>Stages 3/4</p>	<p>Accredited sector based vocational training courses. Evidence suggests that courses aligned to identified local employers with live recruitments, providing work</p>	<p>120 places</p>

		experience and guaranteed interviews will result in better outcomes.	
<b>7. All Age Self-Employment Support</b>	Stages 3/4/5	Self-employment training programme/s that will enable participants to establish their self-employment businesses and give them an opportunity to test trade. In addition to specialist training, mentoring will be key to success.	Up to 20 places
<b>Total</b>			710 places
<p><b>Additional Commissioning Opportunity</b></p> <p>Although out-with the scope of this grants programme, <b>the LEP is also seeking interest from relevant training providers who can provide vocational training that can be purchased on an individual basis.</b></p> <p>The rationale for this is that the demand for some courses has been lower and we have struggled to fill group courses yet we have individuals who could benefit from a vocational programme.</p>	Stage 3	Attached to this Grants guidance is a note of interest form for any providers interested in this route <b>which will be considered out-with the grants application assessment process.</b>	

Interested providers can submit multiple proposals if they believe they have the skills, experience and capacity to deliver these effectively. A separate application will be required for each programme/service, aligned to each type of support outlined above.

In addition to the specific priority groups targeted through the work areas above to be supported through this fund, we would expect all delivery partners to make particular efforts to ensure their programmes reach :

- Care experienced young people
- Unemployed young people
- People with a long-term health condition or physical or learning disability/autism
- People in recovery from mental health and or substance issues
- People living in our 5% most deprived communities (see priority areas below)
- People with criminal convictions
- Low income/unemployed parents/kinship carers
- Refugees and asylum seekers



- People with other barriers to employment – housing; health issues; disability etc.

RLEP is keen that potential grant applicant partners use their expertise, local knowledge and links with other partners and employers to develop creative and innovative proposals that they have confidence **will meet gaps in service delivery, attract the relevant target groups and will progress participants into a positive outcome. Partners will be required to deliver provision from accessible facilities within Renfrewshire.**

### **Priority Areas**

Unemployment affects people across all areas of Renfrewshire however there are communities more impacted than others. Whilst the grant programme will support provision open to the priority groups above regardless of where they stay, there is also a need for provision targeting our most deprived communities (SIMD 2020).

Details of the 5% most deprived datazones are provided in section 7. There are 17 datazones that fall into the 5% most deprived either in the overall SIMD ranking or the employment ranking. These datazones are mainly in areas in Paisley and there are others in Johnstone, and Linwood.

### **Benefits Conditionality**

We want to safeguard the benefits and entitlements of residents taking part in activity supported through this grant programme. We will expect applicants to show an understanding of the individual needs of course attendees, giving consideration to possible benefit impacts and ensuring there is no risk to entitlements by the take up of any employability initiative.

Providers should ensure they have had a recent dialogue with DWP to clarify/remove any potential benefit impacts your proposed programme may have.

### **Payment of Training Allowances to Eligible Young People**

All young people not in receipt of Universal Credit or an Educational Maintenance Allowance, who take part in Grants funded provision must be paid a training allowance of £60/week (subject to attendance) **for any programmes/courses of 10hrs or more per week.** Providers providing provision for young people eligible for a training allowance must have the necessary payment systems in place.

All participants regardless of age should also be able to claim reasonable travel expenses and where relevant, be provided with lunch/refreshments.

Applicants should outline how they will administer these requirements and include in the project budget.

### **Addressing the Key Challenges and Gaps**

The employability services and provision being applied for should be:

- appropriate for the age and stage of the target participant group,
- proportionate to the numbers of unemployed,
- delivered locally in facilities that are accessible to all,
- needed locally and not duplicate existing provision,
- in line with current and future labour markets, skills requirements, and job vacancies.

Section 7. provides further information and data sources that applicants should consider as part of their evidence gathering process to inform their proposal.

#### 4. Application Process and Decision Making

##### Delivery Timescales/Key Milestones

The 2<sup>nd</sup> round of the Renfrewshire Employability Grant programme will provide funding for delivery of services **from 1st April 2023 to the 31<sup>st</sup> March 2024.**

Milestone	Date
Grant opens for applications	Friday 27 <sup>th</sup> January 2023
Information session for potential applicants	Monday 30 <sup>th</sup> January 2023
Application deadline	Midnight, Friday 17 <sup>th</sup> February 2023
Assessment process	Monday 21 <sup>st</sup> February - Wednesday 1 <sup>st</sup> March 2023
LEP approval of assessment recommendations	Tuesday 7 <sup>th</sup> March 2023
Application outcomes notified	Wednesday 8 <sup>th</sup> March 2023
Commissioning meetings	13 <sup>TH</sup> to 22 <sup>nd</sup> March 2023
Award letters issued	23 <sup>rd</sup> March 2023
Delivery partners meeting including training for Hanlon and portal	w/c 27 <sup>th</sup> March 2023
Speed-networking event for referral staff and provider delivery staff and other key stakeholders	w/c 27 <sup>th</sup> March 2023
Delivery Starts	Early – mid April 2023
Ongoing monitoring meetings/delivery partner meetings/ other promotional activity to maximise engagement and referrals	April 23- March 2024
Delivery end	End March 2024

This information document and the application form will be published on the Renfrewshire Local Employability Partnership pages on the Invest in Renfrewshire website - [https://investinrenfrewshire.com/?page\\_id=20188&preview=true](https://investinrenfrewshire.com/?page_id=20188&preview=true) from

##### Who is Eligible to Apply?

Third, public, private and further/higher education sector organisations are all eligible to apply.

If you are applying as a partnership, the lead partner should apply, and detail partners involved under question 3.12. The lead partner would be responsible for the overall management and delivery of the project including budget management and monitoring and reporting requirements.

## What Makes a Good Application?

- ✓ Observe the **word limit of 500 words** for each question.
- ✓ Please do not attach appendices or documents as these will be deleted.
- ✓ Please consider the scoring criteria below when writing your application.
- ✓ Please write succinctly and in plain English. Use short sentences and avoid acronyms and jargon. There is no need to use formal or flowery language. What is key to a good application is being as specific as you can and assuming the reader knows nothing about your organisation, track record and project even if you have received local funding before to do similar.
- ✓ Ideally you will provide a clear picture for the reader of what you intend to deliver, how you will do this, and what difference it will make to participants as well as how it contributes to the grant programme strategic outcomes detailed in section 2. above.
- ✓ Please consider the 6 NOLB principles and our additional local principles also outlined in section 2 when designing your project and when describing/evidencing this in the application.
- ✓ Please provide a strong rationale to show both the need for the services and that there will be a demand from local people to take part in the provision. Identifying, recruiting and sustaining engagement of the number of participants stated is the responsibility of the organisation receiving a grant albeit that local agencies such as the DWP, Invest in Renfrewshire (Renfrewshire Council) and Skills Development Scotland staff will refer clients.

## Eligible Spend

**Only direct delivery costs** will be considered as eligible grant expenditure and a maximum of **10% of total staff costs** can be included in the cost breakdown for management and administration costs.

**Applicants should clearly show the calculations for each cost outlined, including for each member of delivery staff involved.**

## Decision Making

An Assessment Panel will manage the assessment and scoring procedures following the Council's grant processes. Membership of the Assessment Panel will be drawn from strategic partner organisations represented on the LEP including:

- DWP
- West College Scotland
- Skills Development Scotland
- Renfrewshire Chamber of Commerce
- NHSGGC
- Engage Renfrewshire
- DYW West
- Various Council Departments

For Grant work themes 1-3 , the relevant LEP sub- groups will be asked to assess the applications and will make recommendations to the Assessment Panel. For all other applications, at least two individuals from LEP partners will assess applications and make recommendations to the assessment panel . The LEP panel agree a moderated score with recommendations to the LEP.

LEP sub group/Panel members will be required to declare any conflict of interest which will be registered, and appropriate action taken eg a panel member submitting a grant proposal will not be involved in the assessment of their proposal.

The LEP will make final recommendations for grant to Renfrewshire Council with the Economic Development Manager, as Lead Officer for the LEP and the Grant Funding from Scottish Government, signing off the grants and overseeing payment, monitoring and reporting.

### Scoring Criteria

Section		Questions and weighting	
1:	Project rationale - evidence of need including – evidence from lived experience engagement	3.11, 3.14	20%
2:	Project content and delivery	3.2 , 3.3,3.4,3.5,3.6,3.7,3.12	15%
3:	Knowledge, (including local knowledge) expertise, previous experience, past performance.	3.12,3.13	15%
4:	Participant engagement and accessibility and inclusivity of provision.	3.8, 3.9	15%
5:	Output and outcome target and fit with grant outcomes	3.10, 4	15%
6:	Good and added value	5 ,and all other responses.	20%

Each section will be assessed on the basis of:

Score	Assessment Criteria
10	Excellent Quality that surpasses the requirements of the Renfrewshire LEP. Indicates an excellent application with detailed evidence and no weaknesses.
8	Good Quality that meets the requirements of the RLEP with good evidence throughout and few weaknesses.
6	Reasonable Quality that meets the requirements of the RLEP. The response is generally good, but lacks sufficient detail in places, which highlights a number of weaknesses.
4	Poor Quality which poses reservations for the RLEP. Lacks convincing detail of the supporting evidence and/or has substantial weaknesses.
2	Unacceptable Quality which poses serious reservations for the RLEP. Limited or no detail of the proposed approach and/or has substantial weaknesses.
0	No submission/submission not relevant

### Notification of Successful Applications

Application outcomes including grant award letters will be issued as per the timeline above. Full details of the payment process and terms and conditions of grant, including monitoring and reporting requirements will be included.

The Provider shall provide employability services in the volumes, outputs of services and financial profiles set out in each award of grant **which could be different from the application submitted**. The terms and conditions of grant are currently being developed.

Any other changes to the programme including a change in what was specified in grant applications will require approval in advance.

## 5. Grant Payment Process Payments

Grant payments will generally be paid quarterly in arrears against the actual costs of delivery and not the grant award level. A payment schedule will be discussed with the applicant, and this will be reflected in the grant award letter.

Applicants will be required to submit claims quarterly as a minimum. All claims must be supported by the required proof of spend and activity to date. Applicants will be required to invoice Renfrewshire Council after the claim has been approved. Payments will be processed through Renfrewshire Council's normal accounting system and payment to applicants will be by BACS.

## 6. How will we Monitor and Evaluate the Grants Programme?

### Performance Management

The key performance indicators for the programme (below) are outlined in the application form and replicate the current Scottish Government outcomes for current grant funds. They also contribute to the grant programme outcomes:

- **To reduce unemployment**
- **To increase income from employment for low-income families.**

All participants must meet **all** of the following eligibility conditions:

- Reside in Renfrewshire
- Have the right to live and work in the UK
- Of Working Age (16\* – 67) With the exception of 15 years who are within 6 months of the school leaving date and who are identified as being at risk of not moving on to a positive destination

<b>Performance Indicators</b>
<b>Outputs – The service will deliver</b>
How many people will start?
How many individuals will attain an accredited qualification
How many individuals will undertake a work /volunteering placement as part of the programme?
<b>Outcomes – Number moving into positive destination within 12 weeks from completion</b>
Participants successfully completed programme of support.

Participants commenced employment/self-employment.
Participants commenced a Modern/Graduate Apprenticeship.
Participants entering full time FE/HE/Training (expected to last one academic year).
Participants progressing into a part time/full time FE/HE/Training (less than one academic year).
Improved Labour Market position – for employed parents only (increase in rate of pay for low-income household).
Participants supported into a formal volunteering programme.
None of the above – to be detailed.
<b>Sustainability – Number in a positive destination up to 52 weeks later – For LEP to track and monitor</b>

Successful projects may have additional outputs and outcomes which they will also monitor and report on.

Personal information will be gathered and recorded by the grant recipient for the following purposes:

- To provide quantitative performance data on registrations, progressions and positive outcomes to inform service delivery adjustments and improvements.
- To provide qualitative performance data in the form of case studies.
- To contribute to the national No One Left Behind Shared Measurement Framework once published

Providers will be expected to keep (and to share with Renfrewshire Council) some key data on the employability participants journey and outcomes and equalities data using the Hanlon Client Management System. A data sharing agreement will be issued to successful applicants alongside the Grant Award letter. More information on this will be made available to successful applicants alongside the grant paperwork and full training will be provided where required.

Throughout the delivery period monitoring visits/meetings will be scheduled with all providers involving a Compliance Officer from Renfrewshire Council and/or The LEP Partnership Coordinator. These visits/meetings will check that the project has been implemented as described, that financial records associated with the project are in order, that publicity arrangements and equality and sustainability policies have been complied with. Performance will be discussed and any issues identified will require to be addressed through clear improvement actions.

Where the applicant is unable to demonstrate sufficient progress towards achieving agreed outputs and targets, future funding may be withheld or reduced. Further details will be outlined in the terms and conditions.

Monitoring can also identify successful elements of projects. Monitoring is vital in enabling RLEP to gain greater insight into individual projects, but also to ensure and verify that the funds have been spent as envisaged and acknowledged correctly.

### **Reporting Requirements**

Renfrewshire Council will run reports from the MIS at a project and programme level on a quarterly basis, which alongside qualitative evidence provided by providers including case studies will be reported to the RLEP and to the Scottish Government.

All providers will be required to submit half year and final year end reports – a template will be provided for this.

### **Evaluation and Continuous Improvement**

It is likely that an independent evaluation will be commissioned which will include evaluations of each of the projects supported via the programme alongside an evaluation of the process and collective impact. Grant recipients will be required to provide information and staff /management time to engage with the appointed contractor/s. Information on the process will be shared to recipients when available.

In addition, grant recipients will be required to establish their own evaluative processes to drive continuous improvement and monitoring processes will include grant recipients evidencing how they do this and to what effect. This will be discussed both individually at review meetings and collectively at Renfrewshire Employability Delivery Partners Forum meetings and development sessions.

The Scottish government has developed a Continuous Improvement tool-kit for use by LEPs and individual employability delivery organisations and grant recipients - <https://www.employabilityinscotland.com/news-events/news/no-one-left-behind-the-young-person-s-guarantee-continuous-improvement-toolkit/>

### **7.Key Data Provided to Support Applicants**

The remainder of this document provides a range of information and key data to support applicants in the preparation of their applications. The information relates to current employment stats and trends and key data which could provide supporting information regarding the need for certain provisions locally in Renfrewshire.

Much of the statistical information provided is at a full Renfrewshire level and applicants will want to supplement this information with their own knowledge of working with specific target groups, identifying local needs through their own experience of delivering employability services and proposing services which they are confident will be used by, and are useful to the client groups to improve their employability outcomes.

### **Unemployment and Claimant Figures for Renfrewshire**

The figures below are the most recent taken from NOMIS. Many indicators are updated monthly, click on the link below for any further updates:

<https://www.nomisweb.co.uk/reports/lmp/la/1946157429/report.aspx?town=Renfrewshire>

### **Employment and unemployment (Oct 2021-Sep 2022)**

	<b>Renfrewshire (Numbers)</b>	<b>Renfrewshire (%)</b>	<b>Scotland (%)</b>	<b>Great Britain (%)</b>
All People				
Economically Active†	91,400	76.6	77.2	78.5

## Employment and unemployment (Oct 2021-Sep 2022)

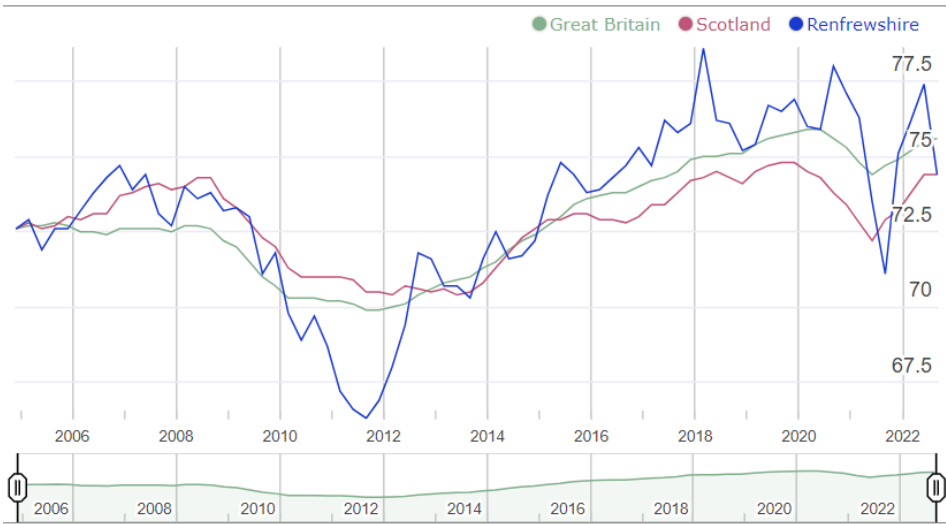
	Renfrewshire (Numbers)	Renfrewshire (%)	Scotland (%)	Great Britain (%)
In Employment†	88,800	74.4	74.4	75.6
Employees†	83,900	70.9	66.4	66.1
Self Employed†	3,600	2.7	7.7	9.3
Unemployed (Model- Based)§	3,100	3.4	3.5	3.7
<b>Males</b>				
Economically Active†	43,400	73.6	79.7	82.3
In Employment†	41,800	70.9	76.5	79.2
Employees†	38,200	65.7	66.4	67.1
Self Employed†	2,500	#	9.8	11.8
Unemployed§	#	#	3.9	3.7
<b>Females</b>				
Economically Active†	48,000	79.4	74.8	74.8
In Employment†	47,000	77.8	72.4	72.0
Employees†	45,700	75.9	66.5	65.0
Self Employed†	#	#	5.7	6.7
Unemployed§	#	#	3.1	3.6

Source: ONS annual population survey

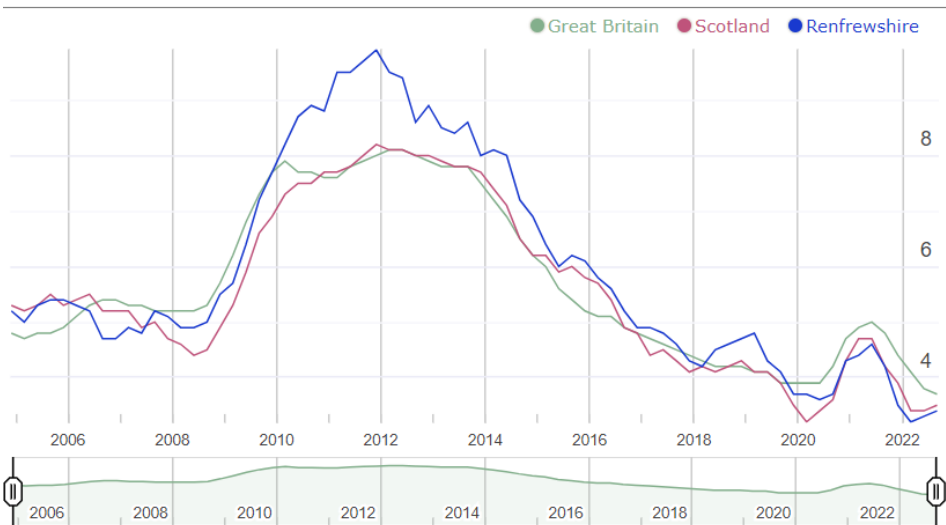
# Sample size too small for reliable estimate ([see definitions](#))

### Economically Active in Employment Time Series





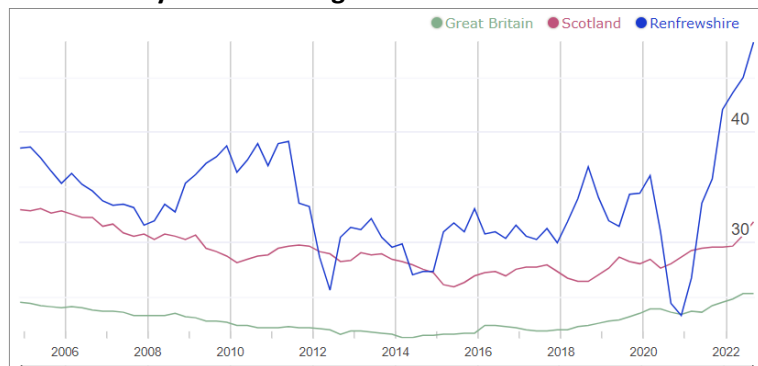
### Economically Active - Unemployment Rate Time Series



## Economic inactivity (Oct 2021-Sep 2022)

	Renfrewshire (Level)	Renfrewshire (%)	Scotland (%)	Great Britain (%)
<b>All People</b>				
Total	27,100	23.4	22.8	21.5
Student	4,800	17.8	23.1	26.9
Looking After Family/Home	#	#	16.3	19.6
Temporary Sick	!	!	2.7	2.1
<b>Long-Term Sick</b>	<b>13,100</b>	<b>48.2</b>	<b>31.9</b>	<b>25.4</b>
Discouraged	!	!	#	0.2
Retired	3,900	14.2	14.8	14.0
Other	3,800	14.0	11.1	11.8
Wants A Job	<b>9,800</b>	<b>36.3</b>	<b>19.5</b>	<b>18.3</b>
Does Not Want A Job	17,300	63.7	80.5	81.7

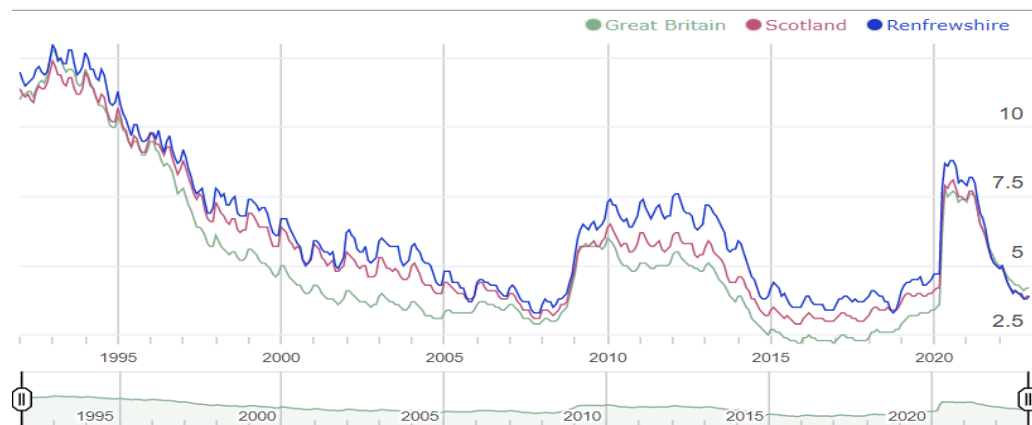
**Economically Inactive- Long Term Sick Time Series**



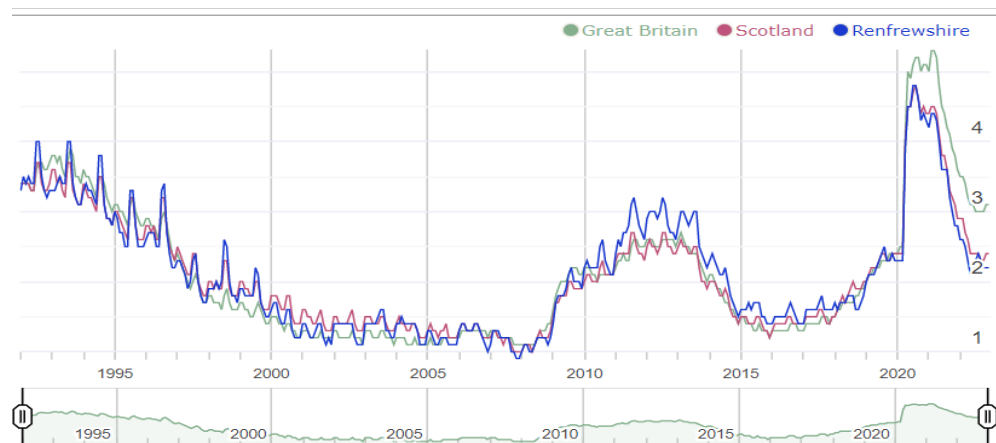
## Claimant count by sex - not seasonally adjusted (December 2022)

	Renfrewshire (Numbers)	Renfrewshire (%)	Scotland (%)	Great Britain (%)
All People	3,505	3.0	3.2	3.7
Males	2,195	3.9	3.9	4.2
Females	1,310	2.2	2.4	3.1

### Male Claimant Count Time Series



### Female Claimant Count Time Series



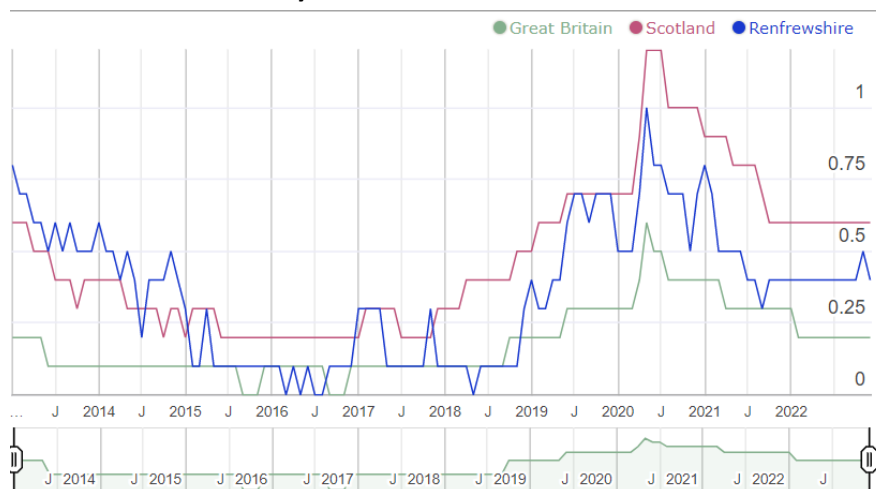
## Claimant count by age - not seasonally adjusted (December 2022)

	Renfrewshire (Level)	Renfrewshire (%)	Scotland (%)	Great Britain (%)
Aged 16+	3,505	3.0	3.2	3.7
Aged 16 To 17	15	0.4	0.6	0.2
Aged 18 To 24	605	4.3	4.1	4.7
Aged 18 To 21	310	4.1	4.3	4.8
Aged 25 To 49	2,065	3.6	3.7	4.2
Aged 50+	815	2.1	2.3	2.8

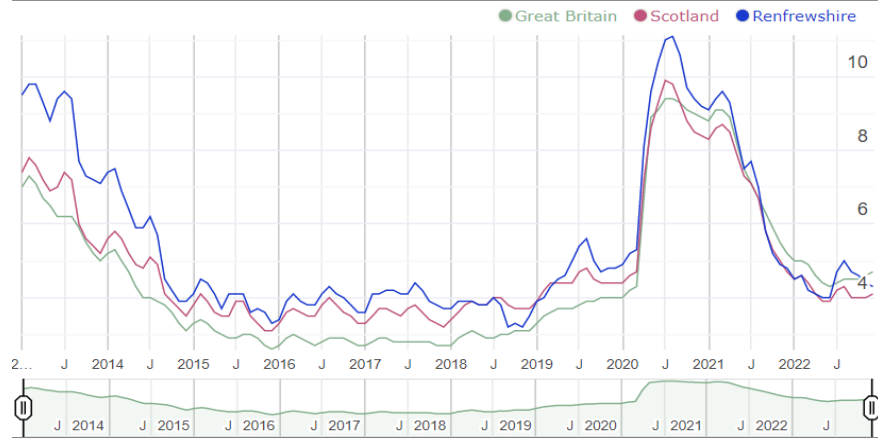
Source: ONS Claimant count by sex and age

Note: % is number of claimants as a proportion of resident population of the same age

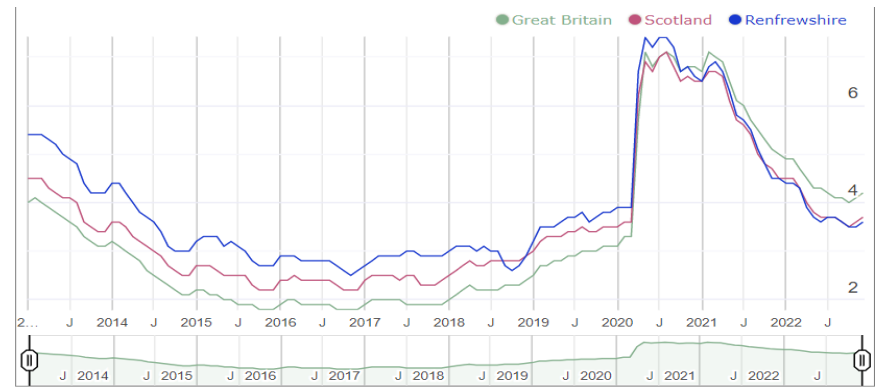
### Claimant Count – 16-17yrs Time Series



### Claimant Count – 18-24 yrs Time Series



### Claimant Count – 25-49 Time Series



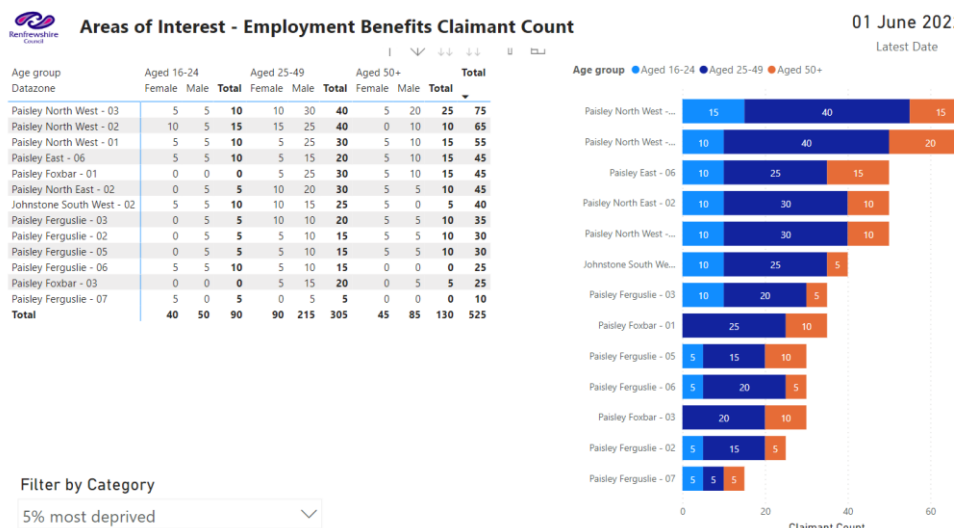
### Claimant Count – 50+ Time Series



- The total claimant count (those claiming out of work benefits including Universal Credit) pre covid stood at 4015 (2655 males /1360 females). The figure rose to a high of 7780(6.8%) by August 20.
- At August 21 it was 5759 (5%).
- By December 2022, the claimant count had reduced to 3505(3%), lower than pre-covid levels.
- The rate is significantly higher for males (3.9% compared to 2% for females).
- The proportion of young people (16-24) on the claimant count remains higher than for any other age group at 4.3% with the 50+ group having the lowest rate of 2.1% however the rate is reducing.
- There is no further personal characteristic claimant data currently available at a local level to help us plan and measure performance across all the relevant equality groups.
- Our disability employment rate is lower than Scotland (49.5% against 51.2%) however the gap between these has dropped and the rate itself increased by 2.1%
- Our economically inactive group is a cause for concern which is in the main down to a significant increase in the number of people registering a long term health issue, now at 10,300 ,45 % (Scotland 30.7%). The rate continues to increase as does the gap between Ren and Scot - now 14.3% .
- Our Employment rate for ethnic minority residents is significantly higher, 82.5% (white 75.9%). This contrasts with the Scotland rate of 62.5% (white 74.6%)priority Area Claimant Count Data (SIMD).

### Claimant Count Data for Our Most Deprived Areas

The table below (data extracted from NOMIS) shows the claimant count (rounded to 5) by age group and gender for our geographic priority areas – Renfrewshire’s 5% most deprived either in the overall SIMD ranking or the employment ranking (17 in total) as at June 2022 (due to be updated soon). Unemployment impacts on residents across Renfrewshire however this data will help applicants considering targeted approaches in in our priority areas above. It provides a profile of those on the claimant count by age and gender.



Other areas across Renfrewshire will also have higher levels of unemployment and the link to the map below allows you to hover over the different datazones to see the claimant count. The darker areas have the higher claimant counts.

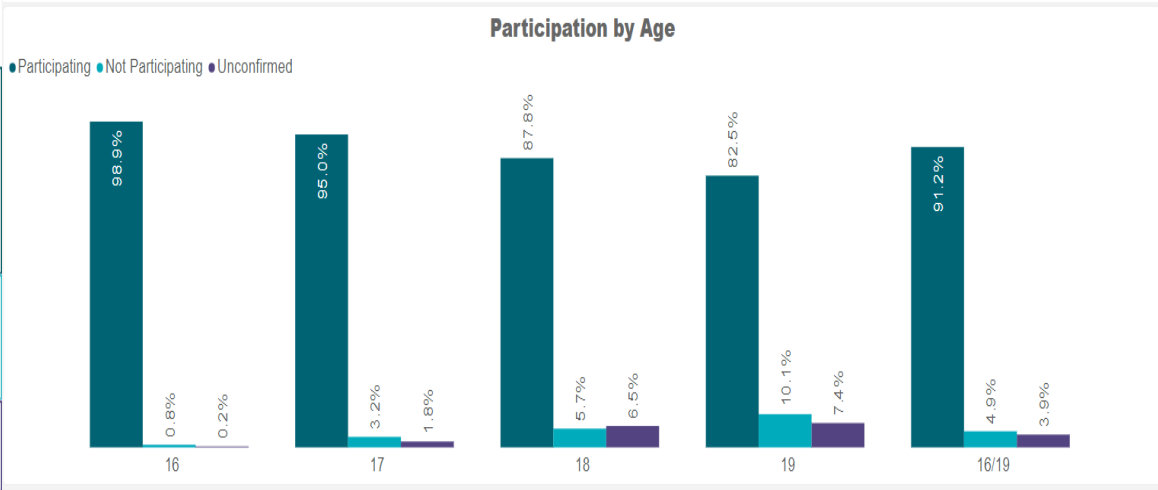
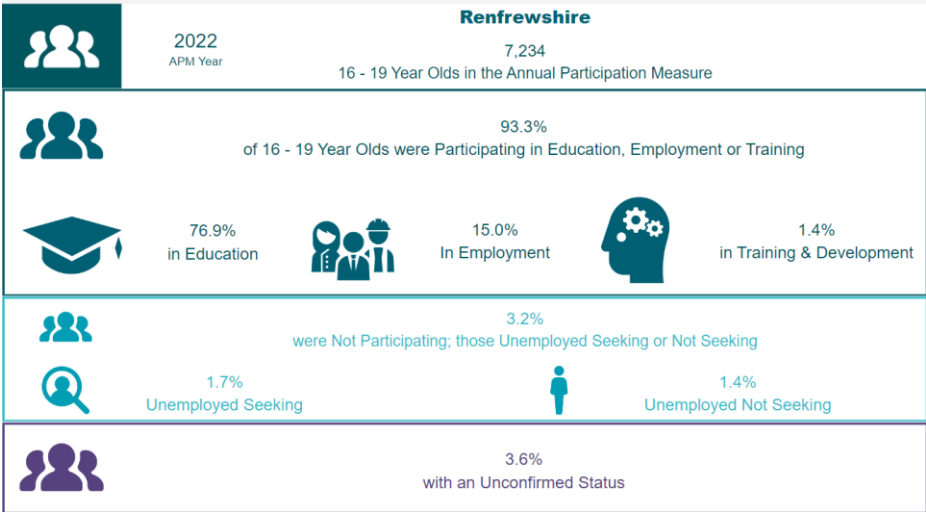
<https://www.nomisweb.co.uk/query/asv2map.aspx>

**Key Data relating to Young People 16-19 years**

**What do we know about this years school leaver outcomes ?**

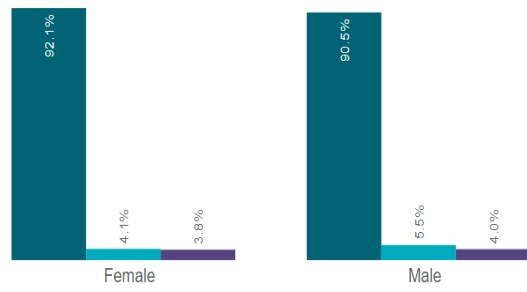
The SDS Regional Skills Assessment <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning-alignment/regional-skills-assessments/> provides a wealth of labour market data including data on school leavers .

The Annual Participation Measure data below looks at the status of these school leavers and others up to the age of 19 – 7234 young people in total .



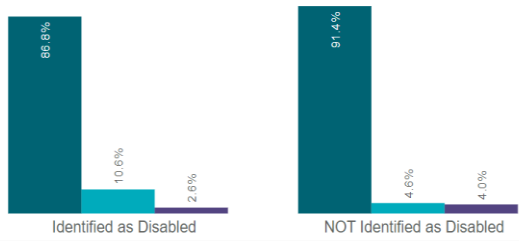
### Participation by Gender

● Participating ● Not Participating ● Unconfirmed



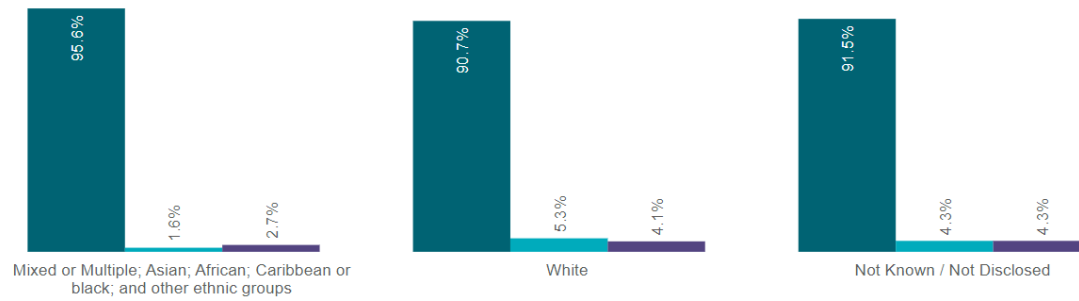
### Participation by Disability

● Participating ● Not Participating ● Unconfirmed



### Participation by Ethnicity

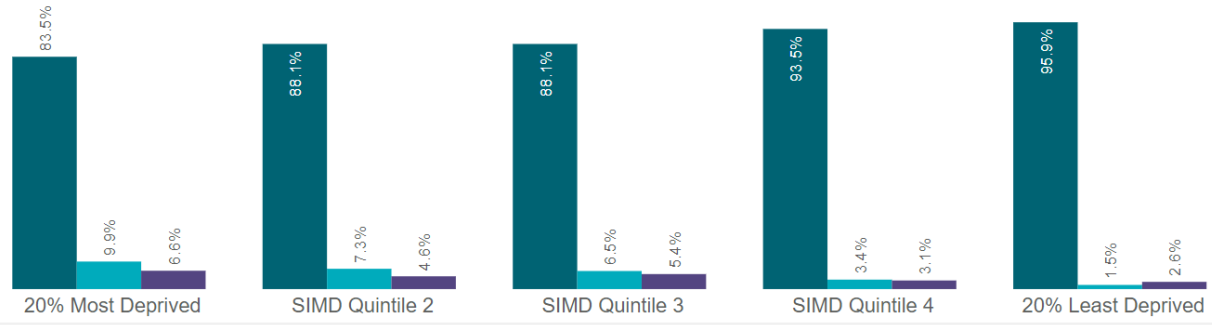
● Participating ● Not Participating ● Unconfirmed





### Participation by SIMD

● Participating ● Not Participating ● Unconfirmed

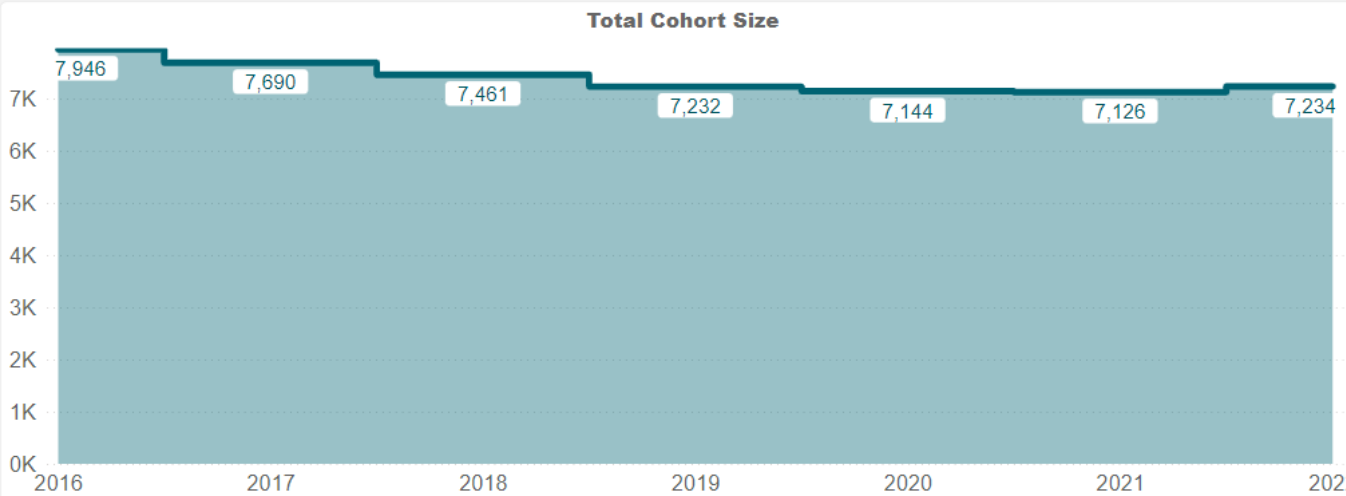
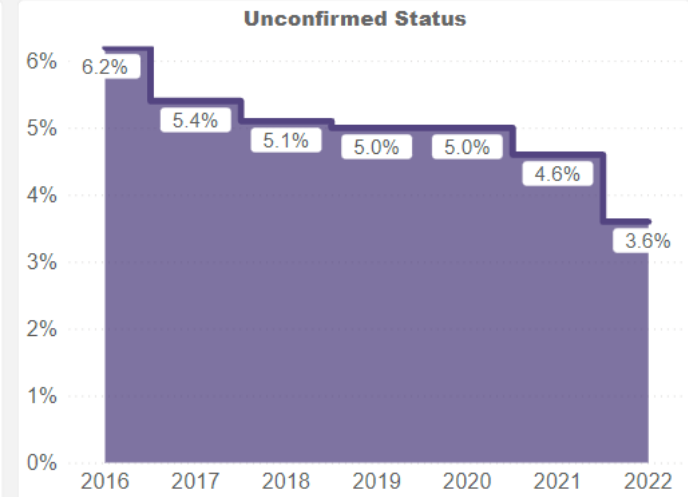
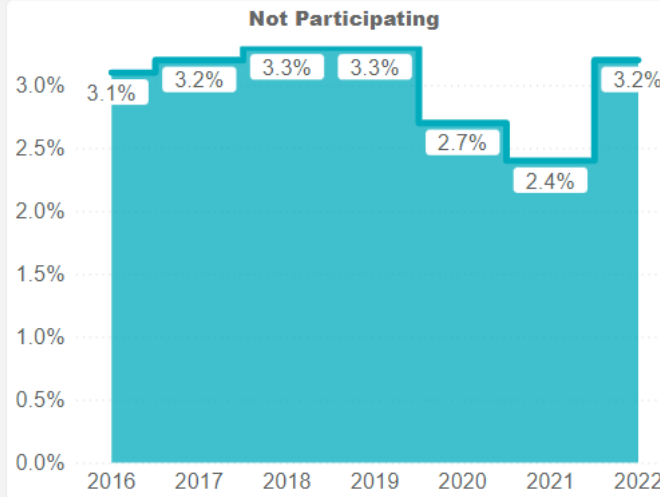
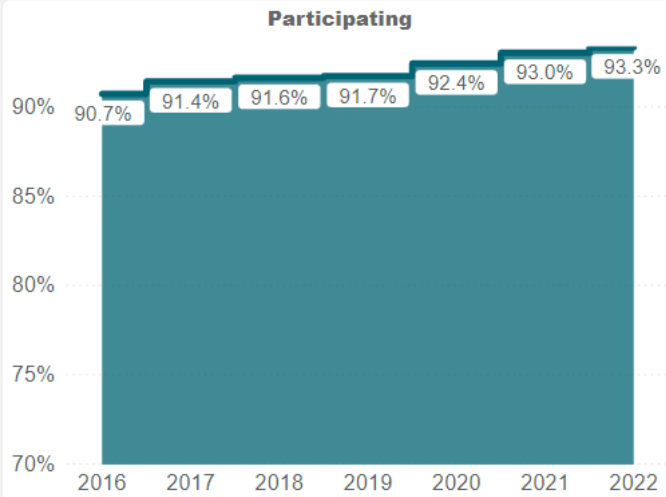


Select Location

Renfrewshire

Select Cohort Group to View

Aged 16 - 19



### Disclosure Note

No values suppressed on this page

- The most recent SDS Participation Measure report (Sept 22) shows an improvement in the overall participation measure from 93% of 16-19 year olds participating to 93.3% which is higher than the rate for Scotland of 92.4%. The figure is higher for females.
- The unconfirmed status has improved from 6.2% to 3.6% and SDS and partners are working hard to engage with these young people to determine their status and need for support.

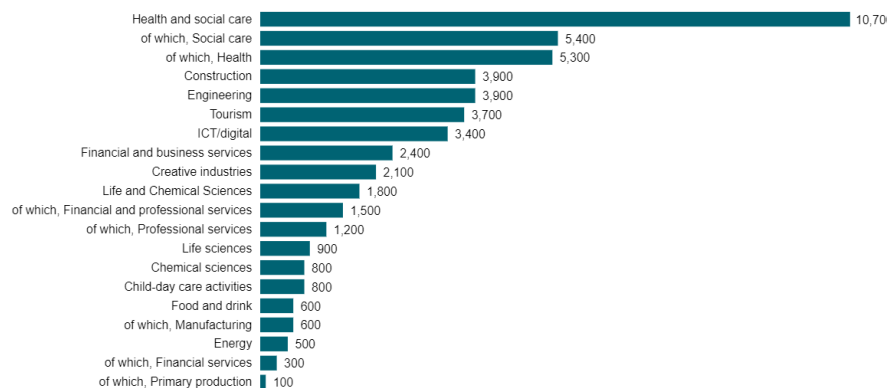
- Age impacts on measure - the rate drops from 98.9% for 16's to 82.5% by 19 in part down to increasing % unconfirmed as age increases from 0.2 for 16's to a significantly higher level of 7.4% for 19's.
- Our participation rates are significantly higher for black and Asian ethnic minority young people (95.6%) than for white young people (90.7%) .
- Participation rates for young people with a disability are significantly lower at 86.8%, and 10.6% are confirmed as not participating which is over double the rate for those without a disability.
- There remains a significant gap of 12.4% between the participation rate for the most and least 20% deprived areas (SIMD) in Renfrewshire ( 83.5% : 95.9%) . There had been improvement from the 2016 gap of (13.3%). It is possible to drill down to intermediate data zone level through the link below searching under geographies. The lowest rate is in Ferguslie , 82.2%. <https://www.skillsdevelopmentscotland.co.uk/publications-statistics/statistics/annual-participation-measure/>

## Employment Forecasts for Renfrewshire and for Glasgow City Region

The COVID 19 Pandemic has had a significant impact on the local economy and communities. This extract from an SDS's report provides a summary of the impact of the pandemic and other major drivers such as Brexit. The most recent report is available via this link <https://www.skillsdevelopmentscotland.co.uk/media/49930/economy-people-and-skills-december-2022.pdf>

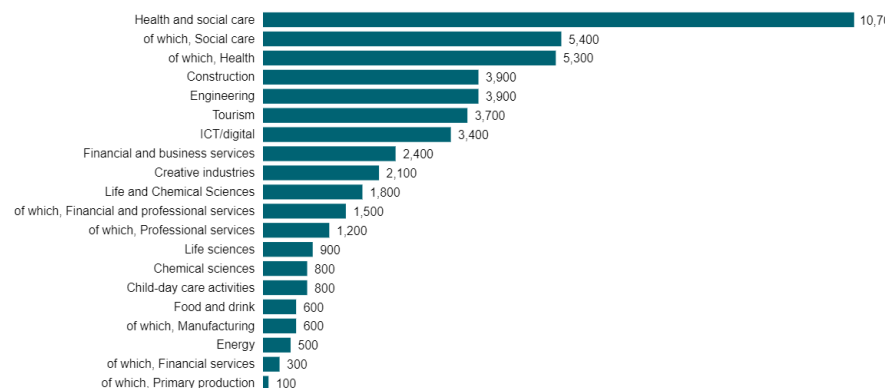
Reports including employment forecasts such as those below (forecasts for 2024 for Renfrewshire and for Glasgow City Region) are available from the SDS Reginal Skills Assessment - <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning-alignment/regional-skills-assessments/> which hold a wealth of data.

Employment Forecast by Industry (people)



Renfrewshire Forecast for 2025

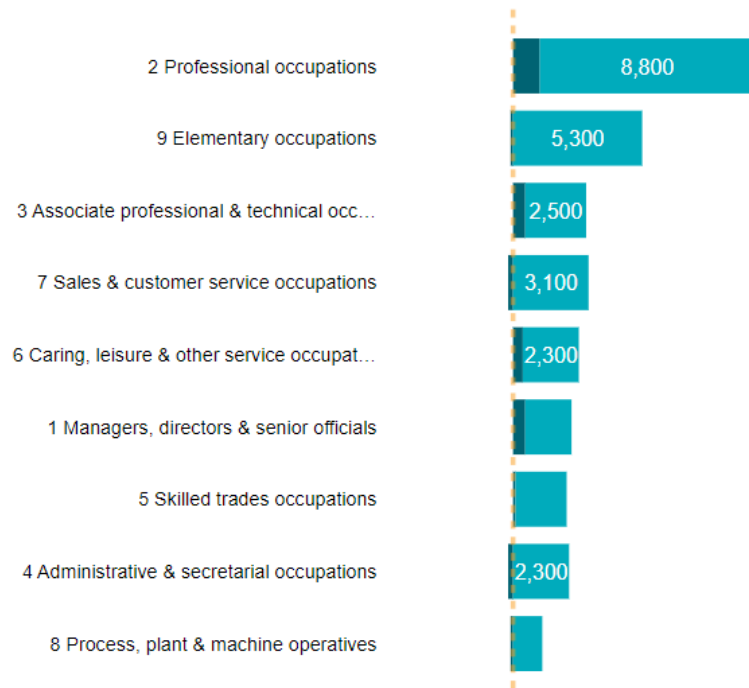
Employment Forecast by Industry (people)



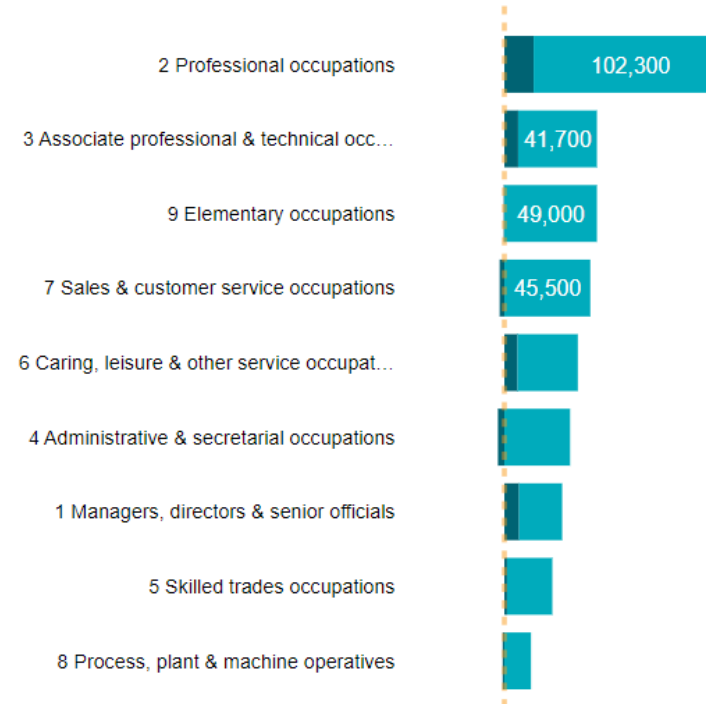
Glasgow City Region Forecast for 2025

The charts below show forecasts for 2024-31 of the labour requirements by industry sector, shorter term forecasts available via the same link above.

● Expansion Demand ● Replacement Demand



● Expansion Demand ● Replacement Demand



Renfrewshire Forecast for 2022-25

Glasgow City Region Forecast for 2022-25

### Skills and Sectoral Insights

SDS publish 17 **Sectoral Insights** at a national level via this link <https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning-alignment/sectoral-skills-assessments/>

This is an example of information available for **engineering** which highlights Renfrewshire alongside Glasgow and Edinburgh with high levels of job postings.

## Current Demand – Job Postings<sup>1,2</sup>

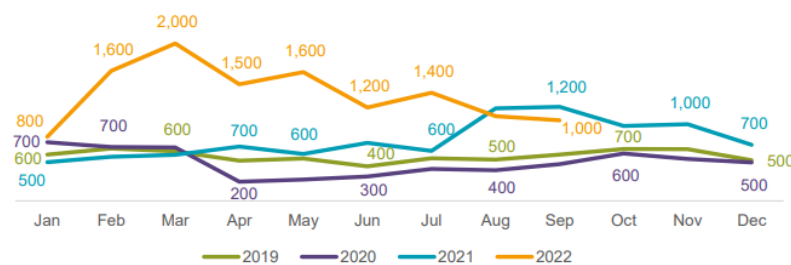
Online job postings data provides a useful barometer for the health of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate of activity only.

The number of postings in the **Engineering** sector significantly declined in 2020 due to restrictions associated with the pandemic. In 2021, job postings in the sector began to rise and peaked in March 2022. The number of job postings indicates increased demand for

workers in the sector, while the supply of people has been impacted by the pandemic and Brexit.

Since March 2022, the number of job postings has declined to 1,000. However, there were 51 per cent more job postings in September 2022 compared to pre-pandemic levels (March 2020). This compares to an increase of 41 per cent for job postings in Scotland overall.

Job Postings Trends 2019 - 2022



Between January 2022 and September 2022, there were **12,100 job postings** in the **Engineering** sector, of which:

The top job postings were:

**Welding Trades**  
500 job postings

**Programmers and Software Development Professionals**  
400 job postings

**Civil Engineers**  
400 job postings

**Sales Related Occupations**  
400 job postings

**Managers and Proprietors in Other Services**  
400 job postings



The locations with the most jobs advertised were:

**Glasgow City**  
3,800 job postings

**Aberdeen City**  
1,100 job postings

**Fife**  
400 job postings

**Edinburgh City**  
2,000 job postings

**Renfrewshire**  
1,000 job postings

**West Lothian**  
300 job postings



The median real-time advertised salary in **Engineering** was:

**£32,400\***

The most requested specialised skills<sup>3</sup> in **Engineering** were:



Applicants considering providing vocational skills training or providing guidance to help people understand the job sectors and what jobs would suit them and be in demand are encouraged to read these reports .

## Evidence From Engagement

### Youth and Parent Survey

In 2021 , 163 unemployed or furloughed young people and 108 parents participated in survey to help shape our youth employability provision in Renfrewshire and potential support for parents.

The survey findings can be found here – <https://ypguaranteerenfrewshire.com/survey-results>

Key findings -

- Young peoples preferred job - the most common response (**58** out of 125 who answered the question) had no job/sector identified suggesting they were still unsure about what career they would like to pursue.

- 78% of young people are currently either looking for work, or a course or support that will help move them into employment. For the 22% who are not looking, 61% identified themselves as having a long-term health issue which stopped them. Caring responsibilities and not being interested in finding work were the next two reasons as to why the young person was not actively trying to find employment or training.
- When asked what types of support was most important to them, advice to help decide what kind of work they want to get into was the highest rated followed by training on a particular subject or skill. Confidence building and help with communication was next followed by work experience and volunteering.
- In terms of receiving support online or face to face, 35% preferred online, 35% face to face and 30% a mix of both.
- Over 80% have the equipment and data to get online compared to 20% who don't. 86% of those who have the correct device and access feel comfortable enough to use it to job search, write CVs etc compared to 14% who don't. Not having a good enough signal appears to be one of the biggest barriers to using devices, followed by not being able to afford a suitable device.
- In terms of ability to travel to Paisley, Johnstone or Renfrew for employability support - 33% were able to go to Paisley; 63% to Johnstone and 45% to Renfrew. 1 young person was unable to get to any of the above.
- 104 parents were surveyed and their views on what types of support their young people needed most matched what young people had reported with advice to help young people decide what kind of work would suit them at the top
- There was a strong interest from over half of parents to receive information or support to enable them to better support their young people in finding work. Of most interest to parents was a demonstration of the YPG website; advice on young people's mental health and also on substance misuse; and advice on key local job sectors .

### **Re-connecting our Services and Communities (No One Left Behind) Conference June 2022**

The conference aims were to provide an insight into the changing employability landscape and Renfrewshire's economic position including how employability can help to tackle child poverty and other inequalities. It was an opportunity to learn from stakeholders working within and out with the field of employability about how the local partnership needs to change/develop employability services to attract and support more people and help them realise their potential. Over 110 practitioners attended from across all sectors.

**The full conference report is available here –**

<https://investinrenfrewshire.com/wp-content/uploads/2022/07/Renfrewshire-Employability-Partnership-Conference-2022.pdf>

**“Leaving No One Behind “ Employability Conference , June 21**

As in keeping with previous successful conferences, the objective was to raise practitioners' awareness of the changing employability landscape and provide an opportunity to consider key challenges and shape and influence solutions. 138 practitioners from across the LEP area attended

The full report is available via this link <https://investinrenfrewshire.com/news/renfrewshires-virtual-employability-conference-summer-2021/>

#### **Links to relevant local plans**

##### **Renfrewshire Community Plan 2017-2027**

[https://www.renfrewshire.gov.uk/media/4598/Our-Renfrewshire---Renfrewshires-Community-Plan-2017-2027/pdf/Community\\_Plan.pdf?m=1506695136457](https://www.renfrewshire.gov.uk/media/4598/Our-Renfrewshire---Renfrewshires-Community-Plan-2017-2027/pdf/Community_Plan.pdf?m=1506695136457)

**Renfrewshire Economic Recovery Plan** <https://www.renfrewshire.gov.uk/article/11041/Setting-out-Renfrewshires-road-to-recovery>

**Any further questions or if you are having problems opening any of the links please contact:**

**Kay McIntosh**

**Partnership Coordinator**

**Renfrewshire Local Employability Partnership**

**Email: [kay.mcintosh@renfrewshire.gov.uk](mailto:kay.mcintosh@renfrewshire.gov.uk) or call 07955387405**



### Vocational Training - Provision of individual training places - Note of Interest

<b>ORGANISATION:</b> Delivery Base :	<b>Contact Name:</b>	<b>Contact email:</b> <b>Contact number:</b>
If you regularly run certificated/accredited courses that might be suitable for employability clients in Renfrewshire to access on an individual basis please list these here and /or provide a link to a website that provides an up to date list of places available		