

## Section A: EMPLOYABILITY AND SOCIAL INCLUSION/POVERTY PIPELINE CHALLENGE FUND

### Introduction

Perth & Kinross Council Employability Pipeline is a multi-service, multi-provider programme of support for eligible jobless citizens of Perth & Kinross, providing a 5-stage pathway of support from worklessness to sustainable employment. Providers must work together to move local jobless citizens towards and into sustainable employment.

Applications should be submitted by completing the application form (Appendix 1) and Results and Outputs table (Appendix2), please ensure the relevant Results and Outputs table is selected, and return marked for the attention of Lynn Webster, European Social Fund Programme Officer, Planning and Development, Perth & Kinross Council, Pullar House, 35 Kinnoull Street, Perth, PH1 5GD. Submissions can also be emailed by secure email to [EuropeanSocialFundPMO@pkc.gcsx.gov.uk](mailto:EuropeanSocialFundPMO@pkc.gcsx.gov.uk) PKC are awaiting funding confirmation from Scottish Government, therefore applications for this Challenge Fund are currently on hold and are subject to change and funding availability. However there will be regular updates provided. If you require any further information, please contact the ESF Programme Management team by emailing [EuropeanSocialFundPMO@pkc.gcsx.gov.uk](mailto:EuropeanSocialFundPMO@pkc.gcsx.gov.uk)

### Background

Through the ESF operational programme (2014-2020), extended funding is available to all 32 local authorities to support employability pipeline and social inclusion and poverty activities. Perth & Kinross Council has been awarded funding to deliver an Employability Pipeline, and funding for Social Inclusion and Poverty, over a two year period from 2016 to 2018, Perth and Kinross Council have received an Indicative allocation to extend the Programme to December 2022. PKC and Partner organisations need to bring match funding of total eligible project costs of 60% as ESF will only provide 40% grant funding within the Employability Pipeline and up to 50% ESF funding within the Positive Futures to address Poverty Project. ESF beneficiaries accessing Employability pipeline provision must have at least 2 barriers to employment. PKC will act as the Lead Partner for both Strategic Interventions on behalf of the Perth and Kinross Community Planning Partnership.

Perth & Kinross Council has organised the employability activity it will fund into a 4-stage Employability Pipeline's. The stages of the pipeline are:

- Stage 1: Registration/Referral, Engagement, and Assessment - Not job ready
- Stage 2: HAS BEEN WITHDRAWN during phase 1 delivery
- Stage 3: Vocational Activity - Job ready
- Stage 4: Employer engagement, job matching and work ready activities - Job ready
- Stage 5: In-work support and after-care - In work

The ethos of the pipeline is to offer jobless citizens a tailor-made pathway of support, delivered by staff with expertise at each stage. The three 5 stage pipelines will target Youths, Adults and individuals with a Health condition.

The Employability Pipeline Strategic Intervention to be funded by ESF is an opportunity to extend and address identified gaps. It is envisaged that by facilitating appropriate and innovative provision, we will equip the local unemployed community of Perth & Kinross with the necessary skills to obtain sustainable employment within the local and reasonable travel to work areas in and around Perth & Kinross.



To meet the demands laid out in these strategies, following consultation and working in collaboration with other strategic employability partners, a number of proposed interventions were identified. One of the main aims of the Perth and Kinross Employability Strategy is to give the right assistance to the most disadvantaged residents farthest from the labour market, and possibly with complex needs, and to help them towards employment.

Perth & Kinross Council has responsibility to manage the Perth & Kinross Employability Pipeline, including, the funding distribution, management, compliance and monitoring of funds and the management and achievement of the Programme's milestones, outcomes and targets.

**Perth & Kinross Council on behalf of Perth and Kinross Community Planning Partnership is calling for projects meeting the following objectives and timetable.**

**Objectives**

a. Scope of Services

**Employability Pipeline**

Interventions must be client specific and reflective of the available employment opportunities in the local and reasonable travel to work areas in and around Perth & Kinross. The pipeline will enable providers to actively target and assist those who need the most help who are facing multiple barriers to work to gain and make progress in work, particularly those in rural areas. It will allow providers to manage the referral and progress of clients through a series of timely and relevant services that leads to employment. The pipeline of providers will ensure the availability of high quality intelligence about the current and emerging employer requirements and ensuring that this intelligence is used to inform the design of support and training provision. Pipeline Providers support both individual clients and employers to ensure job retention and progression through work. Perth & Kinross Programme Management Office will actively manage the performance of the pipeline of ESF supported services as a whole and ensure that we are able to identify and act on performance which is not meeting the needs of clients or employers, or opportunities to further enhance performance.

The proposed interventions, where appropriate, must offer participants vocational based learning, or the opportunity to gain certificated training that will assist them to gaining sustainable employment.

**Stage 1 – Registration, Assessment, Action Planning and Case Management.**

Organisations will engage with workless eligible target client groups (young people, people with health problems, lone parents and workless families and adults). This stage is about reaching out to individuals, supporting people into regular activity and positive routines, and helping them to connect with others

Examples of activities

- Outreach Activities
- Self-Referral
- Identification and Assessment of Needs

Development of Personalised Action Plan, depending on each individual's circumstances, an activity may apply to other Stages.

**Stage 3 – Work Focussed Training**

Organisations will provide employability training (e.g. Job search Skills) to help enhance the client's employability skills and improve their employment prospects. Stage 3 activities include delivering a range of accredited training, employability training for core skills, job search advice and activities to raise awareness of enterprise and entrepreneurship in order to meet the needs of individuals. Stage 3 providers will also arrange work placements for clients who lack work experience and will also set job outcome and job sustainability targets.

**Examples of Activities**

- Employability Skills Development
- Vocational Training
- Work Experience
- Volunteering



- Self-Employment and Enterprise Support

#### **Stage 4 – Work Activity**

A Job broker organisation will provide a tailor made job brokerage service This stage includes activities such as direct job brokering service of clients to Employers, alerting clients to open vacancies which may be advertised on recruitment websites and local media, arranging work or volunteer placements with the employer, assisting individuals to secure job vacancies and matching job-ready clients to jobs and support clients to sustain employment for at least 6 months.

#### **Examples of Activities**

- Careers Information Advice and Guidance
- Employer Engagement
- Job Search Support
- Job Matching and Brokering
- Self-Employment and Enterprise Support

#### **Stage 5 – Job Sustainability & In-work development**

Organisations will provide proactive and ongoing support for a period of no less than six months following a client starting work and could involve liaising with the employer to support the client achieve their goal of job sustainability and to help the client maintain and progress within the workplace  
Stage 5 actives include supporting individuals.

#### **Examples of Activities**

- Careers Information
- In work support and progression
- Supported Employment
- Occupational Health and Wellbeing Support
- Skills Development
- Redundancy Support
- Self-Employment and Enterprise Support

## **Positive Futures! To Address Poverty**

Positive Futures! is a multi-service, multi-provider programme of support for eligible citizens of Perth & Kinross. The Positive Futures! Project will focus on providing support, advice and assistance on finances, housing, benefits, health, employment and education. It will focus on supporting those who meet one of the 3 eligibility barriers, living in a jobless / single-adult household with dependent children, living in a workless household or those living in a low income household throughout Perth and Kinross but with particular focus being the five “Areas of deprivation” Council wards throughout Perth & Kinross Perth City North, Perth City Centre, Blairgowrie and the Glens, Strathmore and Highland. Interventions must be client specific and reflective of the needs of the individual providing free, confidential money and debt advice.

#### **Examples of Activities**

- Benefit checks to ensure that you are receiving your full benefit entitlement
- Priority debts (including rent and mortgage costs, Council Tax and energy costs)
- Digital learning
- Banking and Credit Union services
- Financial workshops
- One-to-one advice on debt or making the most of your income
- Outreach services, so that people in rural areas have easy access to services



## b. Timetable –

The indicative timetable for this Challenge Fund is as follows:

### Activity

- Launch of Challenge Fund Phase 2 extension
- One-to-one meetings by appointment
- Deadline for Applicants questions
- Submission of application forms
- Closing date of application forms
- Evaluation completion
- Award letters (Subject to) to successful applicants
- Award letters to be signed and returned
- Agreement meetings
- Finalisation of Agreement SLA
- Commencement of Activities
- Agreement expiry / renewal date

### Due By

12/11/2018  
By Appointment  
31/07/2021  
Weekly from 12/11/2018  
31/09/2021  
Scheduled subject to received applications  
TBC  
TBC  
TBC  
TBC  
By Agreement from 01/01/2019  
31/12/2022

