

## ITEM No ...3.....

**REPORT TO:** FAIR WORK, ECONOMIC GROWTH, AND INFRASTRUCTURE COMMITTEE – 10 JUNE 2024

**REPORT ON:** DISCOVER WORK ANNUAL UPDATE

**REPORT BY:** EXECUTIVE DIRECTOR OF CITY DEVELOPMENT

**REPORT NO:** 133-2024

### **1 PURPOSE OF REPORT**

1.1 This annual report updates Committee on progress with the Discover Work Strategy and Action Plan, which responds to the Scottish Government and Local Government's ambition to transform Scotland's employability services through the *No One Left Behind* policy; performance of the current Employability Pathway; and the conclusion to a Challenge Fund process for the commitment of funding to deliver services in a new Employability Pathway programme for 2024 – 2029.

### **2 RECOMMENDATION**

2.1 It is recommended that the Committee:

- a notes the sustained level of improved performance of the current Employability Pathway programme for the period 1 October 2019 – 31 March 2024;
- b notes the progress in delivering the Discover Work Strategy and Action Plan 2022 - 2027, including the commitment of funding through a Challenge Fund process undertaken by the Discover Work Partnership to deliver a new Employability Pathway programme; and
- c remits the Executive Director of City Development to bring a further report to the Fair Work, Economic Growth, and Infrastructure committee in summer 2025 on progress in delivering the Discover Work Strategy and Action Plan 2022 - 2027, and performance of the new Employability Pathway for 2024/2025.

### **3 FINANCIAL IMPLICATIONS**

3.1 All commitments made in relation to this report are contained within the employability budget managed by the Council, on behalf of the Discover Work Partnership, inclusive of funding from Scottish and UK Government.

### **4 BACKGROUND**

4.1 Reference is made to Article VII of the minute of the City Development Committee meeting on 26 June 2023 (Report No 170-2023 refers) where Committee:

- a noted the significant and sustained level of performance of the Employability Pathway for the period 1 October 2019 to 31 March 2023;
- b noted the progress in delivering the Discover Work Strategy and Action Plan 2022/2027, including the service redesign process during 2023 and the proposed co-commissioning timetable for service implementation from 1 April 2024;
- c remitted the Executive Director of Corporate Services and the Executive Director of City Development to finalise the commitment of employability funding following the redesign and co-commissioning process undertaken by the Discover Work Partnership; and

- d remitted the Executive Director of City Development to bring a further report to Committee in Summer 2024 on the outcome of the co-commissioning process and final performance of the current Employability Pathway programme.
- 4.2 Further reference is made to Article IX of the minute of the City Governance Committee on 22 April 2024 where Committee considered report No 113-2024 on Dundee's Annual Participation Measure and:
- a approved the draft "A Step Change in Positive Destinations for Young Dundonians report" and Improvement Plan;
  - b noted the level of performance of Dundee in the Annual Participation measure for the period 2017–2024;
  - c delegated the Executive Director of City Development to identify new and existing funding streams that may be used to support improved levels of positive destinations for our young Dundonians; and,
  - d remitted the Executive Director of City Development to bring a further report to the City Governance Committee in spring 2025 on the outcome of the first year of implementation of the Proposed Improvement Plan.

## 5 DISCOVER WORK STRATEGY AND ACTION PLAN 2022 – 2027

- 5.1 Discover Work is Dundee's Local Employability Partnership. It is a multi-agency approach to the development of shared objectives, the alignment of efforts and the commitment of resources relating to employability. Discover Work members include Skills Development Scotland, Dundee and Angus College, the Department for Work and Pensions, Dundee City Council, Dundee & Angus Chamber of Commerce, Dundee Volunteer & Voluntary Action (Third Sector Interface), Developing the Young Workforce, Dundee Health and Social Care Partnership, NHS Tayside, Business Gateway, and Social Security Scotland.
- 5.2 The Discover Work Strategy 2022 – 2027 was published in April 2022, which sets out its ambitious strategic vision, goals and context in "*Transformation of employability for a new Dundee*". It aims to maximise the opportunities provided by Scottish Government and Local Government's ambition to simplify Scotland's employability system through the No One Left Behind policy, and deliver outstanding and recognisable improvements in outcomes for customers. The Strategy is supported by a detailed Action Plan, with all actions aligned to three strategic goals:
- a Strengthen the functions and effectiveness of Discover Work;
  - b Improve employability outcomes for customers; and
  - c Establish, promote, and increase awareness of Discover Work.
- 5.3 As detailed in the Discover Work Strategy 2022-2027 and reflected in the Council Plan 2022-2027 and City Plan 2022-2032, there are approximately 11,000 unemployed or inactive people of working age in Dundee who want to work or could work, many of whom have mental health conditions and other disabilities which hinder their participation in the labour market. The priority for the Council and wider partnership in the next few years is to assist this cohort and the harder to reach groups find fair and rewarding employment by transforming the way we deliver services and the more efficient use of funding.
- 5.4 Since its publication, Discover Work has progressed its Strategy through the implementation of the detailed Action Plan and the establishment of Task and Finish Groups that are accountable for progress with agreed outputs. Progress is summarised in **Appendix A**. In addition to the Council and City Plan, these areas of work support progress with other strategies, policies, and action plans such as:

- Dundee’s Fairness and Local Child Poverty Action Plans;
- The Equality Outcomes Action Plan 2021-2025; and
- The Community Wealth Building Action Plan and Proposed Charter.

## 6 CURRENT EMPLOYABILITY PATHWAY: OCTOBER 2019 - MARCH 2024

- 6.1 The aim of the Employability Pathway is to ensure those furthest from the labour market are proactively targeted and supported to progress towards and enter sustainable positive destinations including employment.
- 6.2 Employability Providers were appointed in September 2019 through a competitive Challenge Fund (Round 1) process to deliver services. As detailed in [Article VII](#) of the minute of the City Development Committee meeting on 5 September 2022 ([Report No 206-2022](#)), the Employability Pathway was enhanced by Challenge Fund (Round 2) in July 2022 and extended up to 31 March 2024, providing continuity during a period of transition including an exit from the European Social Fund and adoption of the UK Shared Prosperity Fund.
- 6.3 All providers are required to target priority customer groups and deliver specialist support to address the barriers they face, that is provided in a way that is simple, streamlined, and attractive to them. Providers work together to improve the proportion of customers that progress towards and enter employment and ensure most customers sustain their employment.
- 6.4 During 2023/2024, a further 840 customers have been supported – increasing the total number of customers supported since October 2019 from 2079 to 2919. A further 622 customers entered a positive destination – increasing the total since October 2019 from 1568 to 2190.
- 6.5 This continues the positive trend summarised in last year’s report on performance up to 2022/23, where the significant and sustained improvement in cumulative performance since October 2019 continues, as reflected in the table below.

Measure	Pre-Oct 2019	Oct '19 - March '24
% Customers Entering a Positive Destination	34%	75%
% Sustaining a Positive Destination 6 months+	54%	71%
% Sustaining a Positive Destination 12 months+	Not Monitored	61%

- 6.6 One contributing factor has been an increase in the frequency, variety, and volume of Sector-Based Work Academies (SBWAs) delivered in partnership with employers who have a skills and recruitment need. SBWAs are designed around employer needs but typically involve a blend of accredited, vocational, employability, and workplace training delivered by Employability Providers and Dundee & Angus College in partnership with employers and referral partners such as Job Centre Plus. Customers are provided with support and resources required to enable their participation e.g. childcare, travel, lunches, clothing/equipment, qualifications, etc.
- 6.7 Since 2022, SBWAs have been delivered with Discovery Flexibles, Social Security Scotland, NHS Tayside, Hillcrest, Dundee City Council (Parking Attendants and Social Care Officers), BT Group, Tayside Contracts, Sense Scotland, and Ember resulting in the following customers participating and entering employment:

Academies Delivered (October 2022 - April 2024)	12
Total Completers	127

Academy Job outcomes	45 (+39 TBC/Awaiting Start Date)
Alternative Job outcomes	18
Overall Job outcomes	63
6 months sustained *	39
12 months sustained *	11
* Not all customers who entered employment have been in work for 6 or 12 months yet. Therefore, sustainability at 6 or 12 months cannot yet be confirmed.	

6.8 Further information on performance is provided in **Appendix B**.

## 7 DISCOVER WORK CHALLENGE FUND 2024-2029

### Further Background Information

7.1 As per Report No 170-2023, Discover Work was to undertake a co-commissioning process for the commitment of employability funding from 1 April 2024. The co-commissioning process was titled *Discover Work's Challenge Fund 2024-2029*, which invited applications from organisations to deliver services in a new Employability Pathway programme for five years.

7.2 The Challenge Fund involved the allocation of employability funding from a range of sources including the UK Shared Prosperity Fund from UK Government, Tay Cities Region Deal funding as part of the Skills and Employability Programme, and the next phase of devolved funding from Scottish Government to Local Employability Partnerships through *No One Left Behind*, inclusive of Child Poverty to deliver the parental employment aspects of *Best Start, Bright Futures: Tackling Child Poverty Delivery Plan 2022-2026*.

7.3 As committed in the new *City Plan 2022-2032*, further collaborative working has taken place between the Fairness Leadership Panel, Dundee Fighting for Fairness, and Discover Work to shape the principles and assessment criteria detailed in the Challenge Fund.

7.4 The value of the Challenge Fund was finalised following clarity from Scottish Government and COSLA on funding allocations for 2024/2025, but this remains subject to receipt of a grant offer letter for the full value. The initial commitment is for two years with scope to extend.

Title	Challenge Fund 2024-2029
Purpose	Investment of funds to deliver support in a new Employability Pathway programme as part of the wider Discover Work Service
Initial Duration *	1 April 2024 - 31 March 2026
Estimated Value P/A *	£1.09m No One Left Behind £1.26m Child Poverty
Potential Extensions *	Annually up to 31 March 2029, plus contingent liability where agreements cease but commitments have been made that occur from 1 April 2029

Title	Challenge Fund 2024-2029
<p>* Subject to the availability of funding and adherence to the Government Arrangements including Service Standards, Performance Management, Financial Monitoring, Audit, etc. Extensions will be subject to necessary amendments to Services, Level and Source of Funding, Priority Customer Groups and/or any other modifications which are acceptable to Discover Work and are permissible within the scope of the existing award.</p>	

### Conclusion

- 7.5 **Appendix C** provides a summary of the application and assessment process including applications received, their funding packages, and volume of outputs and outcomes. Application 1 did not meet initial eligibility tests including technical and professional checks such as references that verify experience of delivering comparable employability services.
- 7.6 The Assessment Panel recommended that Application 2 be awarded the funding sought. It was submitted by “**All in Dundee**” - a consortium of seven third sector organisations led by ENABLE Works in partnership with Alexander Community Development, Barnardo’s, Helm, One Parent Families Scotland, Street League, Volunteering Matters. The application also demonstrated the involvement of other informal partners such as Access to Industry, Dundee International Women’s Centre, Penumbra and Showcase the Street.
- 7.7 All in Dundee is offering a wide breadth and depth of support for priority customer groups while simplifying the offers available to adults, young people, and whole households - including those with physical and mental health conditions, disabilities, additional support needs, etc.
- 7.8 All in Dundee also recognise the Council’s ongoing Corporate Employability Review, which will complement the outcome of the Challenge Fund and further support the vision and goals outlined in the Discover Work Strategy 2022 – 2027. All in Dundee has committed to flexibility, with a desire to deliver services in partnership with the Council.

## **8 POLICY IMPLICATIONS**

- 8.1 The content of this report was previously considered in [Article VII](#) of the minute of the City Development Committee meeting on 5 September 2022 ([Report No 206-2022](#)) and remains valid. The original report was subject to an Integrated Impact Assessment. An appropriate Senior Manager has checked and agreed with this assessment. For follow-ups relating to initial reports agreed prior to 22 August 2022 a copy of the Integrated Impact Assessment is available (where applicable) on the Council’s website at [www.dundee.gov.uk/ia](http://www.dundee.gov.uk/ia). For follow-ups relating to initial reports created after this date, a copy of the Integrated Impact Assessment is included as an Appendix to that initial report.

## **9 CONSULTATIONS**

- 9.1 The Council Leadership Team have been consulted in the preparation of this report and agree with its content.

**10 BACKGROUND PAPERS**

10.1 None.

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17 May 2024

## APPENDIX A

## DISCOVER WORK STRATEGY AND ACTION PLAN 2022-2027 - PROGRESS BY TASK AND FINISH GROUPS

Task and Finish Group	Purpose/Remit	Progress
Review of Council Employability Teams	Explore opportunities for the Council as a provider of employability services, how the Council may respond to the Discover Work Strategy, and add further value	<p>Following a Corporate Employability Review undertaken by the Council during 2023/24, the Task &amp; Finish Group ('Review Board') and Council Leadership Team has approved the creation of a new single Corporate Employability Service, though a realignment of the existing Adult Employability Team within City Development, Youth Employability Team in Corporate Services, and elements of the Employment Support service in Dundee's Health &amp; Social Care Partnership.</p> <p>The next step is the establishment of a new structure for implementation on 1 July 2024 and the formation of an Advisory Group to monitor and steer progress with future phases required to fully develop the new single Corporate Employability Service.</p>
Review of Third Sector Employability Footprint	Explore opportunities for the sector as a provider of employability services, how the sector may respond to the Discover Work Strategy, and add further value	<p>Dundee Volunteer and Voluntary Action (DVVA) was assigned to review the Third Sector's involvement in Dundee's employability activity. The scope and objectives were determined by Discover Work's Strategy. 16 recommendations were made in the report for consideration when developing the new Challenge Fund.</p> <p>Due to delays with the review, recommendations were not finalised until after the Challenge Fund was published. However, the review found that many things were working well, and some recommendations reflected pre-existing intentions. Remaining recommendations are to be considered as progress is made with All in Dundee and the Council's new single Corporate Employability Service.</p>
Shaping the Principles for a redesign of services in a new Employability Pathway for 2024-29	Collaborative working between the Fairness Leadership Panel and Discover Work to shape principles in advance of a Challenge Fund process for the commitment of funding to deliver services in a new Employability Pathway programme	<p>This has been completed and reflected in the Challenge Fund section of this report.</p> <p>However, the Fairness Leadership Panel are keen to meet All in Dundee to ensure they follow through on commitments made to deliver services in line with the agreed principles.</p> <p>The Fairness Leadership Panel are also keen to meet the Council's new Corporate Employability Service to ensure the same, including how the proposed service is going to be designed in response to learning from the Child Poverty Pathfinder activity in Linlathen.</p>

Task and Finish Group	Purpose/Remit	Progress
A Step Change in Positive Destinations for Young Dundonians	Development of a partnership Improvement Plan to address the city's Participation Measure of those aged 16-19 – see City Governance Committee Report No 113-2024 (Page 75) for more information	<p>A review of our performance in the Annual Participation Measure has been completed with an Improvement Plan developed and agreed between a breadth of partner organisations.</p> <p>Additional resources have been secured through the Whole Family Wellbeing Fund to increase capacity within education to implement and manage an Improvement Framework within secondary schools and offsite education &amp; learning centres.</p>
Increase Awareness and Access to Discover Work	Increase the awareness of Discover Work amongst customers, employers, and partner organisations while simplifying access for customers into and between services	<p>Discover Work has a Single Point of Contact (SPOC) for customers, employers, and referral partners. There has been a SPOC Email Address (<a href="mailto:contact@discoverworkdundee.co.uk">contact@discoverworkdundee.co.uk</a>) for some time, and a phone number (01382 434552) is to be implemented as soon as technical challenges are overcome.</p> <p>Discover Work's Programme Management Office (PMO) currently manage the email address and phone number. This will be passed to All in Dundee and the new Council Employability Service at the appropriate time.</p> <p>This means Discover Work will have fully delivered upon the Fairness Recommendations - <i>'The Discover Work Service creates a single point of contact/entry'</i></p>
Discover Work Hub of Support	Explore options to better align, integrate, and co-ordinate support for customers through the co-location of Employability Providers and other partner organisations in a city centre and/or other suitable location	<p>Agreement has been reached for Skills Development Scotland to be based in city centre Council premises (Dundee House and / or Shore Terrace) from October 2024, when their current lease of Royal Exchange Building ends.</p> <p>Initial discussions have taken place with All in Dundee about similar arrangements. There is scope for future arrangements to include the Council's new Corporate Employability Service.</p>
New Pathway Guidance and CRM System	Implement a new CRM/MIS System (Hanlon) for the Employability Pathway programme, including the migration of data from the pre-existing system (OSKER), while reducing the level of pre-existing bureaucracy relating to the European Social Fund for evidence to be gathered from customers	<p>Project Plan has been delivered as planned with the successful Phase 1 implementation of Hanlon and new guidance on 1 April 2024.</p> <p>Future phases will be progressed once phase 1 is concluded around September 2024.</p>

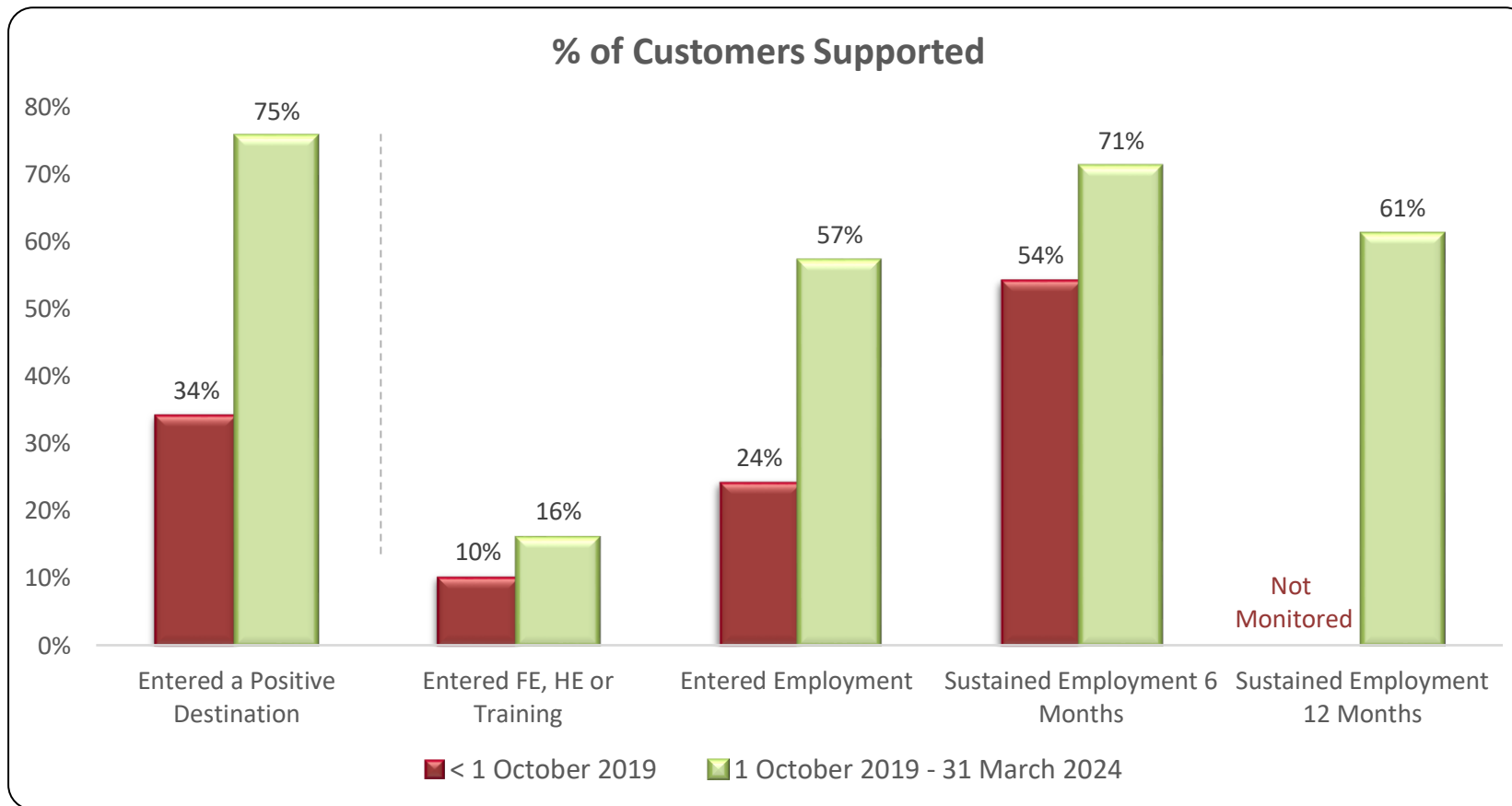


**APPENDIX B**

**EMPLOYABILITY PATHWAY PERFORMANCE: 1 OCTOBER 2019 - 31 MARCH 2024**

Outcomes

Current Performance versus Historical Performance (Percentages Only): 1 October 2019 - 31 March 2024



**Actuals to Date versus Targets (Volumes and Percentages): 1 October 2019 - 31 March 2024**

	* Targets		**** Actuals to 31/03/24	
	Volume	%	Volume	%
Employability Pathway				
Customers Supported	3002		2919	
As a Subset of Customers Supported:	Volume	%	Volume	%
Total Entered a Positive Destination	1642	55%	2190	75%
As a Subset of those Entered a Positive Destination:	Volume	%	Volume	%
Improved Labour Market Situation **	-	-	58 **	2%
Entered Further/Higher Education or Training	518	17%	477	16%
Entered Employment	1123	37%	1655	57%
Total Entered a Positive Destination	1642	55%	2190	75%
As a Subset of those Entered Employment:	Volume	%	Volume	%
Total Entered Employment	1123		1655	
Entered Employment after 01/10/2023 ***			182 ***	
Entered Employment before 01/10/2023			1473	
Sustained Employment for 6 Months +	890	79%	1045	71%
Total Entered Employment	1123		1655	
Entered Employment after 01/04/2023 ***			441 ***	
Entered Employment before 01/04/2023			1214	
Sustained Employment 12 Months +	789	70%	736	61%

\* 20% Reduction against original targets due to impact of COVID-19 on customers and services (01/03/20 - 31/07/22), as well as recent inflationary costs

\*\* Improved Labour Market Situation relates to customers who were employed when accessing and receiving support.

\*\*\* Customers who entered employment but have not yet been in work for 6 or 12 months. Therefore, sustainability at 6 or 12 months cannot yet be confirmed.

\*\*\*\* Employability Providers were without a Management Information System (MIS) from mid-March 2024 as we migrated to a new MIS. Therefore, actuals are likely to be higher than noted, in addition to the lag generally experienced when recording residual outcomes and sustainability checks.

## APPENDIX C

### DISCOVER WORK CHALLENGE FUND 2024-2029

#### Application and Assessment Process

The Challenge Fund was as a mechanism to:

- outline our priority customer groups, electoral ward areas, employment sectors, and occupations;
- define the scope of funding, parameters, and associated requirements;
- assess applications from eligible organisations; and
- commit funding awards to successful applicants.

The Challenge Fund was *published* on 19 December 2023 and was open to eligible organisations including those belonging to the Public Sector (e.g. Health), Third/Voluntary Sector (ego Charitable & Social Enterprises), and Private Sector.

Discover Work aimed to attract applications of scale and sought to limit the number of individual Challenge Fund awards so that future Employability Providers were best equipped to deliver on the Fairness Recommendations and support the goals outlined in the *Discover Work Strategy & Action Plan 2022 – 2027*, namely:

Strategic Goal:	1 - Strengthen the functions and effectiveness of Discover Work
Top Line Action Area:	1.4 - Redesign the Discover Work Service to maximise and deliver the opportunities brought by the transfer of funding from Scottish Government to the Discover Work Partnership  1.5 - Simplify the local Employability Landscape
Specific Actions:	1.4.5 - Redesigned and co-commissioned New Discover Work Service for 2024/2025 and beyond  1.5.2 - Improve the range and co-ordination between existing employability providers  1.5.4 - Greater integration and alignment of services provided by all employability providers to support customers and employers more effectively

Therefore, applicants were encouraged to submit applications of scale - including consortia or partnership approaches - that sought to support the following priority customer groups, electoral ward areas, employment sectors, and occupations.

Priority Customer Groups
<ul style="list-style-type: none"> <li>• Those who are long-term unemployed/inactive.</li> <li>• Those with mild to moderate physical and mental health conditions, including disabilities.</li> <li>• Those requiring specialist/bespoke support to access the workplace (e.g. neurodiverse customers; those with severe and enduring mental health conditions) including associated advice, guidance, and support for employers (e.g. flexible recruitment practices to improve workforce diversity; Equality, Diversity, Disability Awareness Training; application of accommodations and adjustments to work duties).</li> <li>• Families with children experiencing poverty including Best Start Bright Future's Priority Families: <ul style="list-style-type: none"> <li>➢ Lone Parents;</li> <li>➢ Parents with a disability OR a disabled child;</li> <li>➢ Parents with 3 or more children;</li> <li>➢ Parents from a minority ethnic background;</li> <li>➢ Parents whose youngest child is under 1 year of age; and</li> <li>➢ Parents who are aged under 25.</li> </ul> </li> <li>• Women returners.</li> <li>• Young people with Additional Support Needs who are most at risk of not participating in education, training, or employment.</li> <li>• Those with a history of offending or drug/substance misuse.</li> <li>• Customers experiencing precarious work or in-work poverty and are at risk of leaving employment.</li> <li>• Other customers where applicants can evidence a demand and a gap in support for those customers.</li> </ul>
Priority Electoral Ward Areas
<ul style="list-style-type: none"> <li>• Coldside, Lochee, North East, and East End (informed by local labour market analysis that highlighted the wards with the greatest need of improvement in their Annual Participation Measure, Unemployment, and Inactivity).</li> </ul>
Priority Employment Sectors and Occupations
<ul style="list-style-type: none"> <li>• <b>Sectors:</b> Health &amp; Social Care; Wholesale and Retail; Education; Accommodation and Food Services; Administration &amp; Support Services; Arts, Entertainment, and Recreation; Public Administration; Construction; and others that provide occupations at an appropriate level for our priority customers groups (informed by the Tay Cities Regional Economic Strategy (2019-2039), Regional Skills Assessment, Data Matrix, and Regional Skills Investment Plans).</li> <li>• <b>Occupations:</b> Teaching and Research Professionals; Health Professionals; Sales Occupations; Caring Personal Service; Administrative; Clerical and Services related; Trades, Plant, and Storage; Transport and Mobile Machine Drivers and Operatives; and Skilled Construction and Building Trades.</li> </ul>

Challenge Fund applicants were provided a template Application Form containing the following sections with associated weightings for assessment purposes.

<b>Part A – Quality – 90%</b>		
<b>Sections and Weightings</b>		
1	Design and Deliver in Partnership	<b>20%</b>
2	Customer Engagement, Service Content, and Delivery	<b>20%</b>
3	Knowledge, Expertise, and Staffing	<b>20%</b>
4	Implementation, Management, and Quality	<b>10%</b>
5	Output and Outcome Targets	<b>10%</b>
6	Added Value including Applicant Funding (if applicable)	<b>10%</b>
7	Previous Experience and Past Performance	<b>10%</b>
<b>Part B – Price – 10%</b>		
Measure	Average Cost Per Customer in a Positive Destination 52 Weeks/12 Months following their Initial Positive Destination	

Applications were assessed by an Assessment Panel including representation from the Department for Work and Pensions, Skills Development Scotland, Dundee & Angus College, and Dundee City Council. Applications were assessed using the following criteria.

Score	Assessment Criteria
10	Excellent Quality that surpasses the requirements of the Discover Work Partnership. Indicates an excellent Application with detailed supporting evidence and no weaknesses.
8	Good Quality that meets the requirements of the Partnership with good supporting evidence and few weaknesses.
6	Reasonable Quality that meets the requirements of the Partnership. The response lacks sufficient detail to award a higher mark.
4	Poor Quality which poses reservations for the Partnership. Lacks convincing detail of the supporting evidence and/or has substantial weaknesses.
2	Unacceptable Quality which poses serious reservations for the Partnership. Limited or no detail of the proposed approach and/or has substantial weaknesses.
0	No submission/submission not relevant.

**SUMMARY OF APPLICATIONS RECEIVED**

Application No:	1		2	
Applicant:	Save By The Bell		All in Dundee	
Weighted Score				
Quality	N/A		72.00	
Price	N/A		10.00	
Overall	N/A		82.00	
Rank	N/A		1	
<b>MEASURES PER ANNUM</b>	<b>Totals</b>	<b>%</b>	<b>Totals</b>	<b>%</b>
Service Costs	£		£	
Staff Related Costs	69,869	86%	1,799,873	75%
Customer Costs	0	0%	338,312	12%
Other Costs	10,660	13%	121,392	7%
Consortium/Partnership Management	0	0%	90,383	4%
Grant Funding Amount Requested	81,554	100%	2,349,960	100%
Customers Supported				
Those who are long-term unemployed/inactive	0	0%	77	12%
Those with mild to moderate physical and mental health conditions, including disabilities	0	0%	166	26%
Those requiring specialist/bespoke support to access the workplace (eg neurodiverse customers)	0	0%	32	5%
Families with children experiencing poverty including Best Start Bright Future's Priority Families	0	0%	252	40%
Women returners	0	0%	20	3%

Young people with ASNs most at risk of not participating in education, training, or employment	0	0%	6	1%
Those with a history of offending or drug/substance misuse	0	0%	14	2%
Customers experiencing precarious work or in-work poverty and are at risk of leaving employment	0	0%	17	3%
Other customers where applicants can evidence a demand and a gap in support for those customers	0	0%	45	7%
<b>Total Customers Supported</b>	<b>0</b>		<b>628</b>	

<b>Initial Outcomes/Positive Destinations</b>				
School	2,175	133%	0	0%
Started Further/Higher Education	225	14%	79	13%
Modern Apprentice	0	0%	41	6%
Employment	0	0%	331	53%
Self-Employment	0	0%	16	3%
<b>Total Initial Outcomes/Positive Destinations</b>	<b>2,400</b>	<b>147%</b>	<b>466</b>	<b>74%</b>

<b>Follow Up Outcomes</b>				
Positive Destination 52 Weeks/12 Months following their Initial Positive Destination	2,250	94%	328	70%

<b>STAFFING</b>			
Staffing (FTEs)	0		44.2
Customers Supported Per FTE	N/A		28

Average Cost Per Customer/Positive Destinations	£		£
Positive Destination 52 Weeks/12 Months following their Initial Positive Destination	36.25		7,164.63

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