

**Committee Report No:** N/A

**Document Title:** Discover Work (Employability) Strategy, Action Plan, and Delivery Plan 2022-2027

**Document Type:** Strategy

**New/Existing:** New

**Period Covered:** 01/04/2022 - 31/03/2027

**Document Description:**

Dundee's Local Employability Partnership, Discover Work, sets out our Strategy, Action Plan and Delivery Plan for 2022-2027

**Intended Outcome:**

**Strategic Vision, Goals and Action Plan 2022 – 2027**

In the next five years, Discover Work will be considered a leader in its field in Scotland. We will have maximised the opportunities provided by the transformation of Scotland's employability system through No One Left Behind and delivered outstanding and recognisable improvements in outcomes for our customers.

Our vision builds upon recent progress by the Discover Work Partnership, but we must go further to deliver our vision as we progress through future phases in devolution of funding for local governance, investment and design of services based on the needs and aspirations of customers. We have developed our Discover Work Strategy, supported by a robust Action Plan, with all actions aligned to three strategic goals:

- 1) Strengthen the functions and effectiveness of Discover Work
- 2) Improve employability outcomes for customers
- 3) Establish, promote and increase awareness of Discover Work

**How will the proposal be monitored?:**

A range of methods including:

- Clearly defined governance arrangements between the Community Planning Partnership, Executive Boards, Discover Work (Employability) Partnership, Council Committees, and the Council's Leadership Team
- Reporting cycles for a range of purposes – e.g. City Plan, Discover Work Partnership, Committee, Fairness Action Plan, Equality Outcomes, Tackling Child Poverty, etc.
- Reporting requirements including those associated with funding awards such as the United Kingdom's Shared Prosperity Fund and Scottish Government's No One Left Behind policy inclusive of the Young Person's Guarantee, Parental Employment Support, and the Tackling Child Poverty Delivery Plan - e.g. shared measurement framework, data collection, customer feedback, performance monitoring, labour market analysis, etc.

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## **A. Equality and Diversity Impacts:**

<b>Age:</b>	Positive
<b>Disability:</b>	Positive
<b>Gender Reassignment:</b>	No Impact
<b>Marriage and Civil Partnership:</b>	No Impact
<b>Pregnancy and Maternity:</b>	No Impact
<b>Race/Ethnicity:</b>	No Impact
<b>Religion or Belief:</b>	No Impact
<b>Sex:</b>	Positive
<b>Sexual Orientation:</b>	No Impact

**Is the proposal subject to a full EQIA? : Yes**

**Please give details of any consultation, involvement or research with protected characteristic communities informed this assessment.(i) \***

In May 2021, Dundee Partnership released 'Dundee: Fighting for Fairness' the city's Fairness Commission report detailing input from service user-led stakeholder groups including the following recommendations relevant to Discover Work:

1. The Discover Work Service simplifies the employability services pathway:
  - Make it more coordinated and streamlined.
  - 'Only tell your story once' approach.
  - Use clearer communication in a language people understand and in places where they will see it!
  - And change the term 'Employability Services' to something more self-explanatory.
2. The Discover Work Service increases access to employability services support for people struggling with Mental Health but are unable to access a referral from another organisation by creating self-referral routes.
3. The Discover Work Service creates a single point of contact/entry.
4. The Discover Work Service employability services improve their approach for individuals through:
  - Inclusive honest approaches tailored to the person.
  - Joint working with referring organisations to support the person long term.
  - Support for people until they get permanent work (not just a temporary contract).
  - Longer term support for employers
  - Options of support into both part-time and full time work based on the person's goals.
  - Providing services that are more accessible in local communities.
  - Taking account of a person's practical needs, i.e. transport costs, clothing costs, utility costs (if you have no hot water it's a struggle to keep clothes clean).

5. The Discover Work Service identifies relevant training/info that enables employers to better support employees struggling with mental health and ensure employers in Dundee have this information and know how to apply it.

**Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposal?(i) \***

Yes, periodically, as part of our strategy's action plan and our approach to continuous improvement. Examples have been provided below.

**Young Person's Guarantee Coordinator** – Discover Work Partnership will recruit FTE to progress priority areas of partnership work for Young Person's Guarantee and the Discover Work Strategy. Postholder will:

- Engage with customers (e.g. focus groups, and incorporate service design principles to take suggested actions forward)
- Create a systematic and structured approach to community engagement and use of customer feedback to help shape Discover Work and improve outcomes and facilitate more effective engagement with communities by utilising links with local Community Planning teams, Fairness Commission, third sector and others who already have an imprint within communities.

**Young Scot Diversity, Equity & Inclusion Champions Panel (DEI)** - DEI strategic goals are to:

- Create an inclusive working culture, recognising the value of diversity and maintaining a culture where everyone feels valued and respected
- Ensure our services for young people are accessible to all young people, recognising the intersectional diversity of their needs
- Learn from and share best practices in the third sector, demonstrating our work to eliminate discrimination, recognise and promote equality and diversity, address inequity and be inclusive in all that we do

**Further Fairness Commission Reports** – Discover Work are fully committed to further engagement with Fairness Commission feedback and recommendations as and when new developments arise.

**Involve/Consult existing council stakeholder consultation groups** – Via colleagues in Communities, Housing, Social Work and other frontline services, Discover Work will identify existing key stakeholder groups in the city and seek feedback.

**Service User feedback** – Employability Pathway customers/employers will be asked to complete feedback surveys as part of any employability activity and to inform the Continuous Improvement Plan for the service.

**Is there justification to continue with the proposal even if it cannot be amended to end or reduce inequality without compromising its intended outcome?(i) \***

Discover Work Partnership understands that employability is only part of the solution to Inclusion & Diversity challenges in Dundee. Our work will not end inequality singlehandedly, however it is important that our work contributes to its reduction and that our partnership engages with the wider services to contribute to the agenda.

**Please list any existing documents which have been used to inform the equality and diversity aspects of this assessment. \***

[Discover Work Strategy, Action Plan, & Delivery Plan 2022-2027](#)

[Dundee Poverty Profile 2021](#)

[A Fairer Scotland for Disabled People: Employment Action Plan](#)

[Annual Participation Measure \(SDS\)](#)

[Dundee Fighting For Fairness](#)

[City Plan 2017 - 2026](#)

[Covid-19 Recovery Plan](#)

[Adult Learning Strategy for Scotland 2022 - 2027](#)

[Regional Skills Assessment \(SDS\)](#)

[Tay Cities Deal – Skills & Employability Programme](#)

[Annual Population Survey 2020/21](#)

### **Equality and diversity Implications:**

Improvements to equality & diversity will be delivered through:

1. An evidence based approach to targeting our services at customers experiencing structural inequalities and personal circumstances that increased their likeliness of being left behind in the labour market. In doing so, we will have improved access to our service for:
  - Those who are long-term unemployed
  - Those with physical and mental health conditions, including disabilities
  - People requiring specialist support to access the workplace
  - Neurodiverse people (e.g. Autism)
  - Families with children experiencing poverty
  - Lone parents
  - Women returners
  - Young people most at risk of not participating in education, training or employment (e.g. those with experience of care)
  - Those with convictions or an offending history

- Those living in Priority Ward Areas such as Coldside, Lochee, North East, and East End.
- 2. A strengthened Discover Work Partnership, with increased capacity and effectiveness at both strategic and operational levels
- 3. A widely recognised Discover Work brand, which helps customers and employers find the right support with ease of access
- 4. The supply of high quality information on current and emerging jobs and skills requirements
- 5. The delivery of services that enhance the skills of customers to meet the needs of key sectors experiencing growth or high replacement demand
- 6. Improvements in the design and performance of **all components** of the Discover Work Service, including:
  - An increased understanding of service offers provided by all partner organisations (e.g. Skills Development Scotland, the Department for Work & Pensions, Developing the Young Workforce)
  - A streamlined approach to coherent service delivery, including improvements in the range and coordination of employability providers
  - A strategic approach to the investment of funding and co-commissioning of services
  - A simplified approach to employer engagement through resources released by a decluttering of the employability landscape
  - A truly person-centred Discover Work Service, which is integrated into a wider range of holistic support (e.g. health, social work, community justice, housing) for customers furthest from work, their families, and those experiencing in work poverty
- 7. An increase in the capacity and skills of employability providers through a well-developed collaborative approach
- 8. An evidence based approach to continuous improvement including robust performance management, learning from customer experience, data analysis and the refinement of services as required

**Proposed Mitigating Actions:**

Not applicable.

## **B. Fairness and Poverty Impacts:**

### **Geography**

<b>Strathmartine (Ardler, St Mary's and Kirkton):</b>	Not Known
<b>Lochee (Lochee/Beechwood, Charleston and Menzieshill):</b>	Positive
<b>Coldside (Hilltown, Fairmuir and Coldside):</b>	Positive
<b>Maryfield (Stobswell and City Centre):</b>	Not Known
<b>North East (Whitfield, Fintry and Mill O' Mains):</b>	Positive
<b>East End (Mid Craigie, Linlathen and Douglas):</b>	Positive
<b>The Ferry:</b>	Not Known
<b>West End:</b>	Not Known

### **Household Group**

<b>Lone Parent Families:</b>	Positive
<b>Greater Number of children and/or Young Children:</b>	Positive
<b>Pensioners - Single/Couple:</b>	No Impact
<b>Single female households with children:</b>	Positive
<b>Unskilled workers or unemployed:</b>	Positive
<b>Serious and enduring mental health problems:</b>	Positive
<b>Homeless:</b>	Not Known
<b>Drug and/or alcohol problems:</b>	Not Known
<b>Offenders and Ex-offenders:</b>	Positive
<b>Looked after children and care leavers:</b>	Positive
<b>Carers:</b>	Positive

### **Significant Impact**

<b>Employment:</b>	Positive
<b>Education and Skills:</b>	Positive
<b>Benefit Advice/Income Maximisation:</b>	Positive
<b>Childcare:</b>	Positive
<b>Affordability and Accessibility of services:</b>	Not Known

### **Fairness and Poverty Implications:**

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  - Those with physical and mental health conditions, including disabilities
  - People requiring specialist support to access the workplace
  - Neurodiverse people (e.g. Autism)
  - Families with children experiencing poverty
  - Lone parents
  - Women returners
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- 7. An increase in the capacity and skills of employability providers through a well-developed collaborative approach
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**Proposed Mitigating Actions:**

Not applicable.



## **C. Environmental Impacts**

### **Climate Change**

<b>Mitigating greenhouse gases:</b>	No Impact
<b>Adapting to the effects of climate change:</b>	No Impact

### **Resource Use**

<b>Energy efficiency and consumption:</b>	No Impact
<b>Prevention, reduction, re-use, recovery or recycling waste:</b>	No Impact
<b>Sustainable Procurement:</b>	No Impact

### **Transport**

<b>Accessible transport provision:</b>	No Impact
<b>Sustainable modes of transport:</b>	No Impact

### **Natural Environment**

<b>Air, land and water quality:</b>	No Impact
<b>Biodiversity:</b>	No Impact
<b>Open and green spaces:</b>	No Impact

### **Built Environment**

<b>Built Heritage:</b>	No Impact
<b>Housing:</b>	No Impact

### **Is the proposal subject to Strategic Environmental Assessment**

It has been determined that the proposal will have no or minimal environmental effects. The reason(s) for this determination are set out in the following SEA pre-Screening Determination section.

### **Explain how you made the determination that the Plan, Programme or Strategy will have no or minimal negative environmental effect.**

As per the Decision Making Flowchart, the PPS being developed under a specific order from the Scottish Ministers but in the opinion of Dundee City Council, the PPS will have NO or MINIMAL effect on the environment.

### **Describe any mitigating actions which you propose to take to overcome negative impacts or implications.**

Not applicable.

### **Proposed Mitigating Actions:**

Not applicable.

### **Environmental Implications:**

Not applicable.

## **D. Corporate Risk Impacts**

### **Corporate Risk Implications:**

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

### **Corporate Risk Mitigating Actions:**

Not applicable.