

## ABERDEEN CITY COUNCIL

<b>COMMITTEE</b>	Operational Delivery Committee
<b>DATE</b>	16 <sup>th</sup> September 2021
<b>EXEMPT</b>	No
<b>CONFIDENTIAL</b>	No
<b>REPORT TITLE</b>	Targeted Learning Package
<b>REPORT NUMBER</b>	CUS/21/192
<b>DIRECTOR</b>	Andy MacDonald
<b>CHIEF OFFICER</b>	Derek McGowan
<b>REPORT AUTHOR</b>	Jenny Adie / Madelene MacSween
<b>TERMS OF REFERENCE</b>	1.1.1

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### 1. PURPOSE OF REPORT

- 1.1 To present the Committee with details of the package developed to support those whose employment opportunities have been hardest hit by Covid-19 and how it is being implemented.

### 2. RECOMMENDATION(S)

That the Committee: -

- 2.1 Note the details of the programme developed (Appendix 1) and the implementation plan; and
- 2.2 Note that the programme is included within the Community Learning & Development Strategic Plan 2021 – 2024 and progress will be monitored via the arrangements in place for that plan.

### 3. BACKGROUND

- 3.1 At the Council Budget meeting held on 10 March 2021, as part of the General Fund revenue budget and capital programme 2021/22 to 2025/26 a sum of £90,000 was approved and the Chief Officer – Early Intervention & Community Empowerment was instructed to develop, with partners, a targeted learning package for those whose employment opportunities have been hardest hit by Covid-19.
- 3.2 This report is to provide members with an update on the programme developed by the Healthy Minds and Adult & Family Learning teams within Community, Learning and Development and partners to support those most affected.
- 3.3 Data and current research suggest that those most affected are women, disabled and BAME (Black Asian Minority Ethnic) adults. Partners and services working directly with these groups have identified a need for additional support in basic skills such as literacy, numeracy and ESOL

(English for Speakers of Another Language) to enable individuals to access employability programmes.

- 3.4 The Scottish Government Strategic guidance for Community Learning and Development 2012 and The Requirements for Community Learning and Development (Scotland) Regulations 2013 place a legal requirement on local authorities to lead in the delivery of CLD (Community Learning & Development). The goal of ensuring communities – particularly those who are disadvantaged – have access to the CLD support they need is relevant to this programme.
- 3.5 The employability project will work with participants, to better understand their abilities, skills, and interests and then identify ways to address their barriers to employment. This could mean working to improve confidence and self-esteem following redundancy, support in dealing with literacy, discrimination, disability, mental illness, or other kinds of disadvantage that restrict opportunities.
- 3.6 A 14-week programme has been developed (Appendix 1) and will be delivered by Community Learning teams and partner providers. The programme is linked significantly to the Council's employability service and has been promoted through ABZ works. We anticipate 84 participants per block and will run 3 blocks.
- 3.7 Short bite ESOL classes focussing on CV writing and interview skills have been developed and delivery planned to start in September. Learners will also be able to access general ESOL provision and specific tailored programmes such as the Women only ESOL delivered in partnership with Women's Aid.
- 3.8 The Power Tools programme, developed by Aberdeenshire Council, shared free of charge is a Course of 8 Resilience Sessions (Appendix 3 and 4), which have been adapted for delivery will be delivered in North, Central and South areas of the city alongside an online programme citywide.
- 3.9 Outdoor Learning Opportunities will be offered focusing on confidence building, team building and customer service, including the option to complete an emergency first aid at work course.
- 3.10 To ensure we reach the targeted audience an engagement strategy has been developed which includes promotion through web sites, social media, partners, and their networks such as Grampian Women's Aid, and Grampian Racial Equality Council (GREC).

Leaflets have been distributed to various community locations including community flats and libraries and included in food bank parcels. Links have been forged with Fit Like Hubs and various webinars conducted with partners.

Engagement sessions across the city with targeted groups including public sessions in places such as Tesco and have been run alongside the Summer of Play programme to highlight to parents.

Links have been developed with the Low-level Forensic Unit at Cornhill Hospital to improve support to patients on a discharge plan with employability options. This will be delivered along with employability partners.

- 3.11 Access to resources to enable participation will be provided: laptops and iPads via the Phase 3 of Connecting Scotland programme; Transport and support to access childcare.

#### 4. FINANCIAL IMPLICATIONS

- 4.1 Funding of £90,000 was allocated to this project at the Council budget meeting on 10<sup>th</sup> March 2021.

#### 5. LEGAL IMPLICATIONS

- 5.1 The Requirements for Community Learning and Development (Scotland) Regulations 2013 place duties on local authorities to develop Community Learning plans. The work described in this report is covered by the draft Community Learning and Development Plan 2021-2024.

#### 6. MANAGEMENT OF RISK

Category	Risk	Low (L) Medium (M) High (H)	Mitigation
<b>Strategic Risk</b>	N/A		
<b>Compliance</b>	N/A		
<b>Operational</b>	Lack of uptake/referrals for the programme  Staff resource inadequate to deliver	L	Engagement strategy developed to work with targeted partners and identified groups. Links to ABZ works Tutors engaged for additional hours; partners identified to support delivery
<b>Financial</b>	Funding insufficient to meet demand	L	Funding in place to meet identified need
<b>Reputational</b>	N/A		
<b>Environment / Climate</b>	N/A		

## 7. OUTCOMES

<u><b>COUNCIL DELIVERY PLAN</b></u>	
	<b>Impact of Report</b>
<p><b>Aberdeen City Council Policy Statement</b></p> <p>We are committed to tackling the inequalities that exist within Aberdeen as a result of socio-economic disadvantage. We recognise People can also face barriers because of their race, gender, age, disability, sexual orientation or religion or belief. We will seek to tackle inequality in the city in whatever form it manifests itself, through clear and coordinated approaches</p>	<p>The proposals within this report support the delivery of the commitment to tackling inequalities which specifically affect individuals from accessing employability support and employment opportunities .</p>
<b>Aberdeen City Local Outcome Improvement Plan</b>	
<p>Prosperous Economy Stretch Outcomes</p>	<p>The proposals within this report support the delivery of LOIP (Local Outcome Improvement Plan) Stretch Outcome 2 – 90% of working people in living wage employment by 2026 (2.1 Promoting inclusive economic growth for our most disadvantaged communities). This initiative will support 50 adults furthest away from the employability market take that first step into their employment journey and achieve a level 3 Adult Achievement Award to then be supported by our employability partners.</p>
<p>Prosperous People Stretch Outcomes</p>	<p>The proposals within this report support the delivery of LOIP Stretch Outcome 10 – 2% fewer people reconvicted within one year of receiving a community or custodial sentence by 2026. This initiative will support patients on a discharge plan from the Low-Level Forensic Unit at Cornhill receive first step employability support and link them with our employability partners</p>
<p><b>Regional and City Strategies</b></p> <p>Community Learning &amp; Development Plan</p>	<p>The proposals within this report support the Community Learning and Development Plan 2021 - 2024 by supporting communities to deliver activities to meet their local communities’ needs and helping</p>

	to build Stronger, more resilient, supportive, influential and inclusive communities.

## 8. IMPACT ASSESSMENTS

Assessment	Outcome
Impact Assessment	Full impact assessment undertaken identifying positive impact on many of the protected characteristics.
Data Protection Impact Assessment	Not Required

## 9. BACKGROUND PAPERS

None

## 10. APPENDICES

Appendix 1 - 14 Week Programme  
Appendix 2 - Flyer  
Appendix 3 - Power Tools Information  
Appendix 4 - Power Tools Flyer

## 11. REPORT AUTHOR CONTACT DETAILS

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