

## ABERDEEN CITY COUNCIL

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<b>COMMITTEE</b>	Finance and Resources
<b>DATE</b>	8 May 2024
<b>EXEMPT</b>	No
<b>CONFIDENTIAL</b>	No
<b>REPORT TITLE</b>	ABZWorks Employability Grant
<b>REPORT NUMBER</b>	CR&E/24/130
<b>DIRECTOR</b>	Gale Beattie
<b>CHIEF OFFICER</b>	Julie Wood
<b>REPORT AUTHOR</b>	Ishbel Greig
<b>TERMS OF REFERENCE</b>	2.1.1

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### 1. PURPOSE OF REPORT

- 1.1 To seek approval to fund a Learning and Development Facilitator at Bon Accord Care to develop and lead on the Holistic Opportunities Program which will provide bespoke, personalised 1-2-1 and small group peer support and qualifications for carers.

### 2. RECOMMENDATION(S)

That the Committee:-

- 2.1 Approves grant funding of £46,632 to Bon Accord Care to fund a Learning and Development Facilitator to develop and lead on the Holistic Opportunities Program.

### 3. CURRENT SITUATION

- 3.1 A Learning and Development Facilitator, employed through Bon Accord Care, will develop and lead on the Holistic Opportunities Program which will provide bespoke, personalised 1-2-1 and small group peer support for carers. This will support the delivery of the No One Left Behind employability approach and aligns with the outcomes identified within the Aberdeen City Carer Strategy.
- 3.2 The funding will be used to recruit 1 x full time equivalent Learning and Development Facilitator (G12, point 1) for a fixed term of 12 months. The Learning and Development Facilitator will support individual learners through the 12-month Holistic Opportunities Program of monthly group workshops, 1-2-1 support and a supported drop-in facility each week for unpaid carers. A minimum of 10 of these learners will secure a SVQ qualification in Social Services and Healthcare within the 12 month period. Learners will meet the ABZWorks eligibility criteria and all participants will be registered with ABZWorks and be assigned an employability keyworker. The employability keyworker will ensure they have access to additional training, as required, and

to help them to work on an individual action plan to reach their training, education and /or employment goal.

- 3.3 The aim is that learning through the Holistic Opportunities Program will allow carers to develop their skills and experience and receive a qualification which will allow them to secure employment. Based on the individual needs and circumstances of the carer, full-time or part-time work may not be possible, but relief work may be an option. The skills and qualification gained allow individuals to seek employment in the Health and Social Care sector, where there are known skills shortages and vacancies.
- 3.4 A flexible model of delivery will be utilised using the Bon Accord Care Learning Hub as the main base with support being offered outside working hours when required. The Learning and Development Facilitator will also engage with external organisations to support with identified specific areas of need, identified by the carers.
- 3.5 The Holistic Opportunities Program is designed to complement and enhance existing support for carers. Being a carer can have positive and negative impacts on individuals and every family situation is unique and therefore every carer has different needs, experiences and priorities. The role of the carer is incredibly demanding and physical and emotional health can be negatively impacted by this.
- 3.6 This programme will also help improve the individuals' knowledge of carer's rights and carer support services within education and the health and social care workforce. It will also provide information on the wider support available in the community and through carers support services.
- 3.7 The programme will build on existing partnerships to ensure everyone has access to a carer support service to provide individual care and support as well as any other holistic support required. The aim is that carers will gain the skills and confidence to be empowered in building their leadership & employability skills and engage, develop and empower the individuals.
- 3.8 The delivery of the programme will be monitored through quarterly reports and management meetings using ABZWorks reporting processes and templates.
- 3.9 The health and social care sector has been a priority for the ABZWorks team due to the increasing number of known vacancies in this sector. There has been other interventions to try to overcome this such as introduction to care training courses; a paid work experience scheme; jobs fair specifically for the sector; employer information sessions; and information sessions for potential candidates. The health and social care sector is also highlighted as a growth sector within the Regional Economic Strategy and links with the priorities of the Local Outcome Improvement Plan and the Local Employability Partnership by supporting people with barriers into sustained, quality employment. This is a pilot project to both support the sector and parents and carers and a report analysing the outcomes will be undertaken following the 12 month project.

- 3.10 This grant will be funded through Scottish Government employability funding to local authorities, using the No One Left Behind approach, which is used to fund a number of employability projects and interventions in the city.
- 3.11 The support provided to carers by the Learning and Development Facilitator, through the Holistic Opportunities Program and from their employability keyworker will provide the required skills, confidence and experience to support them progress along the employability pipeline and /or into work.

#### 4. FINANCIAL IMPLICATIONS

- 4.1 Funding of £46,632 is required to fund the Learning and Development Facilitator position for 12 months, based within Bon Accord Care, to develop and lead on the Holistic Opportunities Program.
- 4.2 The purpose of this post aligns with the No One Left Behind model of employability support and would be funded through external Scottish Government employability funding to local authorities.
- 4.3 In relation to the three tier prevention approach, this grant would meet the priorities of Tier 2 - Early Intervention. This will provide early support to parents and carers through employability and by identifying other holistic support required.

#### 5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications arising from the recommendations of this report.

#### 6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no direct environmental implications arising from the recommendations of this report.

#### 7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H)  *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk		No significant risk identified		Yes
Compliance	L	Grant agreements and contract awards with	L	Yes

		regular monitoring by officers		
<b>Operational</b>		No significant risk identified		Yes
<b>Financial</b>	L	Grant agreements and contract awards with regular monitoring by officers	L	Yes
<b>Reputational</b>		No significant risk identified		Yes
<b>Environment / Climate</b>		No significant risk identified		Yes

## 8. OUTCOMES

<u><a href="#">COUNCIL DELIVERY PLAN 2023-2024</a></u>	
<b>Impact of Report</b>	
<p><b>Aberdeen City Council Policy Statement</b></p> <p><u><a href="#">Working in Partnership for Aberdeen</a></u></p>	<p>The proposals within this report support the delivery of the following aspects of the policy statement:-</p> <ul style="list-style-type: none"> <li>• Develop our economy in a genuine partnership with the private sector, third sector and residents;</li> <li>• Support greater personalisation of care and consider whether it would be possible to implement policies to maintain quality of life of disabled citizens in our community and support the health and well-being of carers by providing support and respite;</li> <li>• Support voluntary groups and other partners that help people tackle loneliness and isolation.</li> </ul>
<u><a href="#">Local Outcome Improvement Plan</a></u>	
<p>Prosperous Economy Stretch Outcomes</p>	<p>The proposals support the delivery of all three LOIP Stretch Outcomes: No one will suffer due to poverty by 2026; 400 unemployed Aberdeen City residents supported into Fair Work by 2026; and 500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026.</p> <p>The paper outlines work undertaken to support carers and upskill them to enable them to move into flexible employment in the health and social care sector.</p>
<p><b>Regional and City Strategies</b></p>	<p>The proposals support a number of strategies by helping to: ensure the city has a skilled workforce;</p>

<p><i>Regional Strategies: (i.e. Regional Economic Strategy, Regional Transport Strategy; Regional Skills Strategy)</i></p> <p><i>City Strategies and Strategic Plans (i.e. Local Development Plan; Local Housing Strategy; Children's Services Plan; Net Zero Routemap for the City)</i></p> <p><i>Council Strategies (i.e. Medium Term Financial Strategy; Estates and Assets Strategy)</i></p>	<p>reduce the numbers of families in poverty secure positive destinations; and providing commissioned and in-house employability support and interventions.</p> <p>The health and social care sector is highlighted as a growth sector within the Regional Economic Strategy and links to the Local Employability Partnership action plan by supporting people with barriers into sustained, quality employment.</p>
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## 9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	New Integrated Impact Assessment has been completed.
Data Protection Impact Assessment	Not required
Other	N/A

## 10. BACKGROUND PAPERS

- 10.1 No One Left Behind Delivery Plan [No One Left Behind: delivery plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/no-one-left-behind-delivery-plan/pages/1-introduction.aspx)
- 10.2 City Growth and Resources Committee – ABZWorks Employability Plan – COM/22/120, 21 June 2022

## 12. REPORT AUTHOR CONTACT DETAILS

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