

Fair Start Scotland

Employment Support in Scotland has changed. **Participation is completely voluntary** and choosing to take part will not affect a persons existing benefits.

Factsheet

Autumn 2019

Employability in Scotland: The Facts

The employment rate in Scotland is good BUT.....we know that beneath these figures there are still inequalities and inconsistencies within the labour market for some people and groups.

For example, the employment rate for:

Disabled people is 45.6%, compared to 81.1% for non-disabled people; and

Minority ethnic population is 58.4% compared to 75.1% for the white population

The Scottish Government is committed to ensuring that everyone in Scotland has the opportunity to fulfil their potential and is using new powers devolved under the 2016 Scotland Act to ensure that no one is left behind as we aim to deliver a fairer, more inclusive society.

Introducing Fair Start Scotland

- Fair Start Scotland (FSS) is an employment support service for Scotland.
- It is **managed by the Scottish Government** (SG) and delivered collaboratively across a range of private, public and third sector delivery partners including a range of specialist providers
- The service has been **designed to provide tailored, flexible and person-centred support** to at least 38,000 people across Scotland who want help to find work, and stay in work.
- This includes **support to people further removed from the labour market**, including, disabled people and those at risk of becoming long-term unemployed.

What makes Fair Start Scotland different?

- It has been **developed by listening to the views of people** who have used employment support services.
- It is designed to be **adaptable to local needs** and labour market requirements and is delivered in 9 geographic areas across Scotland.
- With **dignity and respect at its core** – FSS provides **access to a dedicated adviser** who will listen, guide and help individuals achieve their employment goals;
- Crucially, FSS **provides up to 12 months pre work support along with a further period of in work support** which is tailored to suit the individual.

Mark, Fair Start Scotland participant said

“Right from the start, Fair Start Scotland has been phenomenal in supporting me and making it feel very personal to me.”

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Eligibility

To be able to take part in Fair Start Scotland individuals must be living in Scotland and eligible to work in the United Kingdom and will be either:

- aged 18 years old and over and out of work or
- aged 16 or 17 years old and are either disabled or in receipt of Employment Support Allowance or Universal Credit

Eligible individuals must not:

- Be in paid work of any kind at point of referral, including permitted work.
- Have been on SG Work First Scotland, SG Work Able Scotland, DWP Work Choice or Work Programme Contracts in the previous 13 weeks.

There is a range of entry points dependent upon eligibility and individual circumstances

Immediate	6 months unemployment (after April 2017)	2 years unemployment (after April 2017)	On outcome of Work Capability Assessment
<ul style="list-style-type: none"> • Disabled People (as defined in Equality Act 2010) 	<ul style="list-style-type: none"> • People with convictions • Lone Parents. • Refugees. • Ethnic Minorities. • Resident in the 15% most deprived Scottish Index of Multiple Deprivation (SIMD) areas. • Unemployed but with a health condition which is a barrier to employment. • Care Experience Young People (young people up to their 30th birthday). 	<ul style="list-style-type: none"> • Long term unemployed (those reaching 2 years on Job Seekers Allowance/ Universal Credit equivalent). 	<ul style="list-style-type: none"> • People on Employment and Support Allowance Work Related Activity Group

Umad, Fair Start Scotland participant said

“The support I received from the Fair Start Scotland service was fantastic. I was given tailored support and they listened to my ambitions.”

Getting in touch to make a referral : Many of the referrals to Fair Start Scotland will come from Jobcentre Plus, however other organisations, like yours can contact FSS Providers directly to let them know about potential participants.

More information on Fair Start Scotland and Local Providers can be found using the Local Authority search tool at www.mygov.scot/fairstart

Turn over to find out more **Background**; or
Go to www.mygov.scot/fairstart to find your Local Provider