

11 March 2022

NO ONE LEFT BEHIND TACKLING POVERTY AND INEQUALITIES THROUGH EMPLOYABILITY

Dear Colleagues

Our collaborative approach across the public, private and third sectors in Scotland on supporting the communities we serve is essential now more than ever. Many households across Scotland are already struggling with a rapidly increasing cost of living. The latest insights on the Scottish economy¹ suggests these pressures may intensify and the current geopolitical situation means that the global economic outlook is increasingly uncertain.

We know too many people continue to be at risk of being further left behind in Scotland's labour market. With this risk comes exposure to poverty and inequalities that damage the life chances and limit the potential of too many people.

This needs to change. Through No One Left Behind, we have the opportunity to not only simplify the employability landscape and put in place locally tailored, holistic packages of support for those who need it to move towards, into and within the labour market; but to scale that support up in a way that responds to the needs of individuals, local communities and local economies.

No One Left Behind is a true place-based approach where local connections can be made across all partner services, including housing, justice, advice services, health and others that support the same cohort of people. This will ensure a no wrong door approach and effective wrap around services contributing to the radical transformation needed on delivering more successful outcomes.

We recognise the opportunity this offers on shaping a collective response to the challenge of tackling Child Poverty. While employment, and by extension employability support are drivers for supporting sustainable reduction to poverty in Scotland, these drivers on their own are not enough to reverse the upward trend we have seen recently. There is more we can collectively do to address that and we remain committed to working collaboratively as we do so.

Our vision is clear. We remain committed to addressing the systemic inequalities made worse by Covid-19, making progress towards a wellbeing economy, and accelerating inclusive person-centred public services. As a country we will be judged on the outcomes we deliver. The National Strategy for Economic Transformation² recognises that every citizen holds Scotland's economic potential in their hands.

¹ [Monthly Economic Brief: Office of the Chief Economic Adviser \(February 2022\)](#)

² [The National Strategy for Economic Transformation](#)

It is therefore crucial that we work collaboratively, bringing to bear our collective resources to shift the dial on poverty and inequality; and ensure everyone can participate in economic success, in every community and every region.

Local Employability Partnerships are progressing No One Left Behind, with increased locally designed and commissioned services from April 2022.

We have been working towards this change with partners for some time and responding to what we heard during consultation on the Review of Employability Services in Scotland (December 2018)³.

As we move towards the next stage of No One Left Behind there are some key elements of implementation which underpin preparations. These will be outlined in a No One Left Behind special edition e-bulletin which will be made available on the Employability in Scotland website.

Next Steps from April 2022

- Community Jobs Scotland and the Employability Fund will cease with support for individuals being provided locally through No One Left Behind.
- Local Employability Partnerships are commissioning and will provide services in line with local delivery plans and based on local demand.
- We will continue to work in partnership to ensure employability and employment support provision are aligned to national priorities and with a focus to evolve, respond and contribute to reducing child poverty in Scotland.
- The Transforming Employment Support Leadership Group will continue to meet quarterly. This Group brings together wider partners in the public, private and third sector and people with experience of using services to deliver collective leadership, driving simplification, alignment and integration across the enterprise, employment and skills system to improve outcomes.

We recognise that with change, comes challenge. However above all is the opportunity to respond more effectively to tackling poverty, inequality and disadvantage and to work with a broader range of partners and people using services to design and deliver support that will make a difference not only in the short term but which supports progress towards longer term sustainable results and outcomes in employment and fair work.

³ <https://www.gov.scot/publications/one-left-behind-review-employability-services/documents/>

This isn't the end of a journey, but the beginning of a new phase of partnership and collaboration. This new phase will build upon what we have learned and achieved so far, enabling us to focus on continuous improvement and through collective leadership, collaboration and partnership continue to focus on the needs of people and communities.



RICHARD LOCHHEAD, MSP
Minister for Just Transition, Employment
and Fair Work



COUNCILLOR KELLY PARRY
COSLA Spokesperson for
Community Wellbeing