

**No One Left Behind – LTU Intermediate Labour Market
(Job Creation Programme)
Q&A**

1. What will the employment status be of individuals who benefit (and therefore eligibility for other support such as UC, apprenticeships)?
Individuals will have employed status
2. Is there a max £ value of wages subsidy for each job/participant? 50% will not be viable for some employers.
The grant covers 100% of the wages based on an average of 26 weeks @ 30 hrs @ RLW plus on costs. Hours and duration can be flexible but last starts must be in by 31 March 2022 and last expenditure 31 March 2023. Average cost per job is £10,000
3. Assume referrals will be via DWP, SDS, LAs. But can someone self-refer or be referred through a third sector organisation?
Local partnerships will agree referral routes, it is expected that these will include a wide range of options to maximise take up. It is anticipated opportunities will be advertised via the Partnership
4. What/how much funding goes to the employer for their role in supporting the individual (ie not the wages)?
Individual LEPS will decide as the full wage & on costs are covered
5. Are there any £ limits on the training element?
Local Employability Partnerships will look at the options available and will agree the level/type of qualification/certification required to secure a job at the end of the funding period. There is no prescribed rate on the training element to enable local flexibility depending on needs.
6. Will the living wage be paid?
Living Wage must be paid as this the amount available to employers to provide, intermediate opportunities which are supernumerary to existing substantive /established posts
7. What equivalent support will be available for under 25s?
Local Employability Partnerships will determine this as part of the delivery planning process responding to identified needs and taking account of other available support and will align with No One Left Behind and Young Person's Guarantee.
8. Will the wages be fully funded?
Yes – there are parameters which need to be agreed locally around hours/duration Local Employability Partnerships will determine this based on a notional allocation of £10,000 per job and based on the Living Wage and the area' overall allocation and mix of job hours etc
9. How do employers register an interest?
Local Employability Partnerships will determine this and third sector employers will be encouraged to engage with Local Authority Employability Leads and/or TSIs
10. What is the application process for employers/ employees?
This will be determined by individuals Local Employability Partnerships and employers
11. What assessment / due diligence of orgs will be undertaken?
Local Authorities, acting as the Lead Accountable body will be responsible for this and will determine how this works locally based on agreed processes and procedures
12. How will employers report on attendance, pay, development, outcomes etc?
Local Employability partnerships will agree this based on data reporting requirements pertaining to the funding
13. Will employers have support (eg similar to the SCVO account managers)?
There will be support provided with Local Employability Partnerships determining the nature of the support based on identified needs.

14. Are the timescales feasible?
The timescales are challenging and feasibility will be determined by local circumstances
15. Will there be clear guidelines provided nationally that can support consistency and fast track some of the development work required?
There are some guidelines available to provide some consistency of approach but local implementation will be determined by the Local Employability Partnership
16. What form of 'active engagement' is underway with the third sector?
The nature and level of engagement with third sector is variable as grant offer letters have only recently been issued to trigger more focused discussions
17. What is the role of TSIs?
Individual TSIs and Local Employability Partnerships will determine this
18. How will the 25% third sector ring-fence be monitored?
25% of the opportunities will be ring-fenced for the third sector. This will be monitored through the regular reporting systems within Local Employability Partnerships and within the reporting requirements to Scottish Government
19. Will the scheme continue into 22/23, if so will the indicative budget be the same?
The funding for those who start by 31 March 2022 will continue being supported into 2022/23 with the last payment defrayed by 31 March 2023. There is currently no agreement for starts beyond March 2022.
20. How will this investment link and interact with existing SG services such as FSS?
Clients on FSS can benefit from this provision however, the provider cannot count this as a job outcome as the person is still on publicly funded 'provision' within the intermediate labour market.
21. The latest FSS report shows that the hardest to reach are not being reached, how will this investment address this?
Local Employability Partnerships are best placed to identify local needs and the best approach to support and engage priority groups.
22. What are the payment terms and timescales?
Payment will be based on actual costs and is likely to be quarterly in arrears to mirror the Scottish Government payment terms but this will be determined by Local Authorities as the Lead Accountable Body.
23. Target of 70% sustainable employment outcomes is ambitious, what is this based on? Is there a risk of cherry picking to get results?
The 70% sustainable employment outcomes are ambitious. Scottish Government have based this on previous intermediate labour market provision. Local Employability Partnerships should ensure that those who need the opportunities most are able to participate
24. What lessons from CJS / ERIs have informed the development of this investment?
This investment builds on experiences of Local Employability Partnerships and all elements of good practice is funded jobs programmes. Throughout the CJS exit process and the development of the ERI Framework best practice elements have been built into the approach to ensure a flexible person centred programme which meets identified needs of individuals. NOLB and PESF will ensure appropriate wrap around support pre-employment, in work and in the provision of after care.
25. Is this the devolved (non-EF) NOLB monies, or is that still to be announced separately?
This is to be announced separately and in addition to the existing funds available to Local Employability Partnerships.