

Child Poverty: Parental Employment Inquiry

Submission by Glasgow City Council

26 August 2022

What employability services are there in your area that currently provide support targeted at parents, particularly parents in the 'priority groups' set out in the Child Poverty Delivery Plan?

All employability services in Glasgow support parents and we have used Parental Employability Support Funding (PESF) to enhance this offer to parents in the priority groups to fund projects to further target the priority parents and to link them into the existing employability support. See project descriptions below.

Glasgow Life Family Finance Key Workers – providing wraparound mentoring support and financial advice to parents. Outcomes: Increase in income; Increased collaboration with employability services and progression of parents.

Glasgow City Council – Social Work Services, Welfare Rights Officers – Type 2 financial inclusion support. Outcomes: Management of debt and budget; Progression towards employment; Increase in income

Glasgow City Council – Education Services/Social Work, Young Parents' Support Base - Key workers for young parents leaving school. Outcomes: Young parents remain engaged in school; Progress towards education/training/ employment; Increase in income

Glasgow City Council – Education Services, First Steps to Childcare – training and qualifications for parents in early years childcare. Outcomes: Education Services/ Social Work Qualifications gained; Employment outcomes; Increase in income

Clyde Gateway, Whole Families Approach to Employability – assisting the whole family in their employability journey via 2 High Schools. Outcomes: Whole families supported into employability; Positive destinations; Increase in income

All Projects funded by GCC to assist parents through PESF/Employability, Training and Support Fund - Flexible fund to assist parents on their employability journey, where no other funding is available. Outcomes: Increase skills; Access training/ education/ support; Positive destinations; Increase in income

Money Matters/GEMAP, Financial Inclusion Advice for Parents – a co-located service to allow vulnerable parents with Financial Issues compounded by the cost of living crisis. Outcomes: immediate access to support; Increase in income; Increased collaboration with employability services and progression of parents

How do these projects link to other relevant services, for example, local childcare providers, local training providers, and local employers?

There are operational networks covering housing, health, financial inclusion, learning, childcare and supporting barrier removal to ensure that referrals to and from relevant services can be made in a streamlined way by Key Workers and to support a holistic approach to progression. The employability services have links to employers and training providers.

GCC Employability Development Team run Partnership Networks under various funds to link the projects with support and align funding streams available. These funding streams also have direct links with employers like the Glasgow Chamber of Commerce.

What specific challenges does your local employability partnership face, for example, because of geographic area or levels of poverty?

The scale and level of child poverty, covering a large geographical area, combined with significant levels of economic inactivity and low engagement of some target groups. Across the city, 44% of our citizens live in the 20% most deprived communities in Scotland and 26% of our children are growing up in poverty, in families that are living on average £121 a week below the poverty line.

The perception of the flexibility/affordability/accessibility of childcare in the city.

The complexity and range of issues and barriers facing parents and how to systematically connect this up and align it to the employability offer available.

The funding for child poverty and for employability coming from the different departments the Scottish Government makes alignment difficult and makes delivery difficult.

How do you expect employability service delivery in your area will change in response to the second Child Poverty Delivery Plan?

We are currently using the Scottish Approach to Service Design to improve the delivery and experience of employability in Glasgow to ensure it is person/family centred first and foremost. The aim is to ensure that services within and out with the Council that touch on employability and child poverty are fully integrated and aligned and can work together to support and progress families.

The ongoing impact of the pandemic, alongside the cost of living crisis requires us to embrace new and radical approaches to make a real difference for families across the city. The need for a fundamental shift in approach has brought city partners together to examine opportunities to secure whole system change to address child poverty and employability is integral to that. Our Pathfinder model proposal to the Scottish Government will progress this.

How will you integrate the requirements of the Child Poverty Delivery Plan into your broader approach to employability?

Child poverty will be embedded in the delivery of employability services. The design work noted in Q4 will be aligned and progressed within the Pathfinder model.

The Pathfinder is based on a 'No Wrong Door' (NWD) approach to providing support for families. This model of NWD focuses on ensuring that families receive consistent and comprehensive support regardless of where and how they engage across the system, including following proactive reach out to those who may benefit from assistance – an example of this can be seen in the pilot work already underway with the aim of connecting families with eligible 2-year-olds to the Glasgow Helps service.

Glasgow Helps is a new service that connects citizens with the right assistance, in the right place, at the right time. It is often difficult and confusing to understand the support available in the city, what is there, what you are entitled to and how you can access this. Glasgow Helps works alongside people to do this. The service can help with a wide range of issues, including food and utilities, income maximisation, employment, mental health, physical health, digital inclusion, transport/mobility, housing, and homelessness and much more. Glasgow Helps works with citizens to create a support package and stays in touch to ensure that needs are met.

It is our intention to anchor the overall programme of work for the Pathfinder in the delivery of a No Wrong Door model and use this to address the challenges to whole system change. The proposed No Wrong Door model provides opportunities for families and partner organisations and/or services across the city to connect. Central to this approach is the scope to utilise our understanding of families' needs and aspirations and employability is a crucial element of this.

What support does your employability partnership need from the Scottish Government to implement the second Child Poverty Delivery Plan?

There are various Scottish Government directorates involved in tackling child poverty and issuing funding. It would be much easier to navigate and integrate plans for delivery in the city's overall approach to Child Poverty/Employability if the funding was better integrated and communication on this was clearer from the SG.

Flexibility on how we can use the funding and who for would help us to understand the need/gaps in more detail, design projects, disburse and spend the funding.

We need longer lead in times from grant offer letters to delivery. We need there to be recognition that it takes about 6 months to a year to set up new approaches and for delivery to begin. Multi-annual funding would also help and would have a direct impact on implementing the CPDP in a more integrated and streamlined way and sustainable way, with the benefit of producing a better experience for service users, with improved outcomes.

What does your data collection tell you about what is needed in your area to support employability amongst the priority groups set out in the Child Poverty Delivery Plan?

We have a lot of high-level data and are trying to establish the scale/extent of individuals' situations/circumstances. We are currently (as a LEP) working out to use it in a meaningful way to help shape and inform future service provision. It is complex to piece together the data as it's all collected in different ways by different services. Because of this, data might not be clear on someone's employability journey. Some data is currently

unavailable (E.G., unemployed disabled parents), so we are funding a service to engage with this group, which will give us more insight/allow us to collect relevant data.

Is there a suitable project in your area that focuses on people we know are at higher risk of poverty that you think we might be able to visit?

The Inquiry Committee visited local Glasgow projects as part of their business planning for the inquiry, particularly focussing on projects dealing with the priority groups. The visit to Glasgow was on 23/08/22 to meet with members of the Parental Employability Support Fund (PESF) Partnership Network and their participants.