

DATA LABEL: PUBLIC



**ECONOMY, COMMUNITY EMPOWERMENT AND WEALTH BUILDING POLICY
DEVELOPMENT AND SCRUTINY PANEL**

NO ONE LEFT BEHIND (NOLB): 2026-2027 INVESTMENT PLAN

REPORT BY HEAD OF PLANNING, ECONOMIC DEVELOPMENT & REGENERATION

A. PURPOSE OF REPORT

The purpose of the report is to inform the panel of the NOLB Investment Plan for 2026-2027 and to highlight the activities and interventions that will be delivered as a result of the funding.

B. RECOMMENDATION

It is recommended that the Panel:

- notes the investment in the delivery of employability provision and notes the impact the proposed activity will have in 2026/27.

C. SUMMARY OF IMPLICATIONS

I	Council Values	Caring and compassionate; open, honest and accountable; and collaborate, inclusive and adaptive.
II	Policy and Legal (including Strategic Environmental Assessment, Equality Issues, Health or Risk Assessment)	None
III	Implications for Scheme of Delegations to Officers	None
IV	Impact on performance and performance Indicators	The provision supports a number of employability performance indicators aligned to supporting clients to secure employment.
V	Relevance to Single Outcome Agreement	Links to LOIP: Creating Skills and Jobs
VI	Resources - (Financial, Staffing and Property)	In 2026/27 No one Left behind resources provided by Scottish Government will be 2,823,872.75.

VII	Consideration at PDSP	Annual investment plan previously presented the PDSP, last update 22 April 2025.
VIII	Other consultations	Local Employability Partners

D. TERMS OF REPORT

D.1 Background

No One Left Behind is a Scottish Government employability Programme designed to help people of all ages who face barriers to work move towards, into, and stay in fair, sustainable jobs. The main objectives/expected outcomes of the Programme are;

- To reduce inequality in the labour market by providing employability services to those who are unemployed and furthest removed from the labour market, including those who are economically inactive
- To reduce levels of child poverty by supporting parents to increase their income from employment. This must include support for out-of-work parents as well as support for parents who are in low-income employment
- To contribute to a reduction in the Disability Employment Gap by providing support to disabled people to enter and retain employment. This includes through provision of Specialist Employability Support to disabled people and people with long term health conditions where they would benefit from a place and train model of provision
- To ensure a mixed economy of employability provision in all Local Authority areas, and appropriate representation on Local Employability Partnerships
- To work in partnership with wider public services, including but not limited to, Housing, Transport, NHS and Drugs Support Agencies, to ensure streamlined referral mechanisms and wrap-around support is available to people accessing employability services
- To work with employers locally to support successful and sustained outcomes for participants, including but not limited to, delivering training opportunities to participants aligned to local labour market demands
- To support participants to enter green jobs as part of wider priorities to support a Just Transition

The funding has three main areas of focus tackling child poverty via supporting parents to access employment, all age employability support that is person centred and support for clients with a disability.

Annually Local Authorities receive a grant to support No One Left Behind. Each area must determine, with the Local Employability Partnership (LEP), how to support the delivery of the programme locally aligned to local needs.

In 2026/27 West Lothian Council will receive a total of £2,823,872.75, over the three areas.

Area of focus	Funding
All-Age Employability Support	£ 1,163,076.37
Tackling Child Poverty	£ 1,483,668.28
Specialist Employability Support	£ 177,128.10

D2. Local Employability Partnership (LEP)

The LEP in West Lothian is made up of key employability partners, services supporting the delivery of employability and the West Lothian Voluntary Sector. The membership of the LEP wide ranging and is chosen based on relevant knowledge and experience of the employability challenges in West Lothian that No One Left Behind is looking to address. Representation on the LEP Board is drawn from West Lothian Council Economic Development, Anti-Poverty Service, Education, CLD Youth Services, Department of Work and Pensions, Skills Development Scotland, West Lothian College, Delivering Young Workforce, NHS, Public Health and the Third sector.

Annually the LEP determine the priorities activities and investment areas for the No One Left Behind Funding. This is based on profiling existing partner provision, identified gaps/ under provision against key client groups, identifying emerging issues, building on what has worked well in previous years / or what hasn't and using statistical profiling. From this a list of interventions, Services and opportunities are identified for funding during the year.

The LEP then undertake the monitoring role for the funding and quarterly look at how performance for each area is progressing in line with the targets and spend profile. This is reported back to the Scottish Government.

Appendix one contains the Annual Investment Plan 2026/27 for No One Left Behind Funding.

The plan highlights the level of investment and activities that will be supported during 2026/27.

E. CONCLUSION

In 2026/27 No One Left Behind Funding provides a significant opportunity locally to deliver a range of employability services and interventions aligned to local need. The nature of the funding and process for allocating it, via the Local Employability Partnership, means that provision is tailored to have the biggest impact and support those furthest from the labour market to engage and progress.

F. BACKGROUND REFERENCES

None

Appendices/Attachments: Appendix one - NOLB Investment Plan 2026/27

Contact Person: Alexa Davey, Employability Manager, Alexa.davey@westlothian.gov.uk

Clare Stewart, Economic Development and Regeneration Manager,
clare.stewart@westlothian.gov.uk

Craig McCorriston,

Head of Planning, Economic Development & Regeneration

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2026-27

**No One Left
Behind
Investment
Plan**

No One Left Behind 2026/27

In 2026/27, West Lothian will receive £2,823,872.75 of No One Left Behind funding to support the delivery of employability services across West Lothian. Funding has been allocated across three key investment areas: Child Poverty, All Ages Employability, and Supported Employment.

The focus of provision for 2026/27 will continue to prioritise those individuals who face the greatest barriers to employment and who require tailored support to progress towards positive destinations. The key priority groups are:

- Young people
- Parents
- Individuals with a disability, long-term health condition and/or Additional Support Needs
- Economically inactive individuals

These priorities have been agreed following an assessment of local need, current gaps in provision, labour market challenges, and the range of employability interventions already being delivered by Council services and partner organisations. This approach is intended to ensure that resources are targeted effectively and complement existing provision across West Lothian.

This Investment Plan sets out the proposed allocation of funding across the three funding streams. Each section provides the strategic rationale for investment, together with a summary of the proposed activity, delivery arrangements, forecast expenditure, and anticipated outcomes.

It should be noted that the activity and outcome figures detailed within this plan primarily relate to new participants expected to engage during 2026/27. In addition, a significant number of clients who commenced support during 2025/26 will continue to receive ongoing employability assistance throughout the reporting period, contributing to the overall impact of the programme and progression towards sustained positive outcomes

1. Child Poverty

Rationale

The Child Poverty funding stream focuses on reducing barriers that prevent families from accessing sustainable employment and improving household income. Interventions are designed around flexible, person-centred support which responds to financial hardship, skills gaps, childcare pressures, and confidence issues. The offer combines employability support, training, volunteering, and progression pathways to support movement towards fair and sustainable work. Total Budget 2026/27: £1,483,668.28

Delivery Method / Description	Delivery Partners	Targeted New Starts	Allocated funding	Outcomes Expected
Access 2 Employment – Parental Employment Support (PES) Specialised PES employability advisers will provide tailored 1:1 support to parents, helping them to identify goals, address barriers, and develop pathways into employment, education, or training. Support will be flexible and responsive to individual circumstances, including childcare and financial considerations, and will link participants to wider services such as income maximisation, skills development, and employer engagement opportunities. The focus will be on sustained progression into fair work and improved household income.	Access2Employment	320 participants	£473,000	160 participants moving into a positive destination
Parental Work Experience Participants will be supported to access up to six months of tailored work experience, aligned to their individual needs and career aspirations. Delivery will be through established programmes including EPG, Job Fund, and Graduate Work Experience, with allocation based on client need and readiness. Ongoing support will be provided throughout placements to maximise learning, support progression, and facilitate transition into employment where appropriate.	Access2Employment and Business Gateway	N/A	£245,000	35 parents to start a work placement
Individual Training Funds	Access2Employment	N/A	£40,000	40 parents supported to

Accessed through 1:1 adviser support, ensuring training is aligned to each participant's action plan and career progression goals. Advisers will support parents to identify suitable courses, access funding, and complete training, with ongoing guidance to support progression into employment or advancement within work.				access funding to upskill/reskill
Parental Business Start-up fund Parents will be supported through a partnership between employability services and Business Gateway to access pre-business start-up funding of up to £1,000. This funding will support parents to access training to strengthen business planning and readiness. Participants will receive tailored 1:1 support to develop their business ideas, enhance their business plans, and prepare for sustainable self-employment.	Access2Employment and Business Gateway	N/A	£20,000	20 parents to be supported to start their own business
Employability Assistance Fund A discretionary fund delivered through one-to-one adviser support and tailored to each participant's individual action plan. Advisers will identify barriers to employment and allocate funding to support progression into work, including essential costs such as travel, short-term childcare, and other work-related expenses. Advisers will ensure that funding cannot be accessed through alternative sources. This flexible approach enables timely, targeted support, helping parents take up opportunities and progress into sustainable employment.	Access2Employment	N/A	£20,000	Enable 40 parents to address and reduce barriers that prevent them from accessing employment opportunities.
Commissioned Parental Employment Support The programme will be delivered across two connected lots. Lot 1 will focus on early engagement and pre-employability support, including outreach, assessment, goal setting, confidence building, life skills development, and trauma-informed wellbeing support. Lot 2 will focus on progression, offering work experience placements, access to accredited training, mentoring, and support into employment, education, training, or	Activity to be commissioned	125 new participants	£225,000	50 parents moving into a positive destination

apprenticeships. Delivery will be flexible, trauma-informed, and tailored to individual need, using a combination of 1:1 support, group activity, and outreach approaches. Services will be delivered across West Lothian in community settings, third sector venues, and employer premises, with digital or hybrid options where appropriate. Providers will work collaboratively with employers, training providers, and local services to ensure clear progression pathways and complement existing provision.				
Parental Volunteering Participants will be supported to engage in structured volunteering opportunities through the corporate volunteering programme and West Lothian Volunteer Network. This will include access to the Pathways to Volunteering SVQ qualification, supported placements to build practical experience, and tailored transition support to progress into further training or employment. Delivery will be person-centred, with ongoing support to ensure sustained engagement and progression.	Advice shop	N/A	£46,355	50 registered parents supported to gain volunteering opportunities 50% of parents on programme progressing onto a positive destination
Parental Money Advice & Support The service will increase parental engagement with employability provision and provide tailored Better Off in Work benefit assessments. These will outline potential changes to income, benefits, and household finances when entering or progressing in employment. Participants will be supported to understand their options and, where appropriate, linked into wider employability services to support sustained progression into fair work.	Advice shop	N/A	£74,168	262 registered clients will receive better off calculations to support their move into employment. 90 parents will be referred to an employability provider for

				employment support.
Parental Adult Learning Courses The programme will deliver SQA Level 4 accredited qualifications in Child & Adult Social Care, Digital & Office Skills, and Child Development (Play) within community settings to maximise accessibility. ESOL qualifications will also be offered to support language development. Delivery will be flexible and supportive, enabling participants to gain recognised qualifications and progress towards further learning or employment opportunities.	Adult learning	N/A	£94,000	70 NOLB-registered parents will be supported into learning, with 90% progressing in their learning and 15% moving into a positive destination
Parental Employment Adviser (Criminal Justice approach) Provision will deliver tailored employability and skills support to parents through partnership working with criminal justice services, including engagement within HMP Addiewell and community-based supervision. Support will focus on building confidence, developing skills, and preparing for progression into further learning, training, or employment. Delivery will be person-centred and coordinated with wider family and support services to ensure continuity, support reintegration, and improve outcomes for both parents and their children.	Supported employment	33 new registrations of parents with criminal justice involvement	£55,500	16 parents will progress into a positive destination
Parental Employment Adviser (Supported Employment) Participants will receive tailored 1:1 employability support based on their individual circumstances, needs, and goals. This will include identifying skills and barriers, developing action plans, and providing ongoing guidance to support progression into employment, education, or training. Support will be flexible and responsive, taking account of health conditions and caring responsibilities, and will include signposting or referrals to specialist services where appropriate to ensure sustained engagement and progression	Supported employment	33 new registrations of parents with a disability, or parents of a child with a disability	£55,500	16 parents will progress into a positive destination

Third Sector Capacity building The Third Sector Interface will provide targeted capacity-building support to third sector organisations, including training, networking opportunities, and guidance on employability pathways and referral processes. This will strengthen partnership working, improve consistency of support, and enhance the ability of organisations to engage parents and connect them into appropriate employability services. In addition, the Third Sector Interface will oversee the development and ongoing maintenance of an employability provision directory, ensuring services are clearly mapped, up to date, and accessible. This will support improved navigation of services, strengthen referral pathways, and enhance coordination across partners.	Third Sector Interface	N/A	£45,000	
LEP Co-Ordination West Lothian Council will lead on LEP coordination, programme management, and performance monitoring. This will include oversight of delivery across partners, tracking progress against agreed outcomes, and ensuring alignment with No One Left Behind priorities.	Economic Deveopment	N/A	£35,000	N/A
NHS Parental Placements The initiative will be delivered in partnership with NHS Lothian and East Region SLAED partners, providing supported work experience placements within NHS settings for parentss. Participants will receive structured support before, during, and after placements to maximise learning and progression opportunities.	NHS	2	£20,000	2 parents will receive a 6-month paid work placement within the NHS
Employment Adviser - Employer Engagement Approach This adviser will lead targeted engagement with local employers to develop relationships, identify suitable vacancies, and promote inclusive recruitment practices. Activity will include sourcing work experience	Economic Deveopment	N/A	£35,145	New employers engaging with the service - 80 Vacancies secured – 24

opportunities, supporting recruitment pathways, and influencing employers to adopt fair and flexible working practices.				Employers engaged in flexible working discussions – 40, Employers engaged on workforce progression: 20
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2. All Ages Employability Support

Rationale

The All Ages funding stream provides inclusive employability and skills support for individuals across the community who face barriers to entering or progressing within employment. Delivery is designed to improve confidence, develop skills, increase access to opportunities, and support progression into fair work while responding to local labour market needs. Total Budget 2026/27: £1,163,076.37

Delivery Method / Description	Delivery Partners	Targeted New Starts	Allocated funding	Outcomes Expected
Elev8 On this programme, young people are given individual 1:1 support, while also taking part in groupwork. Every young person has an allocated keyworker who works with them to create an individual programme of learning. We have a wide range of groupwork programmes available, and the young person can build a pic n mix to address barriers on subjects that interest them. The keyworker will also support them on self-travel while providing services such as gym memberships, counselling or other alternative therapies.	Youth Services	50 new registrations of young people aged 16-24	£356,000	80 young people progressing into employment, education, further training or volunteering
Sectorial Training On this programme, young people are given industry training, while also taking part in direct work experience. The individual delivery details remain vague at this stage as we are progressing through a tender process.	Activity to be commissioned	13 new registrations of young people aged 16-24	£90,000	22 (80%) young people successfully progressing into a positive destination
Personal & Social Development The programme will run on a roll-on, roll-off basis and include: · An analysis of participant needs	Activity to be commissioned	60 new registrations of young	£87,000	50% of participants progressing to the

· 1:1 support by a mentor/trusted professional to help young people identify their strengths and barriers, set goals, reflect, and articulate their learning/ skills development. · Small group work activities to prepare young people for the next stage of their learning. · Family and community engagement to support participants' learning. · Literacy, numeracy, life skills, physical activity and mental health and wellbeing support. · Introduction to volunteering and short work tasters. · Self-travel training. · Training provider visits – Stage 1 and 2 of the strategic skills pipeline. · National or local awards recognising and celebrating young people's achievements.		people aged 16-24		next stage of the employability pipeline.
Inspire Through INSPIRE Pathways, enhanced capacity will support a targeted, relationship-based and trauma-informed programme. Delivery will focus on re-engagement, whole-family support, and strong partnership working to provide coordinated support. Young people will receive individualised planning, including tailored pathways aligned to their strengths and aspirations, alongside support to develop confidence, communication, routines and employability skills. Vocational experiences will be included to support progression. Youth voice will be embedded throughout, ensuring young people are supported to access the right opportunities with appropriate support, leading to progression into education, training, apprenticeships or employment.	Education	29 new registrations of young people aged 16-24	£50,076	23 young people successfully progressing to employment, education, further training or volunteering.
Young person Work experience Delivery will include up to six-month tailored work experience opportunities aligned to individual needs and aspirations. Provision will be delivered through Employer Pathway Grants, Job Fund opportunities and graduate work experience placements. Opportunities will be allocated based on client need and readiness, and	Access2Employment	N/A	£260,000	30 young people aged 16–24 will participate in a work placement, with 80% progressing into a

will include a mix of paid placements, work experience and employer-led opportunities, supporting progression into sustained employment.				positive destination.
All Ages Volunteering Participants will receive tailored support to identify suitable opportunities, prepare for placements and sustain engagement. The service will provide ongoing guidance and coordination with host organisations to ensure placements are accessible, meaningful and aligned to individual needs and aspirations.	Voluntary Sector Gateway West Lothian	40 new clients registered and engaging with the service	£10,000	10% of clients registered will achieve employment
Employment Adviser One-to-one employability support will be delivered within local communities, providing accessible and tailored support to individuals. This will include CV development, confidence building, identification of transferable skills and support with all aspects of employability. Delivery will be relationship-based, supporting individuals over time, recognising that progression may involve multiple steps or roles before reaching a long-term goal.	Access2Employment	322 new clients registered and engaging with the service	£270,000	50% of clients will move into Employment, training or education
Employment Adviser Provision of an Access2Employment Adviser to provide personalised 1:1 support for young people furthest from the labour market. The adviser will work with individuals facing multiple barriers to employment, supporting them to build confidence, develop skills, and progress towards employment, education, or training opportunities. The post will also work alongside Inspire to complement the support already being delivered, providing additional employability interventions and tailored guidance to help individuals move closer to the labour market and achieve sustained positive outcomes.	Access2Employment	30 new clients registered and engaging with the service	£40,000	50% of clients will move into a positive destination

3. Specialist Supported Employment

Rationale

The Supported Employment funding stream focuses on providing tailored and specialist support for individuals who require additional assistance to access and sustain employment. The approach combines personalised support, employer engagement, and ongoing in-work assistance to improve long-term employment outcomes. Total Budget 2026/27: £177,128.10

Delivery Method / Description	Delivery Partners	Targeted New Starts	Allocated funding	Outcomes Expected
The service will continue and expand supported employment provision to meet rising demand. Participants will receive tailored 1:1 support, including vocational profiling, job matching, employer engagement, and in-work support to sustain employment. Delivery will be flexible and person-centred, with ongoing support throughout the employment journey to ensure successful and sustained outcomes.	Access2Employment – Supported Employment	90 new clients with disability or health conditions registered and engaging with the service	£177,128	50% of clients progressing into a positive destination.