Aberdeen Local Employability Partnership

Agenda

5 February 2025

Apologies:

Gerry Lawie, NHS

Note of last meeting

Priorities

LEP Maturity Assessment

Conference Feedback Report

Action Plan

Survey

SES – verbal update

LEP Sub-Groups

ETPF Update

LEP Resource

National Numeracy: Numeracy Champions Opportunity

AOCB

Report to Aberdeen Prospers

- **Future Agenda Items**
- **Homewards – links to employability and the LEP (March Meeting)**
- **SES Report and discussion**

Date of Next Meeting: 5 March at 2pm

Aberdeen Local Employability Partnership

Note of Meeting 5 February 2025

Apologies: Gerry Lawie, NHS

Meeting Note

The note of the previous meeting was agreed.

Priorities

Priorities and commissioning discussed. ACC will host a consortia training session for providers and is in talks with the Supplier Development Programme meantime. Update to follow.
The session/s will need to take place later in the year, so it does not hold up this year's process.
We are aiming to have this year's procurement exercise live on Public Contracts Scotland, with contracts in place during April 2025 (with legal caveats around funding).
Extensions clauses will be built into contracts, as far as the framework lifetime permits (runs until November 2027.
We will need to start building a new framework, which takes approximately 18 months to build. Discussions with the procurement service on this are at an early stage.
Revised funding model will be in place for this new round of procurement.
Contract extensions are being discussed with providers, following LEP sub-group discussions. This will ensure that, subject to new contracts not being in place on 1 April, we will still have provision in place. An update on contract extensions will be shared in due course.

LEP Maturity Assessment

Lengthy discussion on this. The proposed Citizen's Assembly might be too wide, and we may need an employability-focused one.
ACTION: Maggie to speak to Pegs Bailey about lived experience examples in LEPS
ACTION: Jim to report back from meeting on Fri with Community Planning
Chris highlighted the role of link practitioners in reaching those not engaging with employability services
Noted that CLD could advise on community engagement
Angela will be reaching out to Development Grant recipients as they have roots in their communities and can get to those hardest to reach people, whose voices need to be heard.
Members agreed that the mid-year review would take place at the end of September, with contract information included to provide qualitative data. Previously the review would ordinarily take place at the end of Q3 due to funding delays, however this year will enable an earlier review.

Angela advised that a new case conference programme is being developed, which will bring operational staff from contracted providers together to discuss next steps for participants and

with the aim of strengthening networks and encouraging cross-referrals. ACC is taking this forward, with input from training providers to ensure it fits the needs of all partners.

Conferences – the plan for 2025 is to have a conference with partners and providers in September, and to start the commissioning process for 26/27 in December/January.

LEP members agreed that a separate conference would be held for employers and that the two audiences would not 'fit'. The two events would not run back-to-back. The employer conference will seek to bring employers together to share the LEP priorities and see how they can support/help achieve these priorities, as well as how the work of the LEP can support employers. Information gathered during the employer day in March 2024 will help to inform this.

The LEP Employer Sub-Group, once established, will inform the employer conference. The ABZWorks Business Engagement project officer is working to develop that sub-group.

Local Data/Toolkit

ACTION: Angela to share local list of data sources and list compiled by IS via SLAED.

ACTION: Gareth to run a session for the LEP on the use of Stat Explore

ACTION: Chris to follow up with Helen Cannings to come to the next LEP to speak about Health Determinants data and the LEP to then decide on data recommendation. **UPDATE:** Helen is unable to attend the next meeting.

Induction Pack

ACTION: Maggie and Angela to share thinking on an infographic explaining the roles, relationships, finance sources, decision-making routes, etc of the LEP.

ACTION: ACVO, SDS, and ACC to work together to develop an induction pack for LEP members

Conference Feedback Report

Members agreed the report, noting that the two points areas raised were on communication and funding.

This led to a discussion on a) LEP resource and b) resource for the TSI to enable it to fully represent the third sector. Members agreed that additional resource was required.

ACTION: Maggie to share information which had previously been shared with Jim about TSI roles attached to other LEPs.

ACTION: Angela to have an initial discussion with new interim service manager Stuart Bews about this.

Action Plan

LEP members agreed that the points identified in the LEP maturity assessment should, where not already embedded in the LEP Action Plan, should be added. A workshop session to review and update the actions detailed in the Plan is to be held.

Survey

The draft survey, designed to participant input and to identify future improvement actions, was shared and discussed.

ACTION: All to let Angela know of any changes

ACTION: Anne to take to ETPF w/c 10 February and revert with any comments.

SES – update at next LEP

LEP Sub-Groups

LEP members endorsed the new sub-group which will be chaired by SDS.

ETPF Update

Improvement Service has set up meetings to speak to training providers and employability participants.

Election to roles of the ETPF are to take place.

ACTION: Anne to share map of provision

National Numeracy: Numeracy Champions Opportunity

ACTION: Angela to share slides and sign-up details for Numeracy Champion training, which is particularly relevant for front-line staff, but also for managers to support their teams.

AOCB

Report to Aberdeen Prospers

Future Agenda Items

Homewards – links to employability and the LEP (March Meeting)

SES Report and discussion

Date of Next Meeting: 5 March at 2pm

Training Allowance Uplift

Proposal increase from £55 to £60 to reflect cost of living increase and levels elsewhere

In favour: SDS, NHSG, ACHSCP, ACC, DWP, ACVO, ETPF (indicative yes, but AK needs to confirm)

LEP Conference

12th December 2024

Key Findings



Aberdeen City Council

Aberdeen City Health & Social Care Partnership
A caring partnership

acvo
aberdeen's 3rd sector interface

business gateway

Department for Work & Pensions

DYW
NORTH EAST
Developing the Young Workforce

Employability & Training Providers Forum

NHS Grampian

North East Scotland College

Skills Development Scotland

Introduction

Aberdeen City's Local Employability Partnership (LEP) formalises existing working relationships between member agencies as part of the Partnership Agreement between Scottish Government and Local Authorities. The LEP is crucial to the successful delivery of No One Left Behind.

To help inform delivery the LEP held an Employability Conference on 12th December 2024 to explore continued partnership working to ensure that all partners are providing wrap-around, holistic support that can enable people experiencing barriers to employment to progress towards their aspirations and thrive.

The conference invited professionals working across a wide range of services including employability, training, housing, health, community learning and development, financial inclusion, education and organisations working to alleviate poverty to benefit from a breadth of perspectives to explore:

- The future direction of employability in Scotland at a national and local level
- Priorities for the year ahead
- Share experiences on what is working well, where there are challenges and where we are seeing emerging trends
- Where our services meet and how we can work in a joined up manner

The following report is a reflection on the comments and feedback provided by all attendees at the conference, collected throughout the day from facilitators and workshops. The report contains suggestions that were made by attendees to set the scene for further follow up conversations and provide a foundation for conversations at future LEP meetings

Attendees

At the conference, there were **82 attendees** representing **43 different services** or organisations. The services represented included those delivering employability provision, those who are new to the employability sector and services which are not currently involved in directly delivering employability support, but support individuals in-directly with employability.

Organisations represented included:

ABZ Works	DWP	Skills Development Scotland	Aberdeen Foyer	DYW North East
GREC	Stenran Ltd	Bethany Christian Trust	The Open University	North East Scotland College
Aberdeen University	FedCap	Citizen's Advice	WorkingRite	MCR Pathways
Healthy Minds (ACC)	Black and Scot	The Bridge	Apex	Homewards
CFINE	Third Level Foundation CIC	Financial Planning Options Ltd	Station House Media Unit	Values Into Action Scotland
Aberdeen Football Community Trust	Absafe	Sport Aberdeen	Denis Law Trust	Aberdeen City Council Youth Social Work
WorkingRite	ACC Education and Life-Long Learning	Aberdeen City Health and Social Care Partnership	Tre-Life CIC	Instant Neighbour
Social Bite	ONCW	Catalyst	Aberdeen City Council Youth Work	Rocket Science
	Aberdeen City Council Creative Learning	Aberdeen City Council Community Planning	Improvement Service	

Key Reflections

Understanding the whole process:

There is a need to understand how the national to local process fits together to allow for all organisations to embody the ideaology of No One Left Behind, rather than just being seen as a funding source. Delegates noted that not all services represented are familiar with the principles of No One Left Behind.

Partnership and Communication:

The key message of partnership came through, but it was felt that this could be stronger. There is an ongoing need to understand how partners crossover and overlap in order to reduce duplication of services now and in future, and to enable future partnership working opportunities.

Delegates felt that it needs to be clear what support is available for participants and their barriers/needs. Many attendees reported a lack of communication between all partners in identifying the support that is available across the city to support their participants, including wider support available (mental health, financial support, housing etc). They suggested re-visiting a central hub or communication system to allow for support to be shared and stronger links to allow for a more streamlined approach for participants to move along the employability pipeline, which may include the opportunity to hold case conferences, and have provision of a 'one-stop shop' to access ongoing provisions of employability support easily. Some delegates noted that whilst they have strong working relationships with local partners, it can be challenging with the growing market of employability support to keep abreast of all services on offer, which a central communication hub or portal would help to alleviate. Delegates who are newer to employability noted the ability to gain experience and knowledge from more experienced employability support organisations in the third and public sector.

Policy vs. Practice:

There is a contradiction between policy and practice, with lots of policy but not much reality. This was particularly felt with the No One Left Behind principles and noted that the annualised funding prevents the ability for continued support and creates gaps in provision, ultimately impacting participants' ability to engage. For those employed in the employability sector, the annualised funding model also creates job uncertainty and has a subsequent knock-on impact on staff morale, retention and well-being.

What's Missing?

Employer engagement:

The employer engagement aspect is missing. Employability provision requires buy-in and engagement from employers, and there is a need to engage them more effectively. Many attendees advised that they are contacting employers themselves to arrange visits, work placements or opportunities with employers themselves but noted that there is a lot of duplication with providers contacting employers separately, and would instead benefit from a joined-up approach and effective co-ordination between organisations to support this.

Funding challenges:

Training providers struggle to deliver programs if NOLB funding is delayed and causes gaps in provision for participants. The current funding model is payment by result, which is challenging for providers and the local authority, and impacts on the ability to provide opportunities for participants, particularly those furthest removed from the labour market.

Providers on the framework also noted that the current timescales are restricting and prevent opportunity for collaboration. However, it must be noted that the funding challenges and associated timescales are outwith the control of the Council, as lead accountable body, and that responsibilty for funding allocations and provision rests with the Scottish Government, though it was recognised that there are some local actions that can be taken to ensure delivery of programmes starts earlier in the financial year Some providers suggested they will be looking to withdraw from the current framework.

Trauma-informed response:

Some of delegates felt that there was a lack of a trauma-informed response across the board, though individual providers advised they promote a trama-informed approach and have provided training within their settings. Providers suggested people are being encouraged into courses or programmes that are unsuitable due to the limited opportunities for support and insufficient time to deliver projects effectively.

Integration with schools:

More needs to be done to support the transition from school, particularly for young people at risk of leaving school without a positive destination. It was noted by some delegates that the current transition is not as smooth as it can be which is partly due to varying funding streams supprting different age groups, including NOLB whoch does not support young people in education. The focus looked at NOLB funding on the day, but noted that follow up conversations may take place to look at potential solutions such as separate funding streams and ensuring greater alignment with education services.

General barrier removal:

Delegates noted the importance of ensuring adequate communication on support available for barrier removal, particularly travel support (access to suitable transport and financial support), and mental health provision to ensure improved participation in support programmes. There is existing support to remove barriers by ABZ Works, DWP and providers but it is noted that many attendees were either new to employability or are indirectly involved with support so may not be aware of the support mechanisms in place.

SWOT Analysis

Generational cycles:

More needs to be done to break generational cycles of duplication and raise aspirations for participants, particularly young people whilst they move away from education into employability and training. Some attendees noted the challenges around supporting individuals, particularly young people in helping to break gene[illegible]nal cycles, and suggested that long term positve outcomes are achieved by intensiv[illegible]ions with whole families over an extended period of time wh[illegible]d model.

Strengths

- Open discussions and planning
- Passion, goodwill and shared desire to make a difference
- Knowledge and experience
- Providers are delivering excellent services
- Strong partnerships, but room for improvements

Weaknesses

- Funding model: timescales for bids and delivery is too short. Due to delays with funding there have been gaps in provision, with courses being delayed
- Integration with additional resources, particularly healthcare
- Communication: The communication is not clear on how services join-up and information provided is not always clear, and can be overwhelming

Opportunities

- Opportunity to work together to lobby the Scottish Government to reduce delays to funding
- Collaboration between partners and development of a strong partnership model
- Involving lived experience within funding decisions, policy development and overall delivery
- Proactive working with employers to understand future needs and source opportunities

Threats

- Funding delays
- Reliance on the thuird sector to pick up the pieces without assured funding
- Conflicting priorities amongst providers
- Shortage of staff to deliver services
- Despite available support, people are falling through the cracks

Funding Next Steps

There was a lot of discussion throughout the conference around the need for multi-year funding of NOLB from Government, but recognition that this cannot be resolved locally. Some providers suggested that receiving annualised funding from Government on time would be a step forward to enable full-year contracts, and timescales around commissioning were noted.

The current funding model of payment by result was suggested as being problematic and leads to cherry-picking to deliver results, impacting those furthest removed the hardest.

Whilst it was acknowledged that Aberdeen City Council / ABZ Works try to deliver the commissioning process as early as possible, the short timescale for submission of bids prevents the ability to collaborate with partners for consortia bids.

The delays in funding ultimately lead to gaps in service provision, and confusion for participants who require consistency in courses being delivered. Delays also have a knock-on impact on employees of contracted providers who face job uncertainty and a loss of knowledge when they move away to longer term funded employment.

Funding Next Steps

The next steps focus on immediate changes which could be made, though it was recognised that multi-annual funding would be preferred.

A funding session with providers on the co-designed dynamic purchasing system for employability services has been arranged for 9th January 2025 to co-design short-term changes to be implemented ahead of the next round of commissioning activity, with the view of implementing longer term changes in the next financial year.

Initial findings from the conference have suggested: longer lead time to submit bids, bearing in mind potential additional delays to provision of Government funding, enhanced communication prior to opening of bids to allow for additional preparation by those seeking to secure contracts, reduction of outcome-based model where appropriate, transparency on all NOLB funding and how this is spent in the local authority, and inclusion of lived experience at all stages of the process.

2025/26 Considerations

Continuing to improve the employability system

The following suggestions were made by attendees to ensure continuous improvements are made, please note that some of these actions are already in place and detailed in the LEP Delivery Plan:

Collaboration and partnership: Strengthening partnerships and collaboration amongst all partners is crucial, including understanding how different partners collaborate, ensuring that the processes and structures translate to the needs of participants. This may include wider promotion of Employability Training Provider Forum membership at strategic and operational level, invitations to partners to participate in some LEP meetings where appropriate, and an improved communication strategy. In order for providers to work effectively together, there needs to be trust between all partners.

Early Intervention: It was suggested that the LEP ensures that emerging priorities are identified to ensure early interventions are made, and engagement with those at the earliest opportunities.

Community and volunteer engagement: Attendees noted the importance of having representation at the LEP from communities and volunteers to help align priorities and identify needs. Some providers noted that in addition to ETPF representation, other local authorities have open invites to all providers at some LEP meetings which they would like to see moving forward in Aberdeen City where appropriate. It was suggested that the LEP reflect on the suitability of community representation at the LEP and consider a sub-group to ensure lived experience is considered throughout.

Policy and practice alignment: Ensuring that policies align with practice and addressing any contradictions were suggested for effective employability support.

Lived-experience involvement: Involving the voices of participants in the design and delivery of employability services and ensuring they can see the whole package of support available to them is essential.

Transparency: There is a need from providers to ensure that there is transparency around NOLB funding, direction of delivery and overall aims / targets throughout the year. Partners identified the need for trust. A member of the ETPF strategic group sits on the LEP to support the sharing of key information between the groups and members.

Increasing awareness and uptake of employability support

Suggestions put forward to increase participant uptake of employability opportunities and progression include:

Shared Data and Information Hub: By having a map of service provision and a joined-up communication strategy, this will allow for strengthened partnerships and collaboration, and support greater exchange of information.

Feedback Mechanisms: Regular opportunities for feedback mechanisms to gather input from partners and participants can be implemented to ensure continuous improvement.

Communication Channels: Ensuring open and transparent communication channels are available (newsletters, online platforms, regular meetings/sessions) to ensure partners are informed about developments, opportunities and resources from the LEP. As stated above, the ETPF strategic group has a seat on the LEP and is responsible for sharing information from the LEP to the strategic and operational groups, and vice versa.

Deliver jointly with public services

Conference attendees noted the importance of delivering joined-up services through a collaborative approach which emphasises flexibility, integration and responsiveness. This was suggested to be achieved by:

Service integration: Ensure integration with key services including education, housing, and health services to ensure a holistic approach for participants

Proactive employer engagement: Ensuring a joined-up delivery approach with employers would help prevent duplication of support and help to build stronger relationships with employers.

Conclusion

The conference held on 12th December 2024 represented an important step forward in enhancing employability support in Aberdeen City. The conference highlighted the importance of strategic leadership and planning from all LEP members in addressing the challenges faced by employability services. The key findings from the conference emphasised the need for a holistic approach to support individuals facing barriers to employment, ensuring that all partners work collaboratively, and engage to provide comprehensive support.

Moving forward, it is important to focus on the strategic planning to address the identified gaps and challenges. The need for multi-year funding from the Government was a recurring theme, as it would enable more consistent and effective service delivery, but it was noted that the LEP can look at local solutions to reduce gaps in delivery where possible. Additionally, the importance of collaboration and communication was underscored, with a call for a central communication hub over and above any existing communication or feedback mechanisms to streamline support and reduce duplication of services. This would be of particular importance to connect partners delivering in-direct employability support or those new to the employability landscape who may not be connected with the ETPF.

The conference also highlighted the need for integration with other services, particularly education settings and those providing pre-stage 1 support in the employability pipeline in order to support the transition on to the employability pipeline. Furthermore, engaging employers more effectively and addressing funding challenges were identified as critical areas for improvement.

To ensure continuous improvement, it is essential to involve the voices of participants in the design and delivery of employability services and to maintain transparency around funding. By addressing the identified challenges and focusing on collaboration, open communication and continuous improvement, we can continue to ensure an effective and inclusive employability support system for Aberdeen City.

ABERDEEN CITY

LOCAL EMPLOYABILITY PARTNERSHIP

MATURITY SELF-ASSESSMENT

DECEMBER 2024

Aberdeen City Local Employability Partnership Maturity Assessment Report 2024

INTRODUCTION

This LEP Maturity Self-Assessment follows on from two previous self-assessments which were carried out in Spring 2021 and Autumn 2022. The focus of the original assessments were to understand the progress being made in establishing and developing a Local Employability Partnership in line with the LEP Framework, which was jointly developed by Scottish and Local Government, along with key stakeholders.

This Maturity Assessment aims to help the LEP understand their progress towards this and to better comprehend where future improvement is required to strengthen partnership working in the delivery of local employability provision.

METHODOLOGY

The assessment was hosted in Smart Survey and was shared with every LEP member, who were asked to complete this within a three-week (15 working day) timeframe. Across a total of 40 questions, there were three introductory questions – which LEP you attend, organisation represented and contact email – with a further 31 multiple choice questions and six free text boxes.

The themes covered by the survey questions were:

- Leadership and Relationships
- Governance
- Use of data and evidence
- Stakeholders and resources
- Performance, accountability and impact
- No One Left Behind Products

COMPLETION

The survey request was sent to all LEP members, with 7 individuals from the organisations listed below completing the survey via the specific Aberdeen City link. These responses are included in the following report.

2. Which organisation do you represent on your LEP?

Answer Choices			Response Percent	Response Total
1	Local Authority Employability		14.29%	1
2	Local Authority Education		14.29%	1
3	Local Authority - OTHER		14.29%	1
4	Department for Work and Pensions		14.29%	1

SLAED Scottish Local Authorities Economic Development Group

improvement service

2. Which organisation do you represent on your LEP?				
5	Skills Development Scotland		14.29%	1
6	Developing Young Workforce		14.29%	1
7	Third Sector Interface		14.29%	1
8	Third sector - OTHER		0.00%	0
9	Further / Higher Education		0.00%	0
10	NHS Workforce		0.00%	0
11	Public Health		0.00%	0
12	Health - OTHER		0.00%	0
13	Business Gateway		0.00%	0
14	Chamber of Commerce		0.00%	0
15	Business representative - OTHER		0.00%	0
16	Scottish Government		0.00%	0
17	OTHER		0.00%	0
			answered	7
			skipped	0

If you selected one of the answers which include 'OTHER' - please note your organisation or department:

- Employability training providers representative

STRENGTHS	CHALLENGES
Leadership and Relationships:	
• Most of the key organisations are represented on the LEP. • LEP members work together with shared aims.	• Representation across sectors could be improved. • Some development should take place to strengthen participation from all members.
Governance:	
• LEP members understand their roles and responsibilities and are sufficiently senior to make decisions. • The LEP has a vision and strategic direction to which all are committed. • Information from the LEP is shared with member organisations to raise awareness of decisions.	• Work required to strengthen the structures and sub-groups which are in place.
Use of data and evidence:	
• The LEP has access to data and members share data and local knowledge to help plan activity.	• Local activity should be reviewed more regularly. • The LEP could do better in seeking feedback from service users.
Stakeholders and resources:	
• The LEP has effective communication strategies in place and engages with other relevant public services.	• Not all relevant stakeholders have been involved in developing strategic and delivery approaches. • Some work needs to be carried out to analyse available resources and promote better sharing of these.
Performance, accountability and impact:	
• Most members understand the NOLB reporting requirements. • The LEP can evidence that investment is broadly in line with NOLB principles. • Investment decisions are seen to have improved accessibility and are meeting the needs of the community.	• The LEP should use performance data more to help drive improvement. • Some work required to ensure that employability investment further reduces duplication and helps ensure value for money.
No One Left Behind Products:	
• All members know something about NOLB products.	• Promotion of NOLB products varies across partners. • Awareness of Shared Measurement Framework could be improved. • It would be useful to have further training and support on the NOLB products.

RECOMMENDATIONS FOR CONSIDERATION BY THE LEP

1. Develop and agree a LEP Improvement Plan, ensuring that it covers the topics contained within the Maturity Assessment.

2. Work should be undertaken to strengthen membership and participation from existing partners, with consideration given to the introduction of an impartial chair - which could still be Local Authority.

3. All partners should encourage consistent representation from their organisation at every LEP meeting, with a named officer able to deputise at LEP meetings.

4. Sub-groups and/or Thematic Meetings of the LEP should be reviewed, with relevant Partners/ Leads established to drive forward activity and report back to the wider LEP membership.

5. A lived-experience panel should be established – potentially as a sub-group of the LEP – to seek feedback, help review, plan and support service design and development.

6. A mid-year review and evaluation of funded activity should be undertaken by the LEP annually, to help understand performance and relevance to local priorities. This will help inform future delivery plans.

7. An annual employability consultation event should be considered to ensure that relevant stakeholders and those with lived experience are invited to feedback on local provision and provide some input to future employability planning.

8. A local data pack/ toolkit should be developed by LEP members to ensure that standardised data is being used by all partners.

9. An induction pack should be developed by the group to contain information on local strategy, policies, and activity for sharing with new LEP members. This should sit alongside the NOLB Handbook.

10. All LEP members should be invited to a programme of upskilling sessions – currently in development by SG/LG/IS - to increase awareness and use of NOLB products.

Susie Donkin
Employability Partnership Manager
December 2024

SLAED Scottish Local Authorities Economic Development Group

improvement service

SECTION 1. Leadership and Relationships

4. The key organisations named in the LEP Framework are involved and contribute effectively to relationship development.

Answer Choices		Response Percent	Response Total
1	Strongly agree	42.86%	3
2	Agree	28.57%	2
3	Neither agree nor disagree	0.00%	0
4	Disagree	28.57%	2
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

5. There is representation on our LEP from across Public, Private and Third sectors.

Answer Choices		Response Percent	Response Total
1	Strongly agree	14.29%	1
2	Agree	42.86%	3
3	Neither agree nor disagree	28.57%	2
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

6. LEP members work effectively together to agree and achieve a shared purpose.

Answer Choices		Response Percent	Response Total
1	Strongly agree	28.57%	2
2	Agree	42.86%	3
3	Neither agree nor disagree	28.57%	2
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

7. All LEP members have an equal voice.				
Answer Choices			**Response Percent**	**Response Total**
1	Strongly agree		14.29%	1
2	Agree		57.14%	4
3	Neither agree nor disagree		14.29%	1
4	Disagree		14.29%	1
5	Strongly disagree		0.00%	0
6	Don't know		0.00%	0
			answered	7

8. Is there any way that leadership and relationships within the LEP could be improved? Please tell us how.

- I have found that the relationships are well defined and respectful of each organisation's key priorities.
- I think there has been massive improvements within the way the LEP is managed but there are still some gaps in membership this is why I did not put agree to some of the answers. The Leadership team have been working incredibly hard to progress things and there has already been changes implemented.
- Recently the Aberdeen City LEP meetings have been more productive and focused on partnership working which has not always been the case. The LEP is chaired by Aberdeen City Council who are also a delivery partner. I think an impartial Chair would be an improvement - or alternatively, a city council Chair who is not directly associated with delivery.
- Our LEP has a good level of participation from many of the members named in the framework and has seen regular attendance at meetings recently from SDS (representative holds the Vice-Chair role), Business Gateway, Developing the Young Workforce North East, Aberdeen Health and Social Care Partnership, ACVO the third sector interface, and a representative of our local employability and training providers forum. We have recently seen a bit of a drop off from attendance from our local College down to capacity and we have always struggled to secure participation from the NHS. DWP have been a strong partner until very recently due to a change in staff, we do not have a named rep but are hopeful this will be resolved soon as they are a valued partner.
  Our representation is strong across the public and third sector, however there is room for improvement in engaging the private sector. We do include Business Gateway, however could potentially do more to engage the business community itself potentially with a group of trusted businesses/ employers that would not necessarily attend each meeting but provide input/ feedback/ advisory role to the LEP when developing plans in order to consider from the employer perspective.
  LEP members have been working well together in recent months to consider and agree future priorities.

Everyone has an equal voice/ input in these discussions, the Council as the Lead Accountable Body will have the final responsibility for some areas.
Relationships between LEP partners will continue to develop and improve I feel as we to the renewal of our delivery plan.

- There are some partners that consistently don't attend LEP meetings, and I think this makes it difficult for progress to be made in some areas. I think we are starting to work collectively on a shared purpose. I don't think historically that everyone has had an equal voice, but I think this is changing and it seems that we are developing more quality relationships which are critical.

SECTION 2. Governance

9. Overall, our LEP members understand their roles and responsibilities

	Answer Choices	Response Percent	Response Total
1	Strongly agree	14.29%	1
2	Agree	57.14%	4
3	Neither agree nor disagree	14.29%	1
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

10. Our LEP members are sufficiently senior to make decisions

	Answer Choices	Response Percent	Response Total
1	Strongly agree	42.86%	3
2	Agree	28.57%	2
3	Neither agree nor disagree	14.29%	1
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	14.29%	1
		answered	7

11. Our LEP has a vision and strategic direction

	Answer Choices	Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	85.71%	6
3	Neither agree nor disagree	14.29%	1
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

12. All members are committed to our LEP's vision and direction

	Answer Choices		Response Percent	Response Total
1	Strongly agree		28.57%	2
2	Agree		42.86%	3
3	Neither agree nor disagree		28.57%	2
4	Disagree		0.00%	0
5	Strongly disagree		0.00%	0
6	Don't know		0.00%	0
			answered	7

13. Our LEP has appropriate structures and sub-groups in place to support shared and effective decision making

	Answer Choices		Response Percent	Response Total
1	Strongly agree		0.00%	0
2	Agree		71.43%	5
3	Neither agree nor disagree		14.29%	1
4	Disagree		0.00%	0
5	Strongly disagree		0.00%	0
6	Don't know		14.29%	1
			answered	7

14. LEP members share information from their own organisations to contribute to and influence decision making within the LEP.

	Answer Choices		Response Percent	Response Total
1	Strongly agree		14.29%	1
2	Agree		71.43%	5
3	Neither agree nor disagree		0.00%	0
4	Disagree		14.29%	1
5	Strongly disagree		0.00%	0
6	Don't know		0.00%	0
			answered	7

15. LEP members share information on developments and decisions made at the LEP with their own organisations, to ensure collective understanding of the wider NOLB ambitions				
Answer Choices			**Response Percent**	**Response Total**
1	Strongly agree		28.57%	2
2	Agree		42.86%	3
3	Neither agree nor disagree		0.00%	0
4	Disagree		0.00%	0
5	Strongly disagree		0.00%	0
6	Don't know		28.57%	2
			answered	7

16. Could any of the aspects of governance mentioned above be improved? Please tell us how.

- We have a number of sub groups recently set up so these are fairly new. We are working through procurement and I think this is probably an area that we need to explore further. The current approach with grant letters coming late from SG and then procuring provision means that we are essentially only having 6 months of delivery each year with a cliff edge finish in March.
- This relates to my previous comments we need some of those who are considered LEP members to take their role seriously and commit to attending the meetings and to contributing
- The current LEP is moving towards being stronger in these areas of governance and being more open to conversations about influencing the direction of travel. We are now looking at 25-26. There is a group who makes decisions about procurement, but I am not sure of any other sub-groups in place. I am not sure of the seniority of those present in terms of their ability to make decisions, but we do have a spread of agencies attending which makes for productive and interesting discussions, and there are much more data focused discussions. In terms of third sector representation we have a representative from our local training providers forum who takes time to attend the LEP and give views from the training providers. This has come about due to there being a lack of capacity available in the local TSI, where we do not have a specific staff position that deals with employability as some other TSIs have. This is a matter that I am trying to take forward as I believe an improvement in the local LEP would be the inclusion of a capacity building post sited in the TSIs for the better inclusion and coordination with the wider third sector and that these have been successfully operating in other LEPs as a strong independent voice. However there are significant funding challenges and any post would have to be more that short term (i.e more than a year) to attract candidates and build strength.
- In our area we have the LEP, then a strategic level employability and training providers forum and there is an operational level too. We have had some short term working groups established recently one to explore specialist employability support, another around the upcoming LEP conference but I do feel there is opportunity to develop more longstanding working groups, potentially themed around the various target groups, or as mentioned previously one for business/ employers, or could continue as associated with a task or

priority of the LEP. This would help to share ownership and responsibility for actions identified by the LEP and increase capacity to deliver these, potentially bringing in a wider pool of people to drive workstreams and with them, specialist expertise

- The LEP is currently reviewing its strategic direction and vision. I don't think it has used subgroups and structures effectively in the past to share the work, only a small number of colleagues have been doing most of the work. Recently, I have observed a change in some organisations being more open to sharing data and looking collectively at how we can be more evidence-led. I think some LEP members are brilliant at sharing information within their organisations but I'm not sure other partners share the information more broadly or they just don't attend/contribute. It feels like we need to do more to have sustainable, productive relationships and we need to be more active at influencing stakeholders and communicating our collective goals. I also think that we should be able to hold each other to account.

SECTION 3. Use of data and evidence

17. Our LEP has access to the data it needs to contribute to the delivery plan and to highlight gaps in provision

	Answer Choices	Response Percent	Response Total
1	Strongly agree	14.29%	1
2	Agree	71.43%	5
3	Neither agree nor disagree	14.29%	1
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

18. LEP members share organisational data, local knowledge and anecdotal evidence to help plan activity and illustrate success

	Answer Choices	Response Percent	Response Total
1	Strongly agree	14.29%	1
2	Agree	85.71%	6
3	Neither agree nor disagree	0.00%	0
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

19. Our LEP regularly reviews funded activity to ensure that it is meeting the requirements of the communities it serves

	Answer Choices	Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	57.14%	4
3	Neither agree nor disagree	28.57%	2
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

20. Our LEP seeks feedback from service users on the quality and suitability of services.				
Answer Choices			**Response Percent**	**Response Total**
1	Strongly agree		0.00%	0
2	Agree		14.29%	1
3	Neither agree nor disagree		42.86%	3
4	Disagree		28.57%	2
5	Strongly disagree		0.00%	0
6	Don't know		14.29%	1
			answered	7

21. Is there any way the use of data and evidence used by your LEP could be improved? Please tell us how.

- Feedback from NOLB programme participants to be shared with members.
- Around feedback - I know that feedback will come through providers but am not sure if we have a systematic process; also we've identified we need to get user voice in service design
- This has seen improvements lately and collective data is being used more . There are still areas to improve on but I feel there is a real willingness to progress.
- There have been much better, more open discussions recently. The last discussion about collective data gathering was a good one with specific actions for partners to provide data to help build the delivery plan for 25-26. I do not recollect the LEP having any in depth discussion on reviewing funded activity as a whole.
- Our LEP members are forthcoming with anecdotal evidence and are open to contribute data when we are clear with the request. Recent examples of gathering data for a specific purpose is around research for specialist employability support where members are contributing to a working group in this area and input data an insight to shape our approach for delivery. There are means to invite further input from stakeholders too, particularly around gaps in provision for example our annual conference. Previously hosted in March, this year we are pulling forward to December so that input can influence planning for the financial year ahead and next year we will look to bring further forward to Q2. An area for improvement for our LEP could be in developing more structured mechanisms to capture participant voice and lived experience. A framework for the developing of more robust evaluation of activities delivered would also be beneficial to our LEP.
- There is a lot data available and the LEP members are happy to share it. Sometimes we just need to be more intentional around the use of the data and understand what we want from the data. I think feedback is collected but I'm not sure how systematic this process is.

SECTION 4. Stakeholders and Resources

22. Our LEP has effective engagement and communication strategies to seek feedback from relevant stakeholders

	Answer Choices	Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	71.43%	5
3	Neither agree nor disagree	14.29%	1
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

23. A wide range of partners, including service users, have been involved in developing local strategy and co-production of employability services, in line with Scottish Approach to Service Design.

	Answer Choices	Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	42.86%	3
3	Neither agree nor disagree	28.57%	2
4	Disagree	28.57%	2
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

24. Our LEP engages with other relevant public services as required (such as those delivering money advice, housing and homelessness support, health and wellbeing and community justice)

	Answer Choices	Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	71.43%	5
3	Neither agree nor disagree	14.29%	1
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	14.29%	1

24. Our LEP engages with other relevant public services as required (such as those delivering money advice, housing and homelessness support, health and wellbeing and community justice)		
	answered	7

25. Our LEP knows what resources (financial, staffing, assets etc) are available locally and how to access them				
Answer Choices			**Response Percent**	**Response Total**
1	Strongly agree		0.00%	0
2	Agree		28.57%	2
3	Neither agree nor disagree		28.57%	2
4	Disagree		14.29%	1
5	Strongly disagree		0.00%	0
6	Don't know		28.57%	2
		answered		7

26. LEP member's organisations share resources (such as: information, training, premises, support) to improve outcomes and strengthen delivery				
Answer Choices			**Response Percent**	**Response Total**
1	Strongly agree		0.00%	0
2	Agree		57.14%	4
3	Neither agree nor disagree		14.29%	1
4	Disagree		14.29%	1
5	Strongly disagree		0.00%	0
6	Don't know		14.29%	1
		answered		7

27. Is there a way that engagement with stakeholders and use of resources could be improved? Please tell us how

- Around service users. I wonder if we need to have someone from housing sitting on our LEP given the local/national focus on homelessness.
- Again this has been part of discussions in the last few meetings and there is a willingness to do more engagement and to share resources moving forward
- I don't think service users have been involved with developing the local strategy, and communications plan could help engage all stakeholders , but that would need to be adequately resourced in order to be useful. I am not sure if the LEP has reached out to other services mentioned. There is definitely a willingness to share information and potentially

share resources to minimise any duplication of existing work that is being done, and maximise the availability of pathway provision to enable streamlining of support - this is in more recent LEP discussions.

- The LEP does engage with stakeholders around priority setting, I do think as mentioned there could be improvements around more formally engaging participants and those with lived experience. Members have an awareness of the importance of supporting services in the delivery of holistic support and engage with wider services. Wider LEP members are not very forthcoming with information on resources, financial or otherwise, and how these might be pooled to maximise value from these.
- I think the LEP does need to involve more participants in service co-design and ensure that feedback from participants is part of an embedded cycle of improvement. A priority for the LEP is to speak with one voice and ensure that we all can represent and advocate for the LEP. Although we engage with a range of public services, we can always do more. I think it is important to have a shared identity.

SECTION 5. Performance, Accountability and Impact

28. LEP members understand the reporting requirements attached to NOLB funds

	Answer Choices	Response Percent	Response Total
1	Strongly agree	28.57%	2
2	Agree	57.14%	4
3	Neither agree nor disagree	0.00%	0
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	14.29%	1
		answered	7

29. Our LEP regularly considers performance data to help drive improvement and transformation

	Answer Choices	Response Percent	Response Total
1	Strongly agree	14.29%	1
2	Agree	42.86%	3
3	Neither agree nor disagree	28.57%	2
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

30. Our LEP is able to evidence that their employability investment decisions are in line with the NOLB principles

	Answer Choices	Response Percent	Response Total
1	Strongly agree	28.57%	2
2	Agree	42.86%	3
3	Neither agree nor disagree	14.29%	1
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	14.29%	1
		answered	7

31. Investment decisions made by our LEP have improved accessibility to employability services in our area.

Answer Choices		Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	71.43%	5
3	Neither agree nor disagree	14.29%	1
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

32. Investment decisions made by our LEP have helped reduce duplication

Answer Choices		Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	28.57%	2
3	Neither agree nor disagree	57.14%	4
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	14.29%	1
		answered	7

33. Investment decisions made by our LEP have helped ensure value for money

Answer Choices		Response Percent	Response Total
1	Strongly agree	0.00%	0
2	Agree	57.14%	4
3	Neither agree nor disagree	28.57%	2
4	Disagree	0.00%	0
5	Strongly disagree	0.00%	0
6	Don't know	14.29%	1
		answered	7

34. Our LEP can demonstrate that investment decisions have helped meet the needs of our communities.				
Answer Choices			**Response Percent**	**Response Total**
1	Strongly agree		0.00%	0
2	Agree		71.43%	5
3	Neither agree nor disagree		28.57%	2
4	Disagree		0.00%	0
5	Strongly disagree		0.00%	0
6	Don't know		0.00%	0
			answered	7

35. Could data and evidence be better used to support performance, accountability and impact? Please tell us how.

- I believe more can be done to reduce duplication of local employability programmes. This has already been recognised by the LEP members and work in underway to address this particular issue.
- I think it's hard to evidence the impact on communities as we are, in the main, supporting individuals. We could perhaps join up more with Health and Social care around procurement priorities.
- I think this is an area of weakness in the LEP but there has been steps take to address this and I am confident there will be improvement moving forward
- I am afraid that I am not sure about a number of these questions, such as whether all the LEP members understand the reporting of the NOLB Funds, and whether we are evidencing that the work undertaken is in line with NOLB principles, as I have not been part of any in depth discussions in the LEP on these areas. More detailed discussions have started to take place recently. It is also not clear whether what is being procured is value for money, and I believe the more recent discussions we are having now as a group will help move the members of the LEP into more detailed and relevant discussions about this. The group which looks at what has been procured will have better answers for this. I have heard anecdotally from providers that there was some difficulty with the way funding is managed in terms of payment by results as this does not lend itself to sustainable models of provision and results in stop - start activity for people. There is also concern that a previous lack of looking at the wider picture of provision in the City meant that there was some cross over activity that duplicated available provision. Better use of city wide data from all sources about what the demographics are telling us, as well as what is currently being funded (not in the LEP) will be useful going forward and I feel we have been moving in that direction.
- The LEP regularly reviews performance data on NOLB activity, reviewing caseload demographics and outcomes achieved. Striving to avoid duplication could be improved through more LEP members sharing information on resources and plans ahead of these being implemented.
- Although I think the LEP has reduced duplication, I think there is still duplication in the wider system, due to a lack of awareness and no broader Employability strategy across the LA. This means that different LA funding streams support employability activities and activity is not

always joined up. I think the LEP has ensured better value however I don't always think that the LEP is always focussed on outcomes, I think there is still evidence of a focus on outputs in some areas and where we focus on outputs without outcomes, we can't enable change. I don't see any evidence of how we are using data to drive performance and transformation.

SECTION 6. No One Left Behind Products

36. Are you aware of the range of NOLB products and tools that are available (for example: principles, service standards, customer charter, data toolkit, ERI framework etc)

	Answer Choices	Response Percent	Response Total
1	Yes	57.14%	4
2	Some of them	42.86%	3
3	No	0.00%	0
		answered	7

37. LEP members encourage the use of NOLB products and tools across wider partners to support the delivery of employability services

	Answer Choices	Response Percent	Response Total
1	Strongly agree	14.29%	1
2	Agree	28.57%	2
3	Neither agree nor disagree	42.86%	3
4	Disagree	14.29%	1
5	Strongly disagree	0.00%	0
6	Don't know	0.00%	0
		answered	7

38. Are you aware of the Shared Measurement Framework

	Answer Choices	Response Percent	Response Total
1	Yes	57.14%	4
2	Vaguely aware	28.57%	2
3	Not at all	14.29%	1
		answered	7

39. Would it be useful for your LEP to receive further training and support around the NOLB tools and products?

	Answer Choices	Response Percent	Response Total
1	Yes	71.43%	5

39. Would it be useful for your LEP to receive further training and support around the NOLB tools and products?				
2	No		28.57%	2
			answered	7

If yes, please specify which tools and products: (4)

- All
- A refresher overview of all the tools mentioned would be helpful
- I think it would a useful to have a full refresh and further training as the LEP is evolving, it would be a good time for this to take place
- Thematic session perhaps overview of the suite of products?

40. Is there a way that we could support better use of the NOLB tools and products mentioned above? Please tell us how.

- As per above
- A training session demonstrating good practice would be useful
- This could be an area for improvement for our LEP, I would not be confident that members are aware of and actively use/ promote the use of the NOLB products. Support would be welcome, potentially a session at a LEP meeting to introduce the products and how they could be used effectively/ examples of how they are so across the country. This could be a common interest across areas so potentially a thematic session that LEP members could be invited to would be an efficient way to deliver this.

Becoming a Numeracy Champion

Learn to support adults with their confidence and skills in numeracy without having to teach maths.

CPD accredited



National Numeracy
Getting on with numbers

BON ACCORD
ABERDEEN CITY COUNCIL

SKILLS FOR LIFE
MULTIPLY

Let’s talk about maths

Find out how to support adults to feel more confident with numbers

Join our CPD accredited programme, which gives you the knowledge and understanding you need to support adults who have low confidence with numeracy. The programme is not about teaching maths, but focuses on helping adults who may feel anxious with numbers. You don't have to be a maths specialist - just a supportive person to help others get started in improving their confidence and maths skills. This programme is suitable to those supporting others in their organisation or local community.

The programme runs across two sessions. Participants are expected to attend both programmes. The online sessions are delivered on Zoom and participants will be sent joining instructions by National Numeracy

To sign up, scan the QR code or visit the link below and select your preferred date

www.nationalnumeracy.org.uk/become-numeracy-champion-multiply!

National Numeracy
Getting on with numbers

The programme is fully funded by the Multiply initiative.
If you are unable to attend after registering,
it is important that you let National Numeracy know by emailing
training@nationalnumeracy.org.uk as soon as possible.



Supporting numeracy for adults in the UK

National Numeracy
Getting on with numbers

SKILLS FOR LIFE
MULTIPLY

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National Numeracy Champions

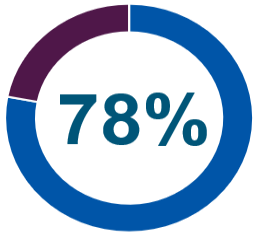
Innumeracy in the UK

*The 2011 Skills for Life Survey identified shocking levels of numeracy in the UK.

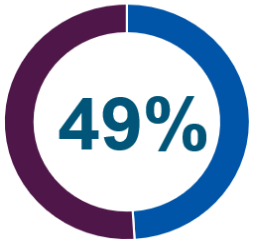
Literacy was improving but numeracy was getting worse from a much lower starting point.

Innumeracy is a “hidden” problem – some adults feel ashamed to admit they lack confidence or skills in numeracy.

It was felt a different approach was needed so our maths consultants reviewed the curriculum and created “The Essentials of Numeracy”



of adults are working below level 2 (GCSE grade 4/C)



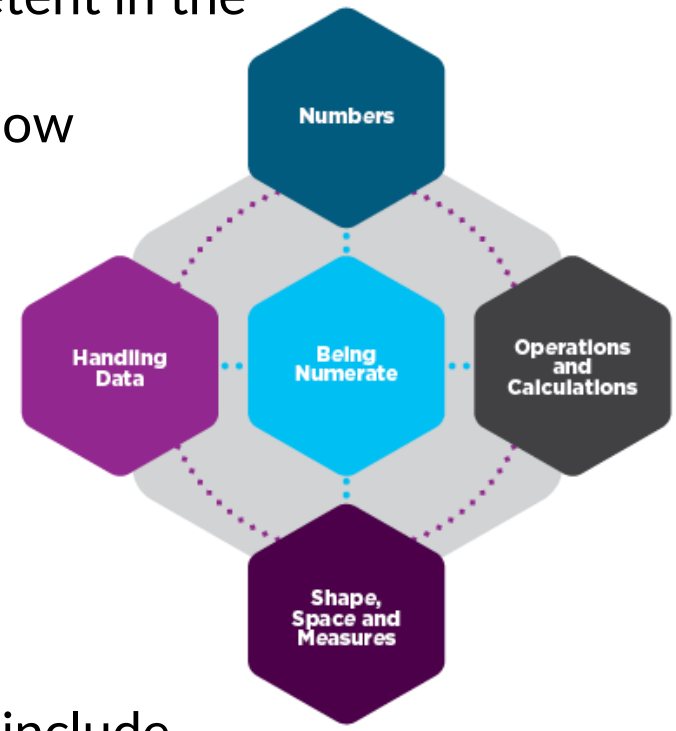
of adults have the numeracy skills expected of children at primary school

*Source: Department for Business Innovation and Skills. 2012. “The 2011 Skills for Life Survey: A Survey of Literacy and ICT Levels in England.”

The Essentials of Numeracy

The maths needed to be confident and competent in the workplace.

Based on 4 areas around the outside which show traditional aspects of maths:



Numbers

Operations & Calculations

Shape, Space & Measures

Handling Information

There is no algebra or trigonometry - we only include skills that you need in daily life and the workplace.

This is the foundation of The National Numeracy Challenge- online learning resource

Maths anxiety and changing mindsets

Maths anxiety is prevalent in our society

How do you feel about maths?

Fear of maths holds people back and stops them engaging with learning as an adult.

It's also a cultural issue in the UK

Tackling fears around maths is an important first step when engaging adults with maths.



What is a Numeracy Champion?

Numeracy Champions support positive conversations with others about numbers. They:

- Talk positively with others who may feel anxious about maths, and inspire them to share their experiences
- Engage and support others to have a more positive approach towards numbers
- Signpost others to take the first steps in improving their numeracy skills using National Numeracy's online resources
- Utilise the tools and resources from the programme

Numeracy Champions do not <u>teach</u> maths

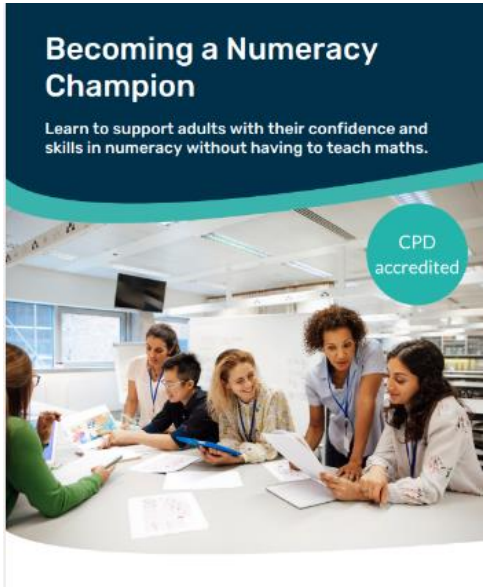
National Numeracy Champion



Benefits of being a Numeracy Champion

- CPD-accredited training programme, enhancing your own professional development
- Exploring your own numeracy journey and how this can impact your everyday life
- Opportunity to join a network of other champions across various industries to share best practices and collaborate
- Access to resources, key messages and further activities to support you in your role
- Calendar of events for you to engage in
- Ongoing support and continued relationship with National Numeracy to help you to support numeracy within your workplace

National Numeracy Champion



Who could be a Numeracy Champion?

Anyone with an interest in supporting others to feel more confident with numbers!

- Someone in a supportive role: Health and Wellbeing/ Staff Development or HR Professional
- Multiply Leads, delivery partners, training providers, adult and family learning practitioners.
- Someone who is responsible for teams: Line Managers, Team Leaders, Supervisors
- IAG point of contact: Advisors, Work Coaches, Careers Development Officers, Call Centre Operators, Librarians, CAB Officers, Financial Support Workers
- Someone in delivery: Tutors, Union Representatives



Programme overview

- Delivered over Zoom, in two x 2-hour sessions
- Accredited CPD certificate upon completion
- Mix of videos, polls, presentations, case studies and discussions
- Full Training Pack of resources and Activity Workbook provided
- Cohorts of 30-35 participants from across the UK
- Ongoing support from National Numeracy
- Invitations to regular Forums, offering networking opportunities for trained Champions
- Communications toolkit to help Champions engage in our National campaigns.



How you can get involved -upcoming programmes

Become a Numeracy Champion – Multiply | National Numeracy

Use the QR Code or above link to access a choice of programme dates listed below:

- A Monday 3rd & 10th February 1:30pm - 3:30pm
- B Thursday 6th & 13th February 9:30am - 11:30am
- C Monday 3rd & 10th March 1:30pm - 3:30pm
- D Tuesday 4th & 11th March 1:30pm - 3:30pm
- E Friday 21st & 28th March 9:30am - 11:30am

Numeracy Champion- Sam Sims CEO



What Numeracy Champions say

"I now have a greater understanding of the national situation around numeracy and how, in my role, I can support people with low numeracy skills."

"I found all of the programme useful. I actually came with a fear of numbers, but realise I use them every day in everything."

"I now realise that building up confidence is key to unlocking the fear of numbers."

"I feel empowered to have conversations about maths, numeracy and numbers. As someone who suffers from maths anxiety, I feel more confident about my journey as a Numeracy Champion."

What Numeracy Champions say

"Thank you to you and all the team at National Numeracy for helping me to understand my journey, gain the confidence to vocalise it, as well as to build my skills further, and the opportunities to share it with others.

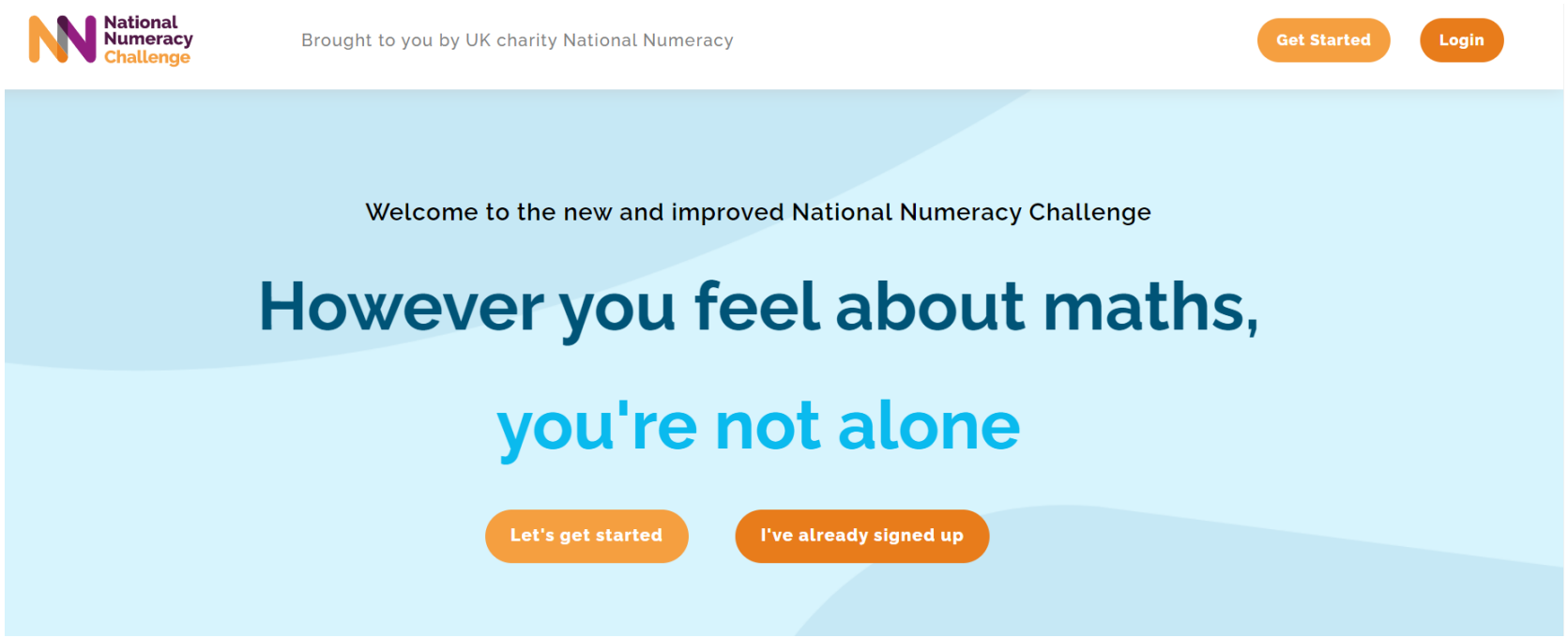
The Numeracy Champion role has been incredible for me, and I'm so glad I took a chance on it as it's really helped me to change the way I think about maths and to be helping others to do the same is really special."

What Numeracy Champions say



National Numeracy Challenge

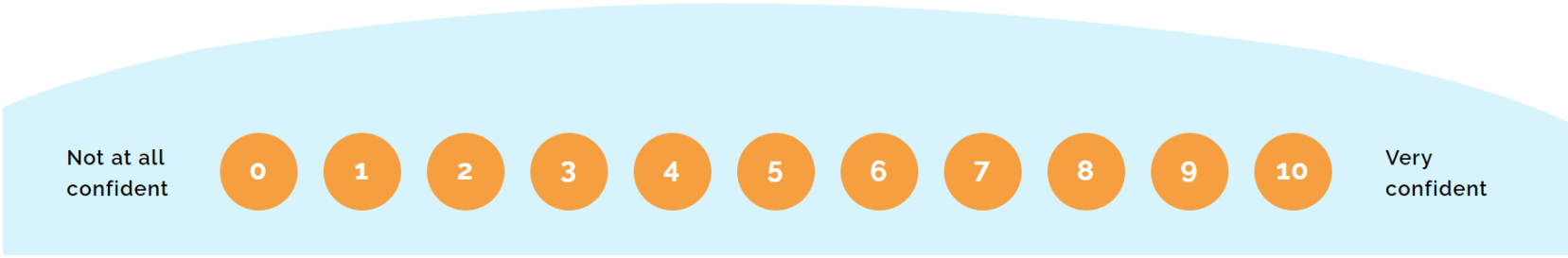
https://www.nationalnumeracy.org.uk/challenge



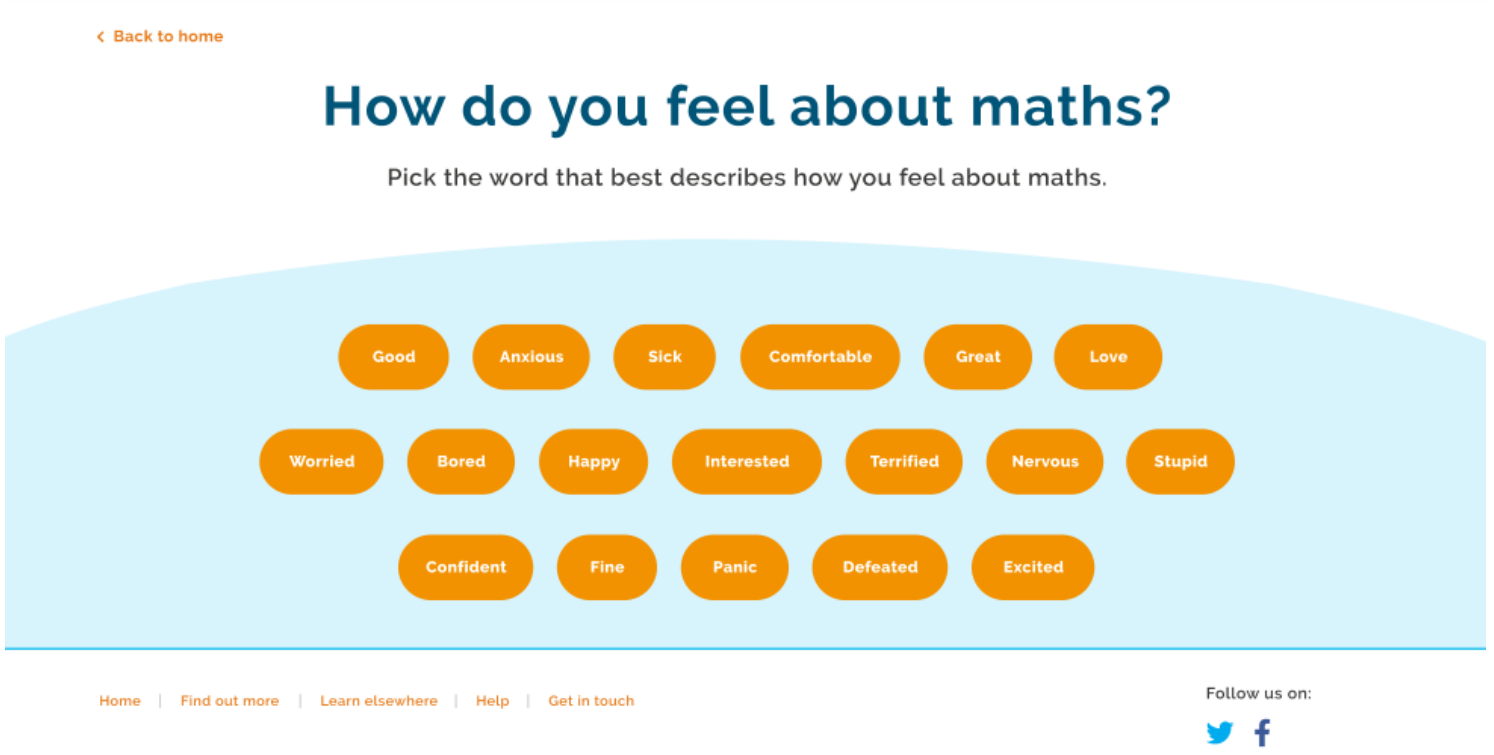
National Numeracy Challenge

How confident do you feel with numbers?

On a scale of 0 to 10, where 0 is "Not at all confident" and 10 is "Very confident", how confident are you working with numbers in everyday life?



National Numeracy Challenge



National Numeracy Challenge

- Focuses on everyday maths.
- Includes multiple choice questions with an option for 'I don't know.'
- Has no time limits.
- Quick check "identifier" takes no more than 10 minutes to complete so learners can access the resources more quickly.
- Adapts to the learner's level.



National Numeracy Challenge

See the questions you got wrong and improve your skills

Which of these measurements uses imperial units? **Learn**

How many breakfasts were served on Thursday? **Learn**

An airliner can hold up to 755 passengers. 721 people are booked on a flight. How many spare seats will there be? **Learn**

It costs £10 to send a parcel. How much would it cost to send 25 parcels? **Learn**

Your score

Your last quick-check score on 02/11/2022 was 0

What does my score mean?



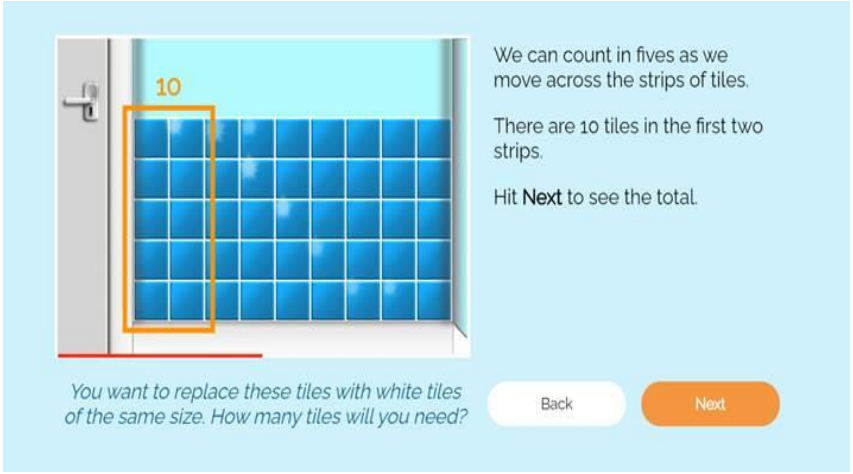
Practice

When you're ready, practise with some more everyday maths questions

More questions

National Numeracy Challenge

- **Learning resources** from National Numeracy
- Learners are presented with a bank of resources based on the questions they got wrong.
- These provide the correct answer and a step-by-step guide to help them understand the question.
- The Learner retakes the quick check and is presented with new resources at the appropriate level moving them towards the Essentials of Numeracy.



How the levels compare

Challenge Score*	Adult UK	Schools		Vocational	
UK	England Wales	England Northern Ireland** Wales	Scotland	England Northern Ireland (NQF) Wales (CQFW)	Scotland (SCQF)
80 to 100 Essentials of Numeracy	Functional Skills Level 1/Level 2	New GCSE 9 - 4 Old GCSE A* - C	National 4/5	Level 1/Level 2	Level 4/5
60 to 79	Functional Skills Level 1	New GCSE 3 - 1 Old GCSE D - G	National 4	Level 1	Level 4
40 to 59	Entry Level 3	Key stage 2/3	National 3	Entry Level	Level 3
20 to 39	Entry Level 2	Key stage 2	National 2		Level 2
0 to 19	Entry Level 1	Key stage 1	National 1		Level 1

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National Numeracy
Getting on with numbers

National Numeracy Champions

Nudge app – helping to take control of your finances

Take action on your finances and feel in control of your life

Your score

Your last quick-check score on 26/07/2023 was 0

What does my score mean?



Practice

When you're ready, practise with some more everyday maths questions

More questions

Take action on your finances and feel in control of your life

With support from Experian, and as a user of National Numeracy Challenge, you can get free access to the nudge platform. We recommend it - it is free to use and there are no strings attached!

Find out more

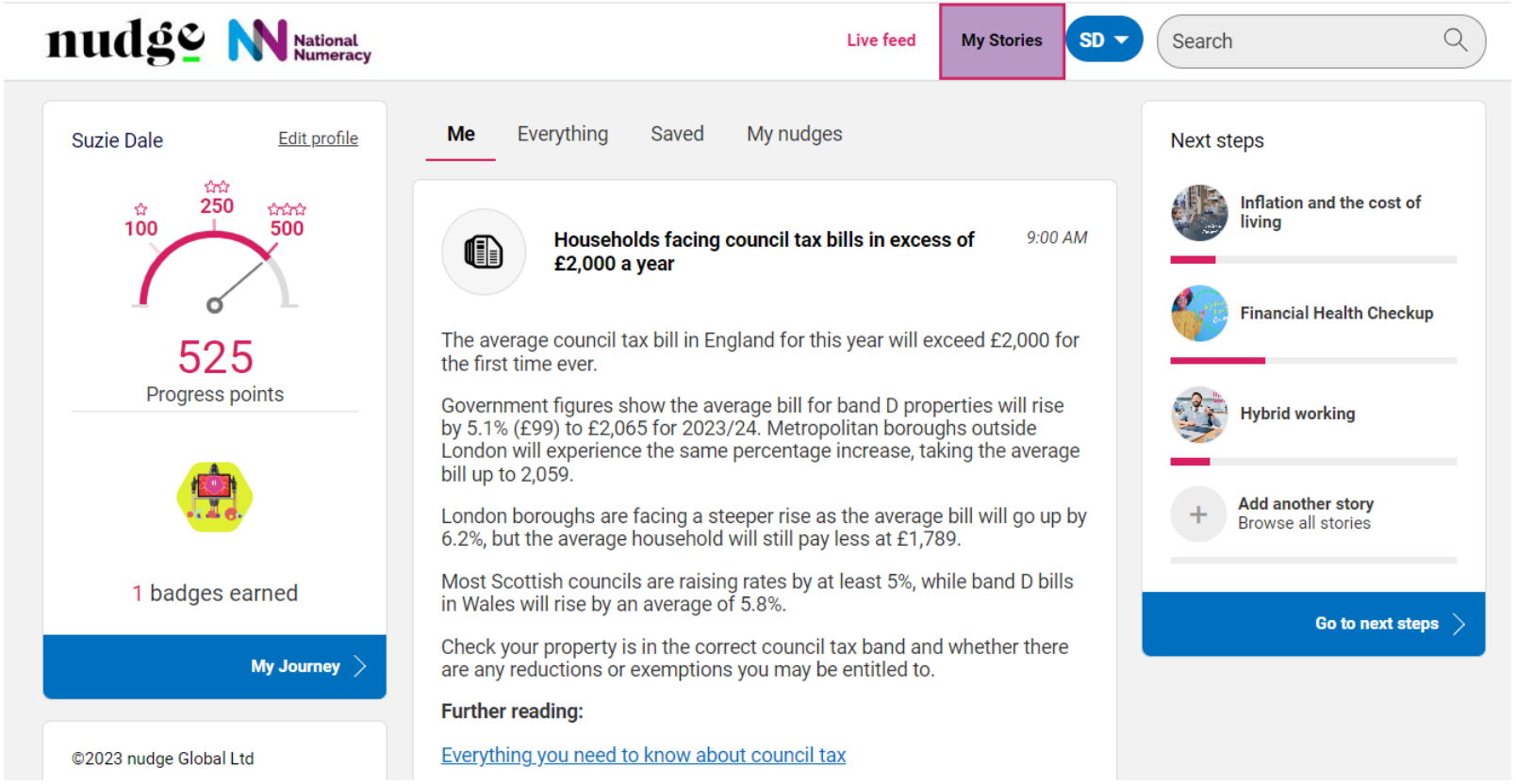
Nudge app

- Financial education stories to identify, plan and achieve financial outcomes
- Simple money management tools
- Points and badges to track and celebrate your financial learning progress
- Unbiased expertise and insights, with 30+ interests to choose from.
- Bite-sized knowledge and tips





Nudge app


nudge
National Numeracy
Live feed
My Stories
SD
Search
Suzie Dale
Edit profile
100
250
500
525
Progress points
1 badges earned
My Journey
©2023 nudge Global Ltd
Me
Everything
Saved
My nudges
Households facing council tax bills in excess of £2,000 a year
9:00 AM
The average council tax bill in England for this year will exceed £2,000 for the first time ever.
Government figures show the average bill for band D properties will rise by 5.1% (£99) to £2,065 for 2023/24. Metropolitan boroughs outside London will experience the same percentage increase, taking the average bill up to 2,059.
London boroughs are facing a steeper rise as the average bill will go up by 6.2%, but the average household will still pay less at £1,789.
Most Scottish councils are raising rates by at least 5%, while band D bills in Wales will rise by an average of 5.8%.
Check your property is in the correct council tax band and whether there are any reductions or exemptions you may be entitled to.
Further reading:
Everything you need to know about council tax
Next steps
Inflation and the cost of living
Financial Health Checkup
Hybrid working
Add another story
Browse all stories
Go to next steps