



Third Sector Employability Forum Research (TSEF) – organisational analysis

August 2024

Introduction to TSEF

TSEF exists to facilitate dialogue and knowledge sharing between third sector employability providers across Scotland, as well as with central and local government bodies to help deliver a strong, vibrant and effective employability system.

We aim to raise the voice and profile of the third sector's diverse and collective contribution to employability outcomes in Scotland, and to inform employability policy so that it best meets the needs of people seeking support.

TSEF represents and engages a diverse membership - in scale, scope and geography.

If you are a third sector organisation interested in joining TSEF's free online community, please email helloTSEF@gmail.com

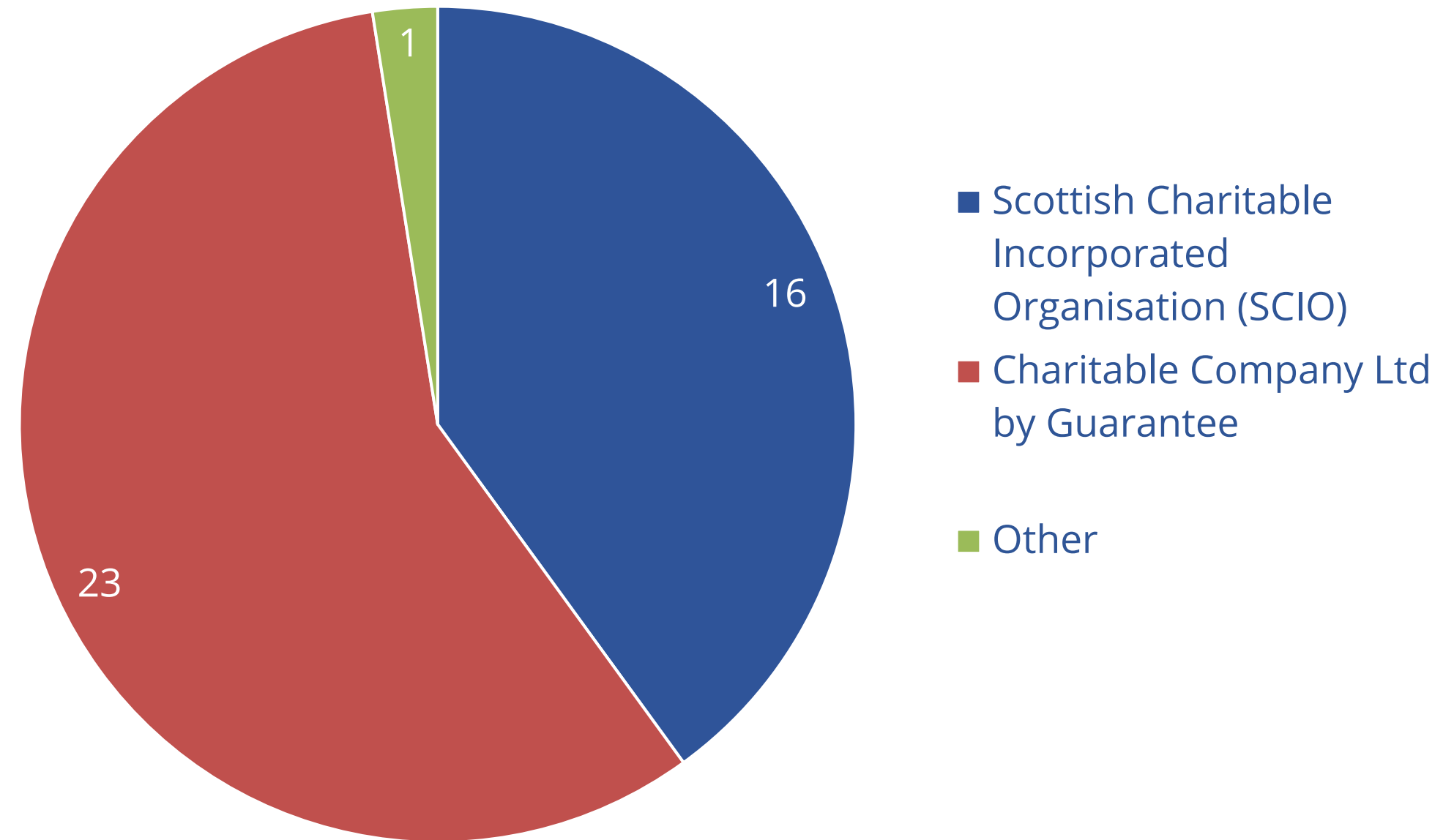


Introduction to Research

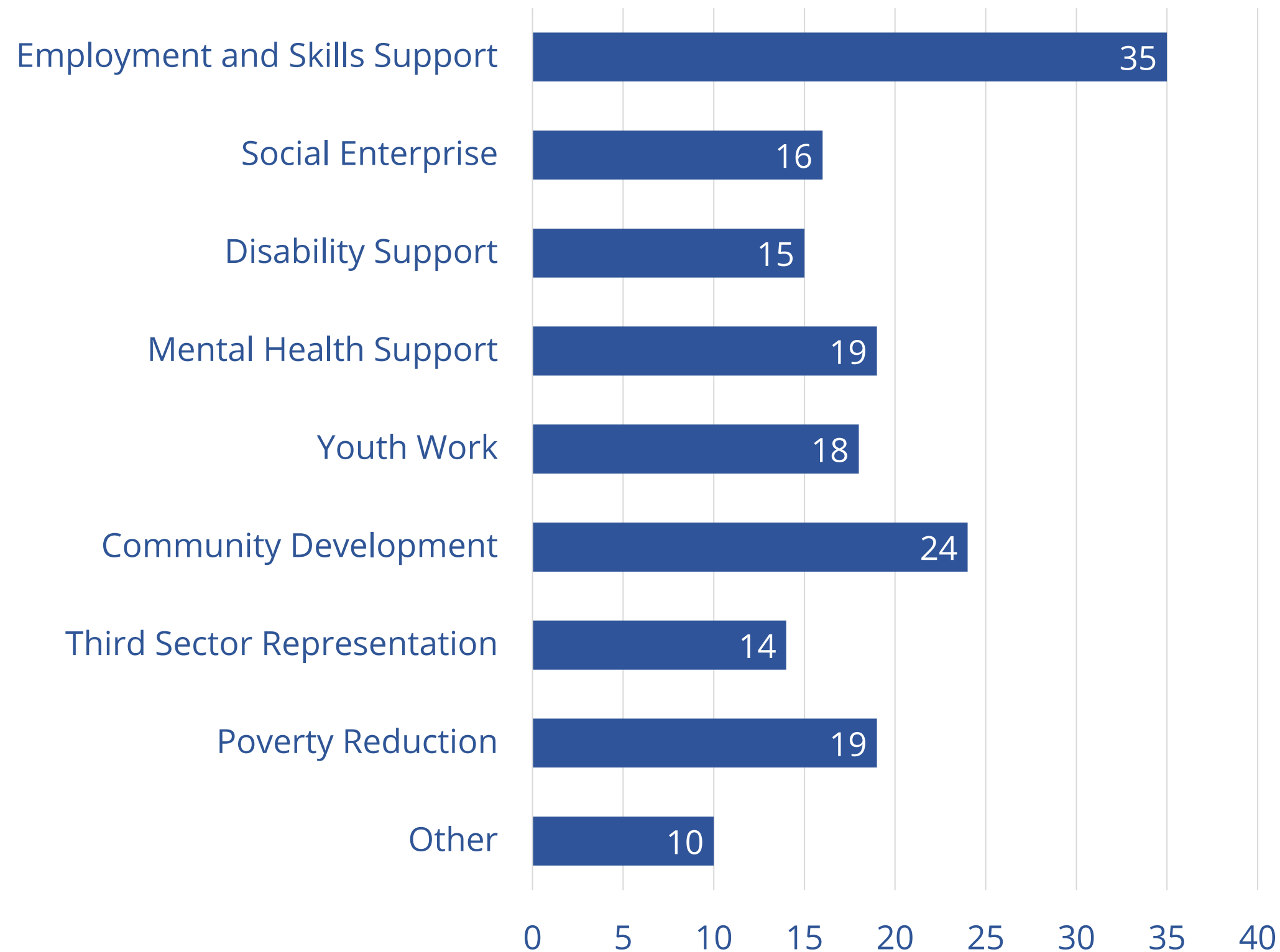
- **TSEF, alongside DeMontfort University, surveyed third sector employability organisations**
- Over 100 questions about Third Sector Organisations (TSOs), their approach to employability, No One Left Behind (NOLB), Local Employability Partnerships (LEPs), service design, commissioning and good practice
- Survey timeline April - May 2024
- 40 responses used in analysis (multiple responses from same organisations were merged)

Charitable status

- **23 of the 40 responses stated they were charitable companies limited by guarantee (57.5%)**
- 40% of organisations were SCIO's (n=16); one organisation stated they are a non-departmental public body with charitable status



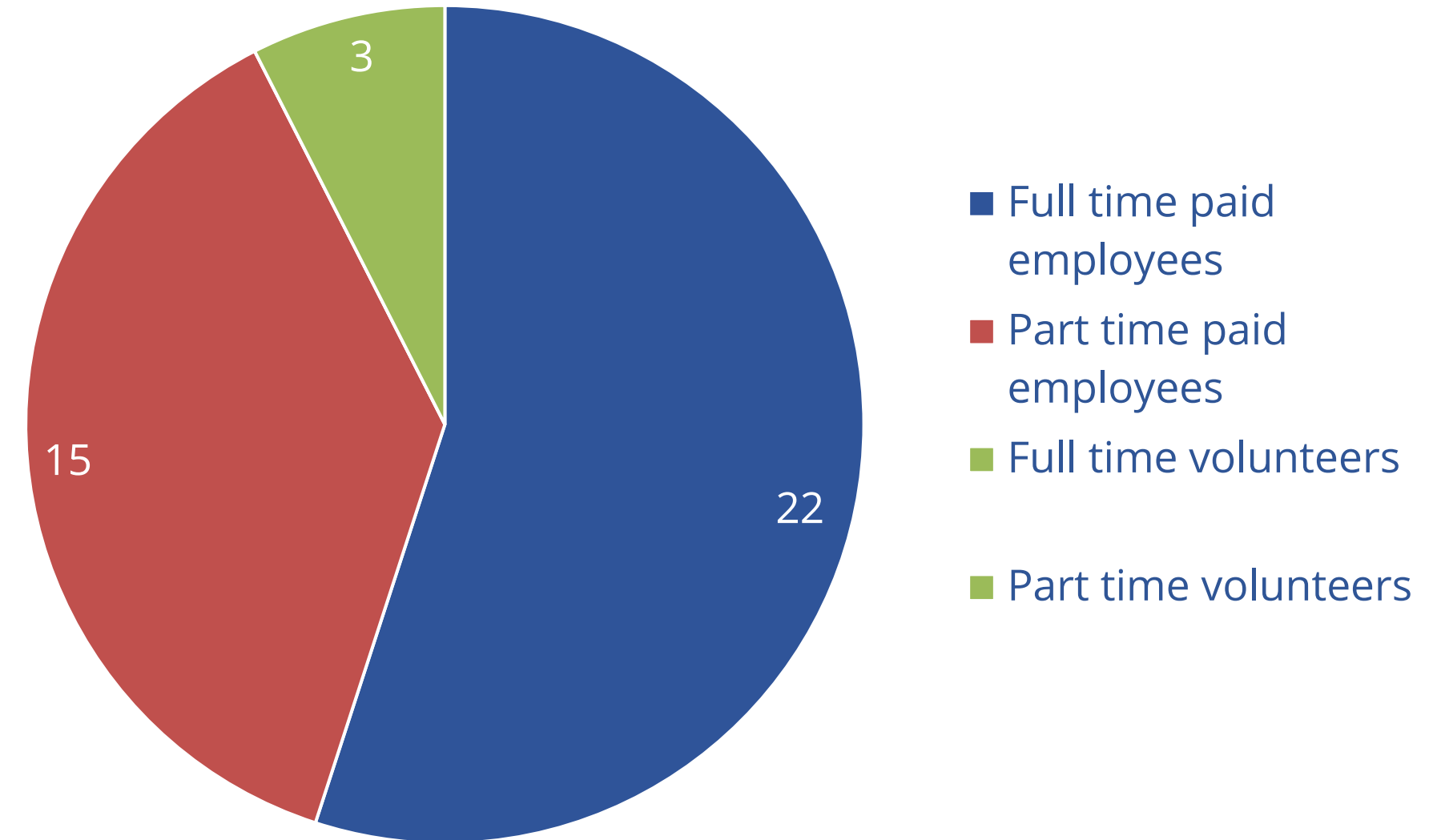
Charitable purpose



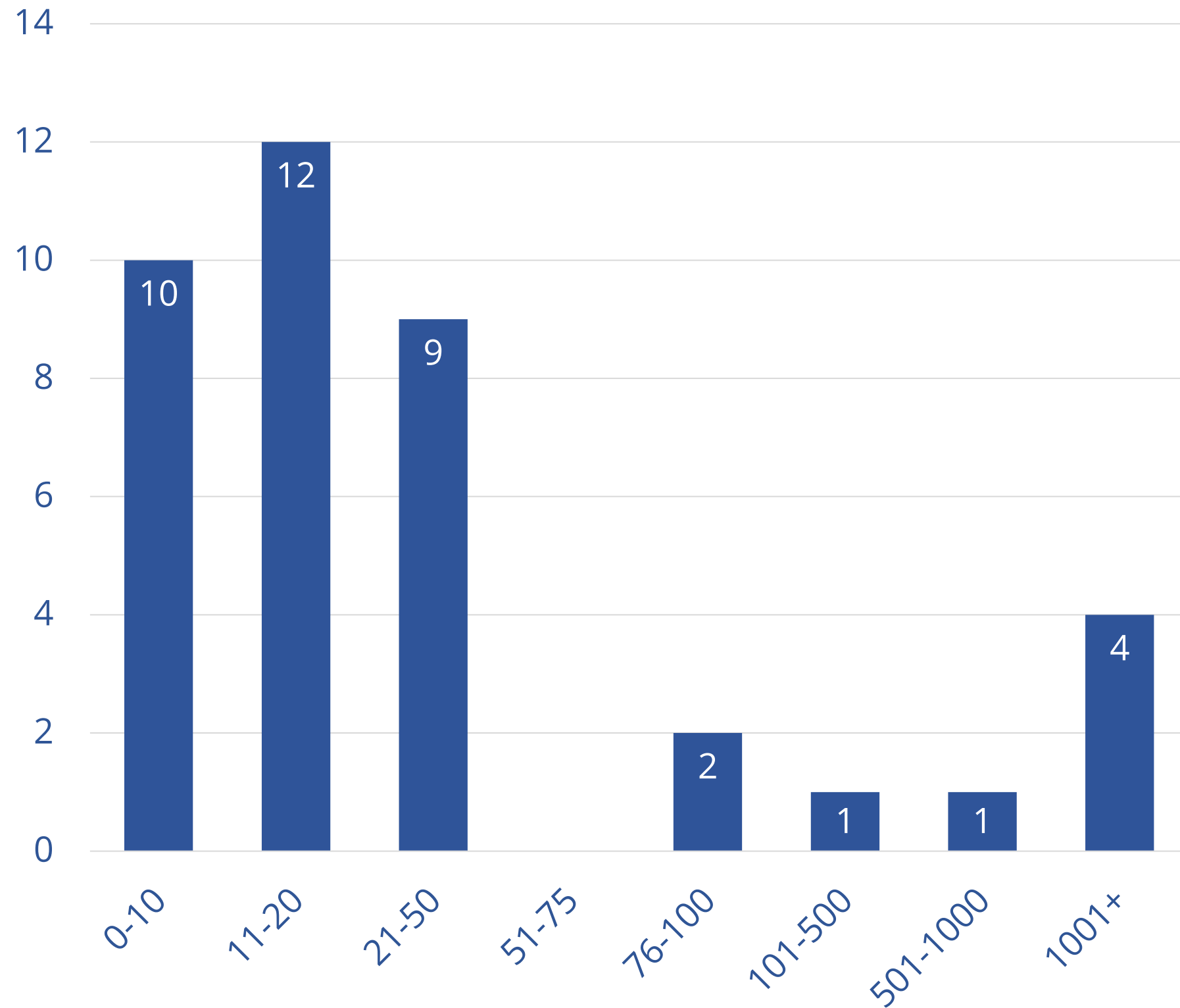
- **87.5% of responses (n=35) have employment and skills support as one of their charitable purposes**
- **Of these 35, less than half (n=16; 45.71%) said their organisation is primarily focused on employment and skills support**

Staffing

- **22 of the 40 organisations said that most of the people who were for them were full-time employees (55%)**
- Staff of 15 organisations are mostly part-time employees (37.5%); three organisations rely on part-time volunteers to operate (7.5%)

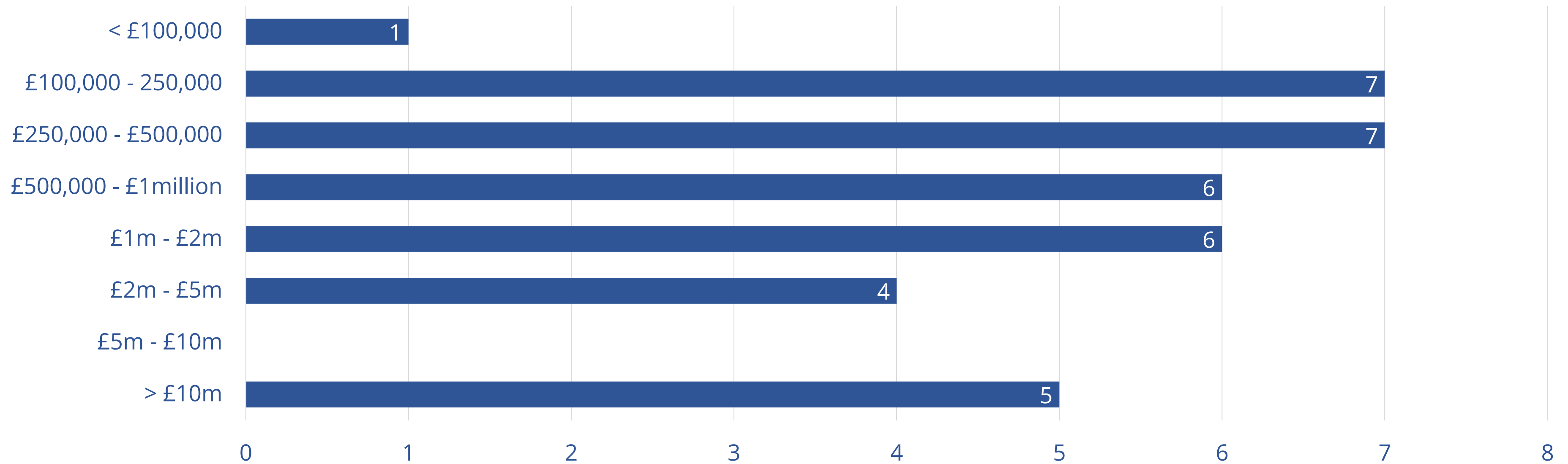


Salaried staff



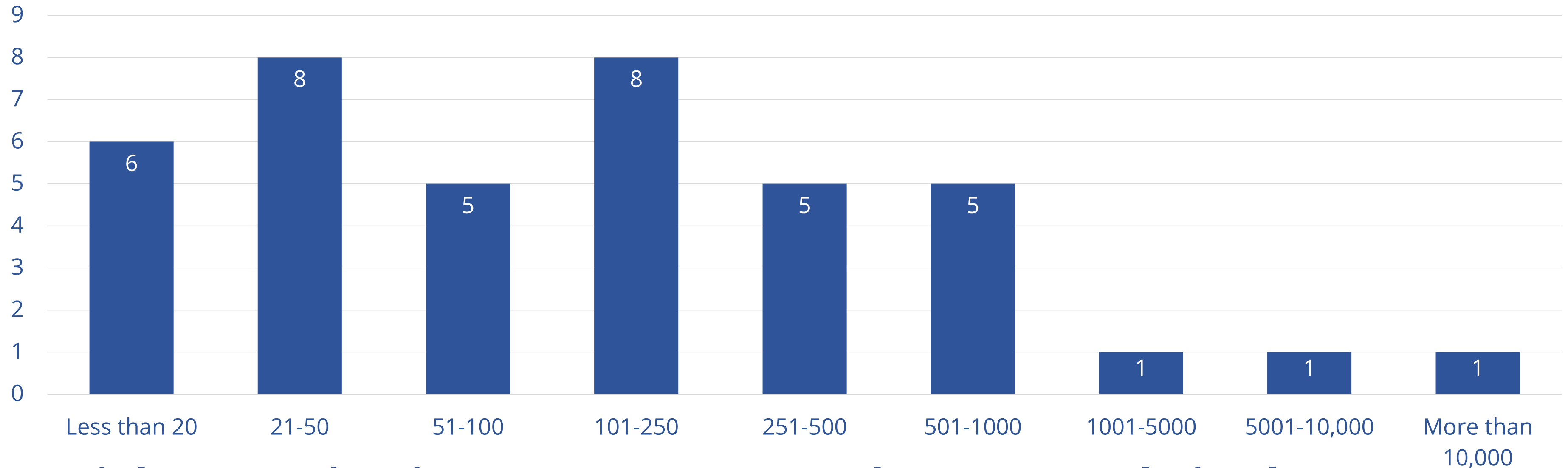
- **The number of salaried staff within organisations ranged from two to 4,000**
 - The largest proportion of organisations had 11-20 salaried staff (n=12; 30%)
 - Four organisations stated that they had over 1,000 salaried staff (10%), but not all of these were in Scotland

Annual turnover



- **Two annual turnover brackets had the largest proportion of organisations (n=7; 17.5%): £100,000-£250,000 and £250,000-£500,000**

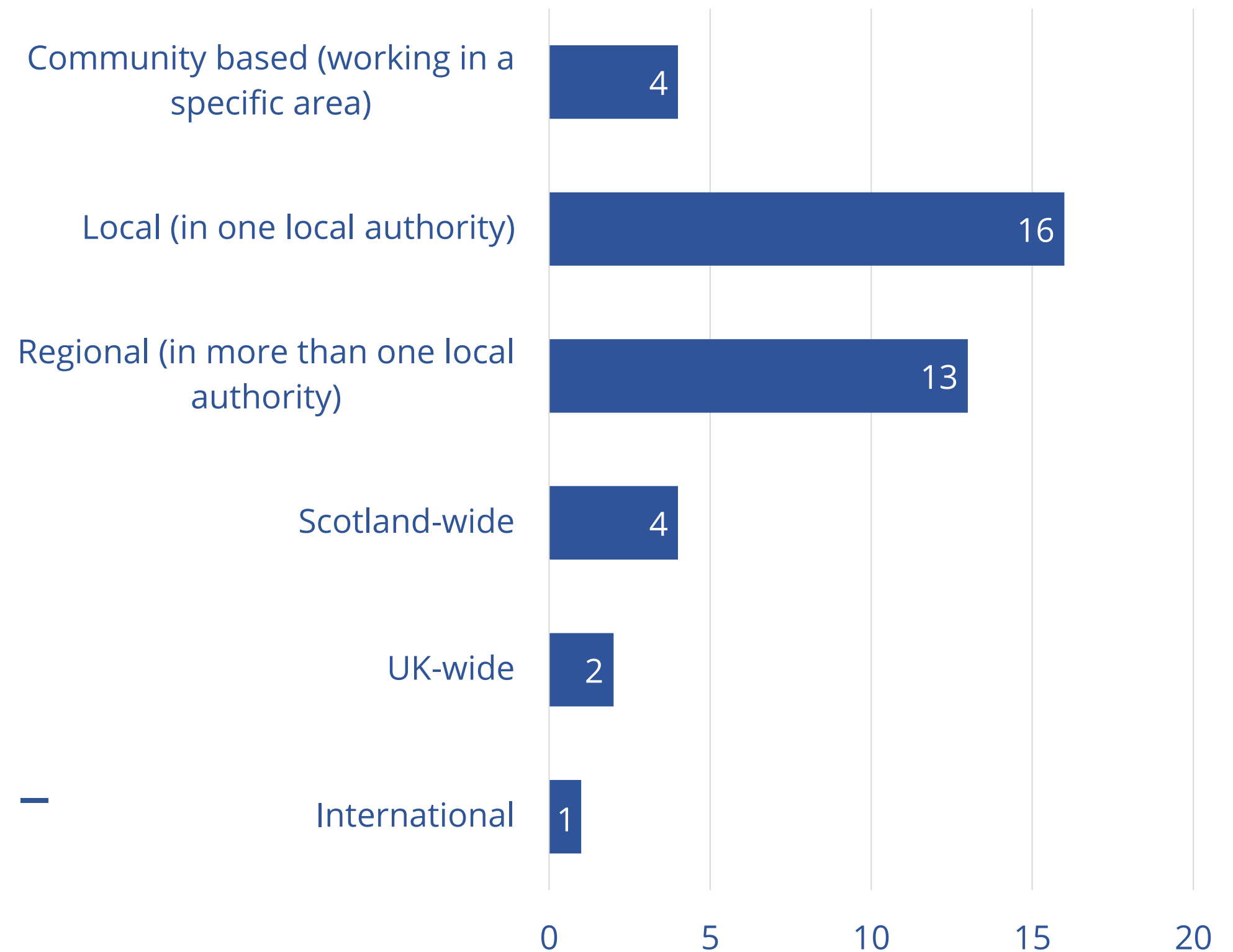
No. of people supported in past 12 months



- **Eight organisations (20%) supported 21-50 people in the past 12 months; a further eight supported 101-250 people**
- **Three organisations stated they had supported over 1,000 people in the previous 12 months**

Geographic reach

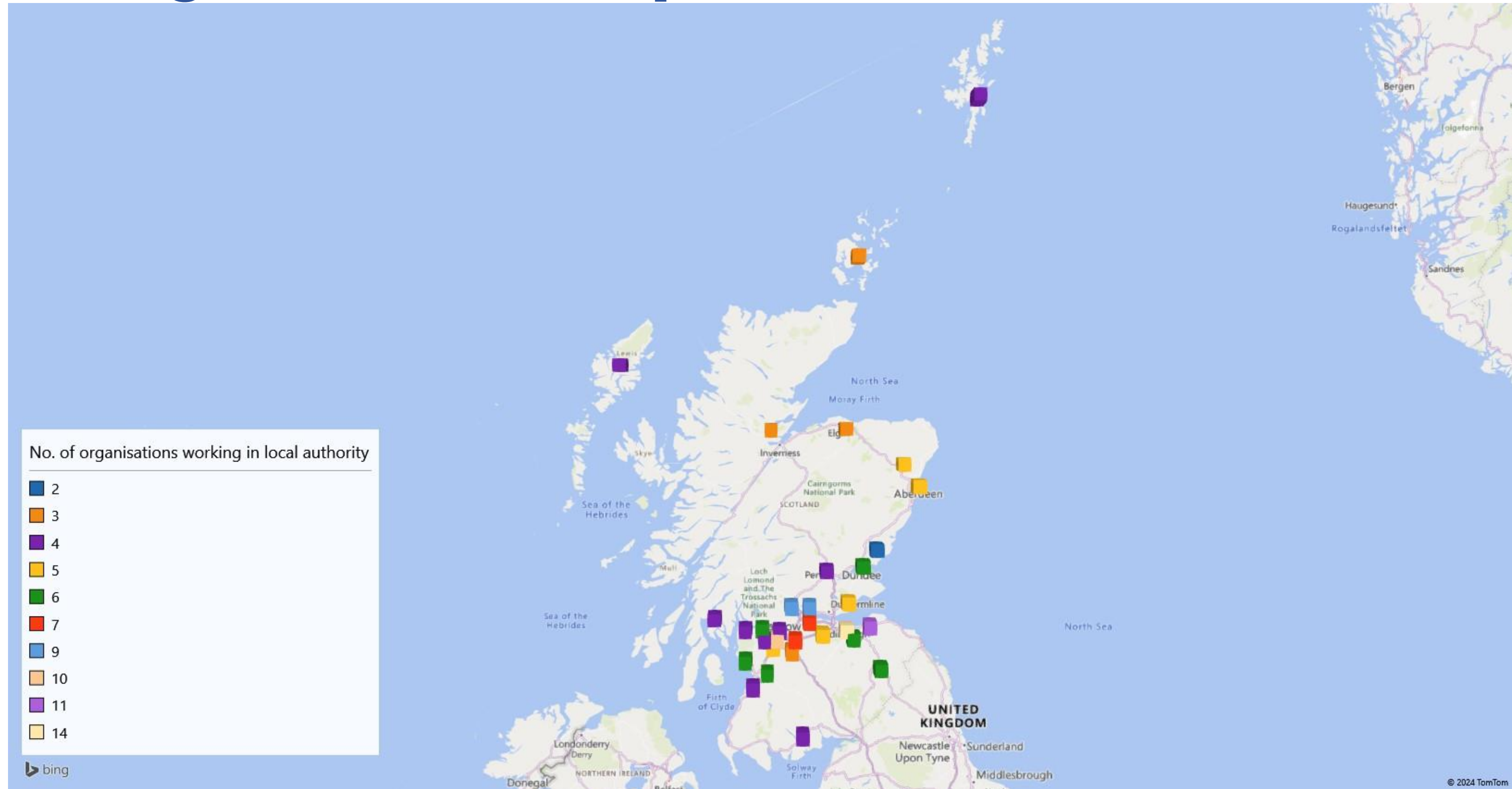
- **When asked about the geographic reach of their services:**
 - 16 organisations (40%) stated that their reach is local – that they operate in only one local authority area
 - 13 organisations (32.5%) responded they work regionally – in more than one local area



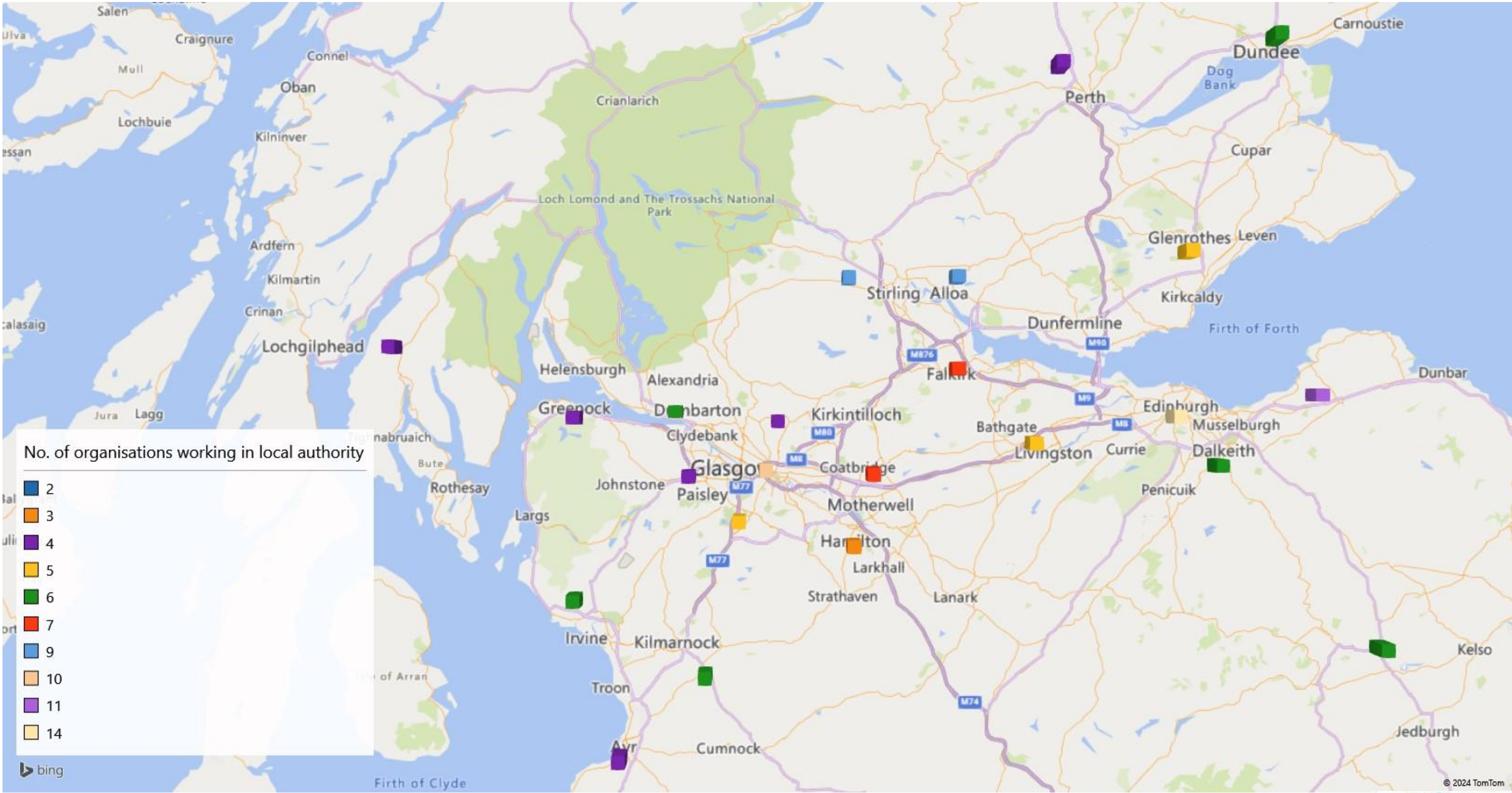
Local authorities

- **City of Edinburgh Council has the most organisations working in the authority area (n=14; 35%)**
 - 11 organisations operated in East Lothian (27.5%)
 - 10 organisations operated in the Glasgow City Council area (25%)
 - Angus has the least organisations, with two (5%) operating in the council area – both are organisations that work in all local authority areas
- **22 organisations work in a single local authority area**
- Maps over the next two slides show the dispersal of organisations by local authority area, across Scotland and focused on the Central Belt

Map of organisation dispersal across Scotland



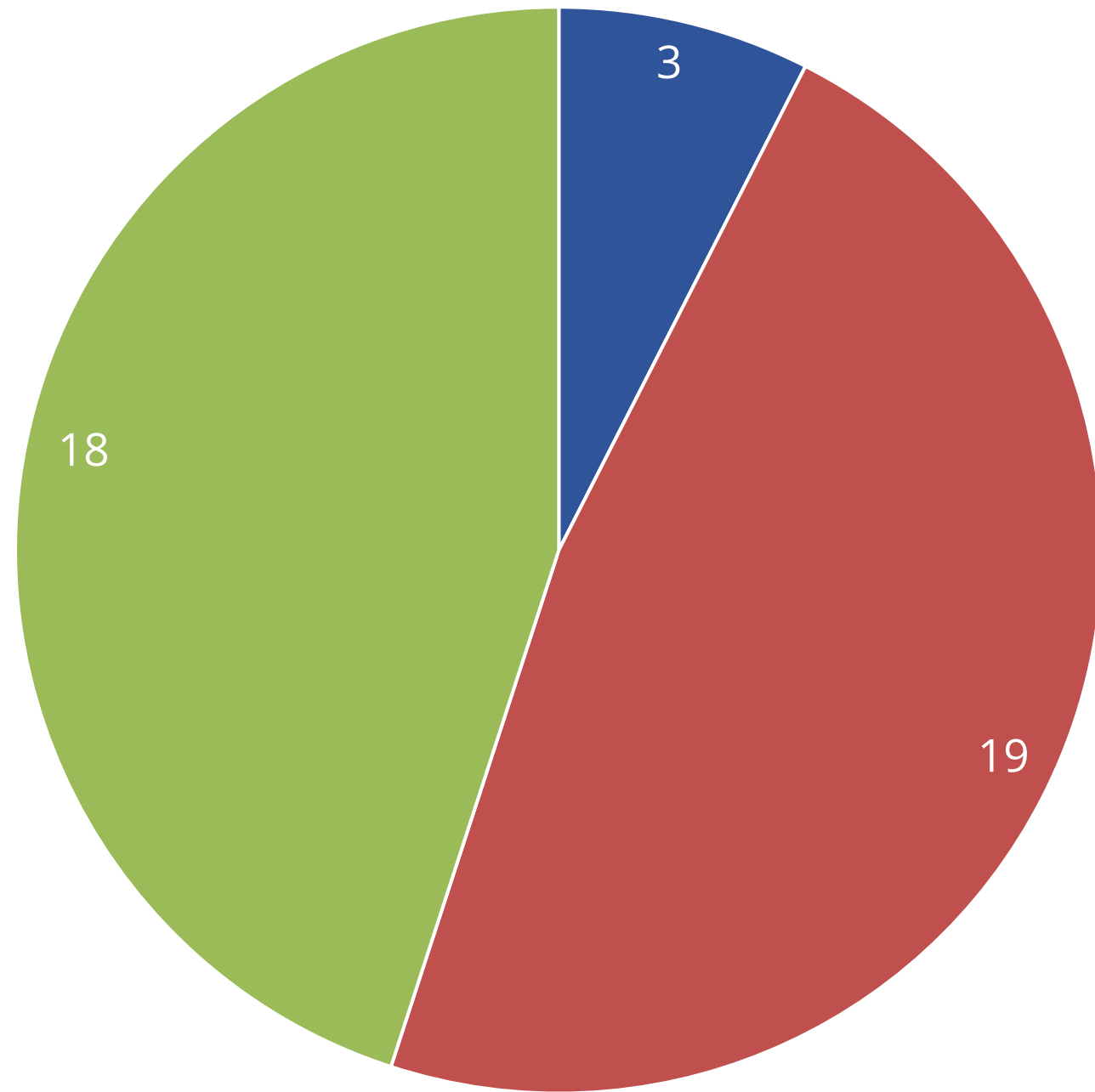
Map of organisation dispersal across Central Belt



Approaches to supporting clients

Approach	Count	%
We try to move clients/users into employment as quickly as possible	1	2.5%
We steer clients/users towards jobs we think they are best suited for and which we believe are achievable	16	40.0%
We work with clients/users to identify and address barriers to employment before considering employment options or job searching	32	80.0%
We work with clients/users at their own pace and support their own choices	36	90.0%
We try to help clients/users enter work that is sustainable given their life circumstances	31	77.5%
We encourage clients/users to challenge some employers to provide decent pay and suitable hours/shifts	8	20.0%
We encourage clients/users to challenge some employers to provide decent pay and suitable hours/shifts	10	25.0%
We educate clients/users about some employers' recruitment practices that make it difficult to secure sustainable employment	3	7.5%

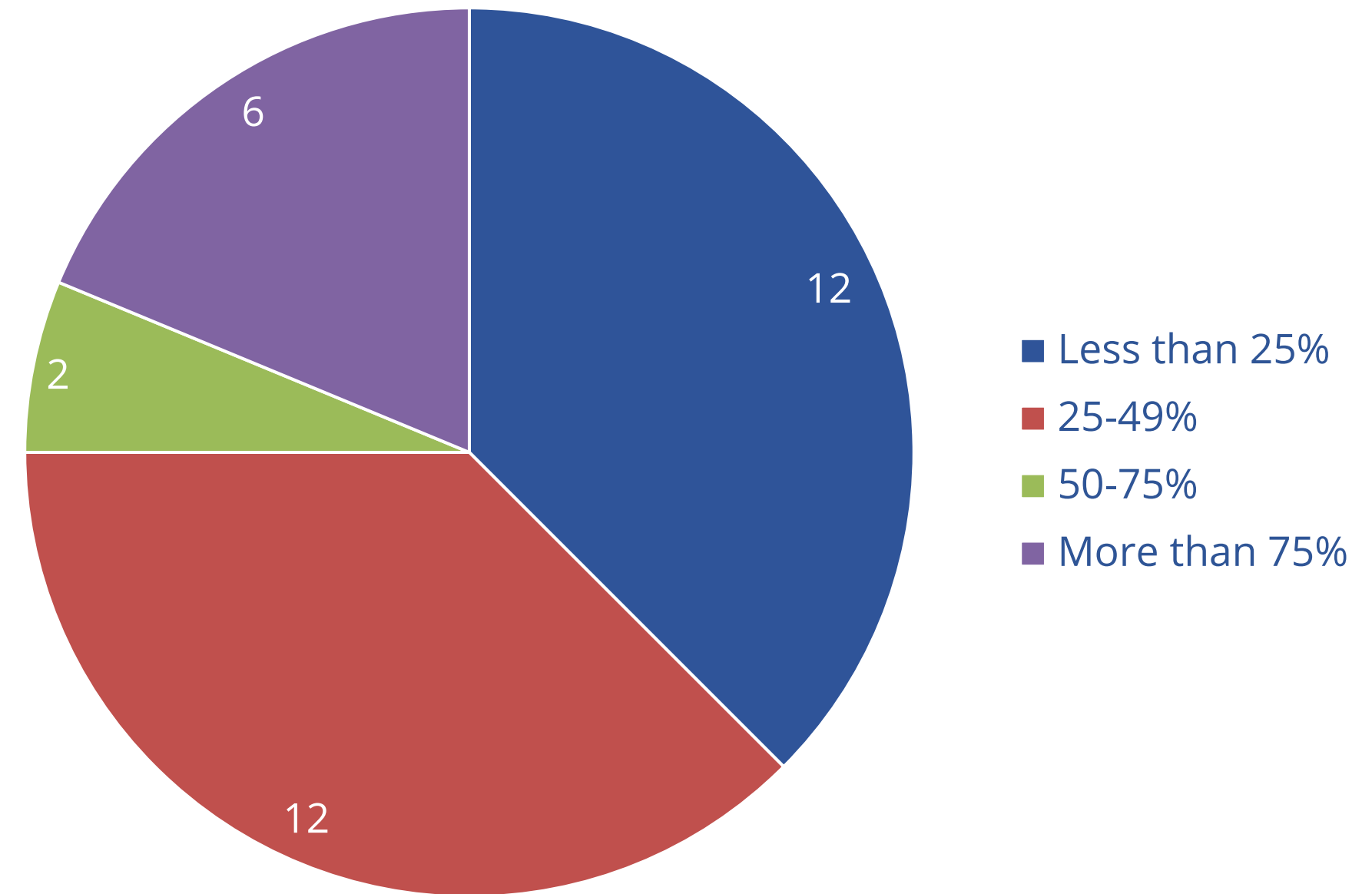
Organisation approach to supporting clients



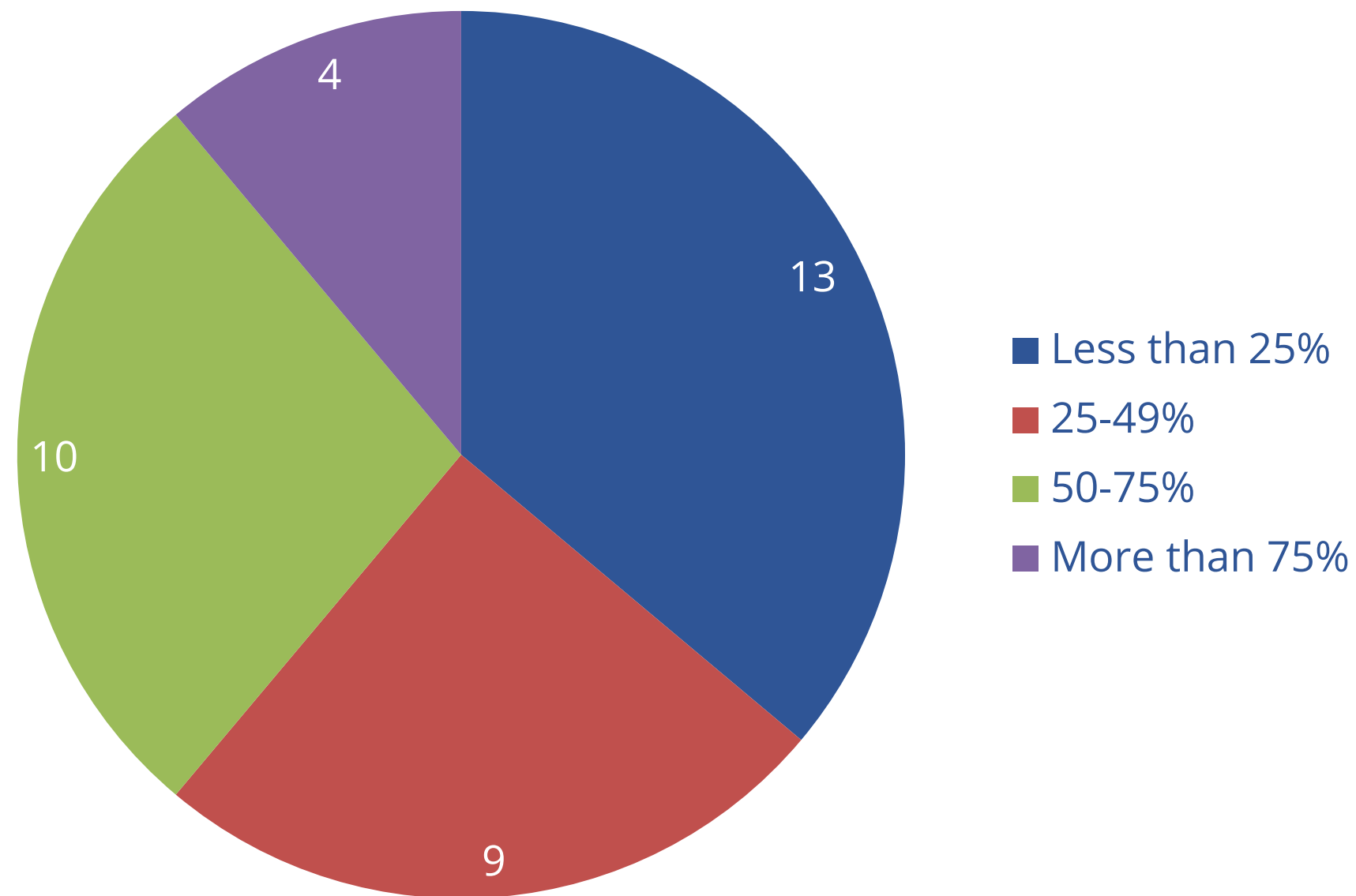
- We focus most support on those who are closest to the labour market and are near to obtaining employment
- We focus most support on those furthest from the labour market with the most complex needs
- We provide about the same level of support to all users

Clients entering education or training

- **60% (n=24) had less than 49% of clients entering education or training**
- Only 6 organisations (15.0%) had more than 75% of clients entering education or training
- Eight respondents chose the 'don't know' response to this question

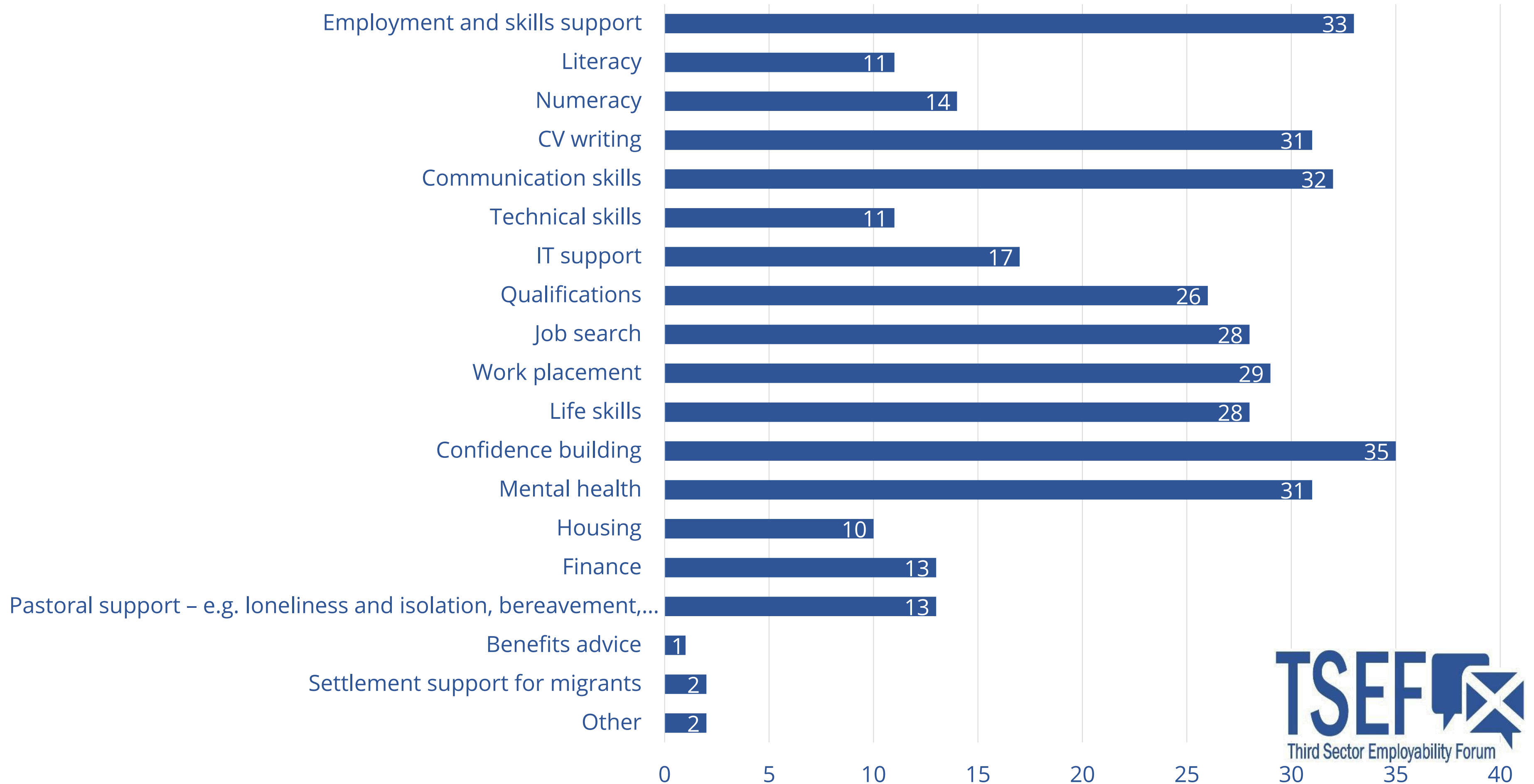


Clients entering employment



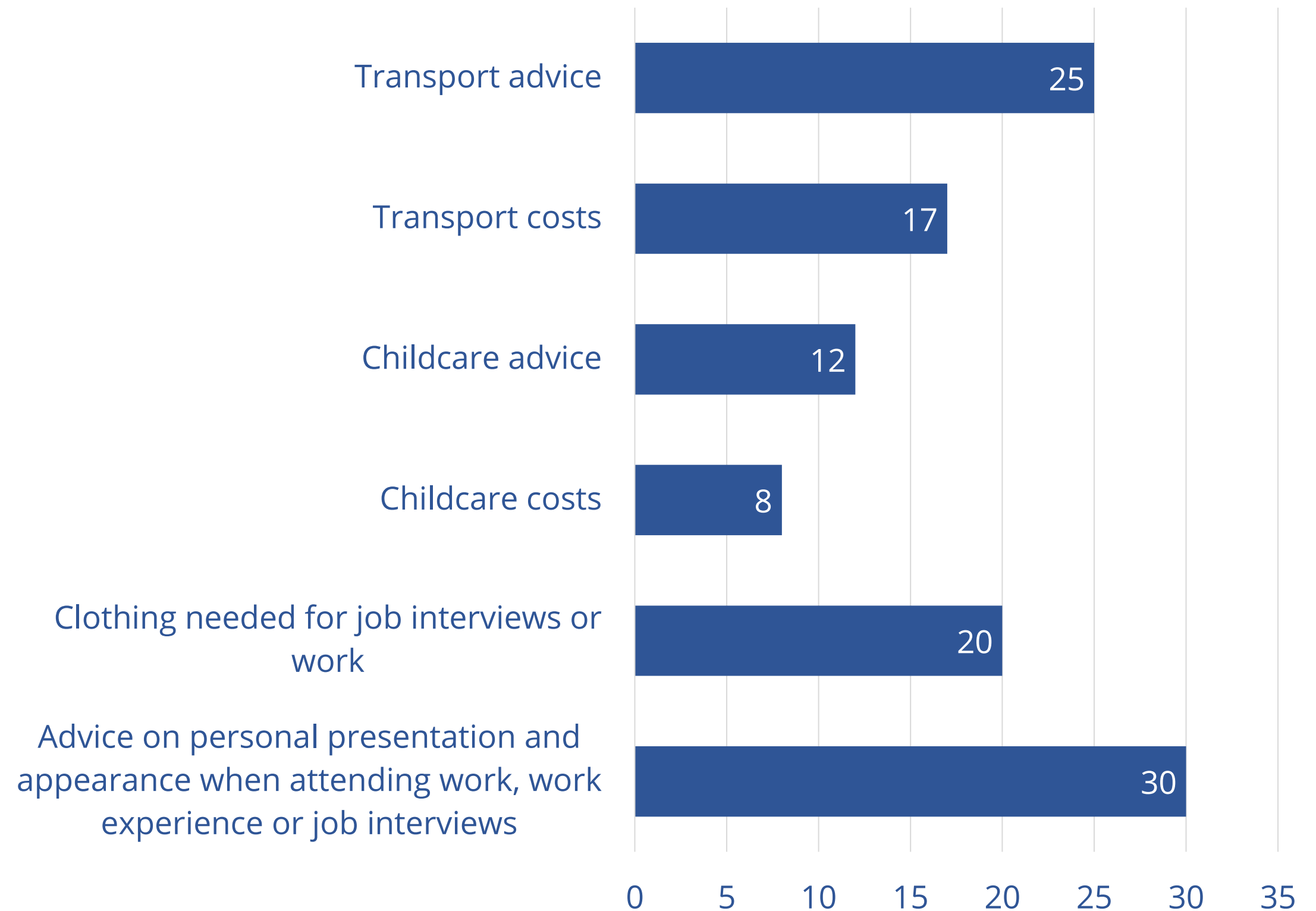
- The largest proportion of organisations had less than 25% of clients entering employment (n=13; 32.5%)
- A quarter of organisations (n=10; 25.0%) had 50-75% of clients entering employment
- Only four organisations (10.0%) had more than 75% of clients entering employment
- There were four 'don't know' responses to this question

Employment related one-to-one support



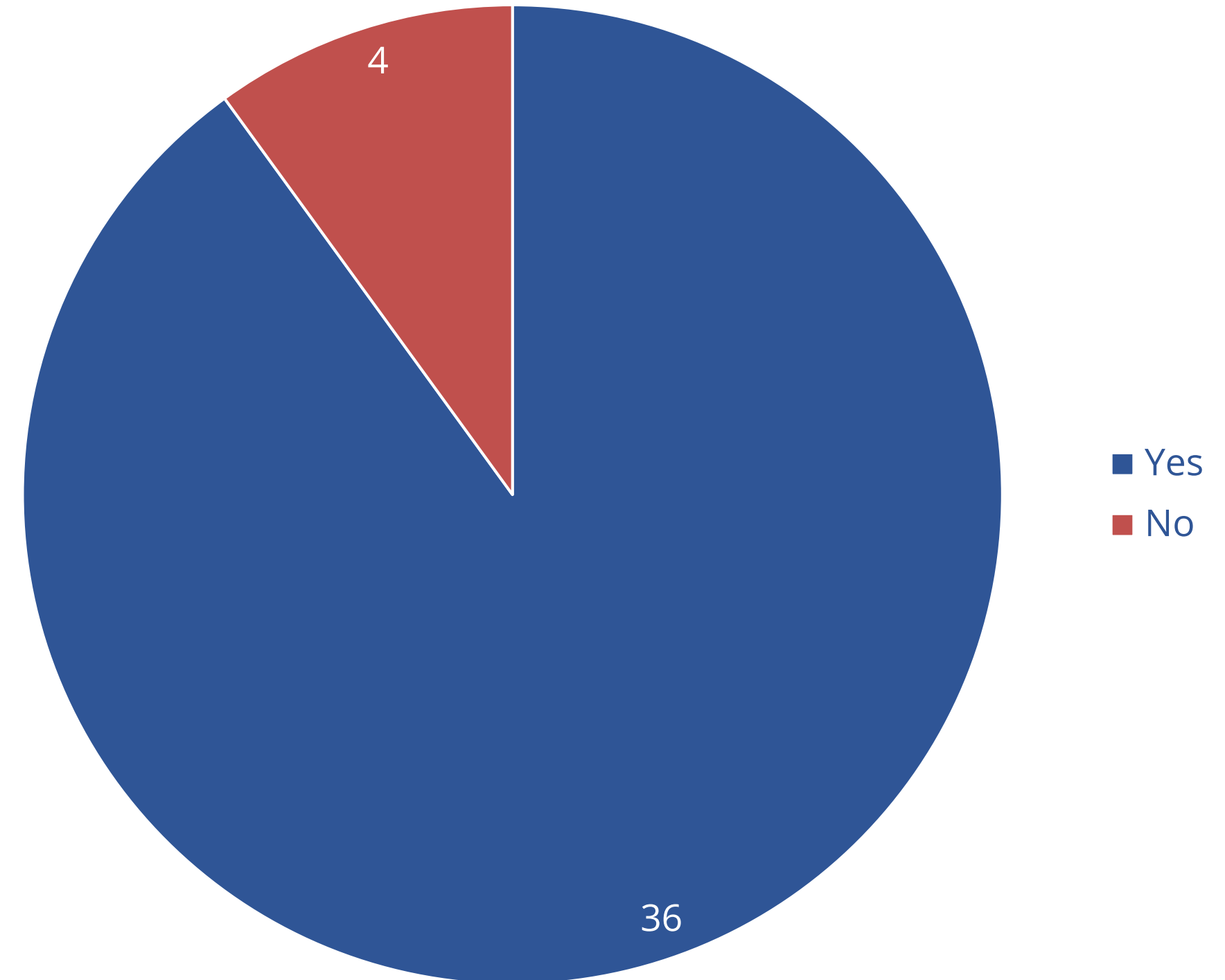
Support for clients entering employment or training

- **Organisations provide a range of support to clients who are entering employment or training:**
 - 30 organisations (75%) provide support relating to personal presentation and appearance; with 20 (50%) providing clothing for interviews or work

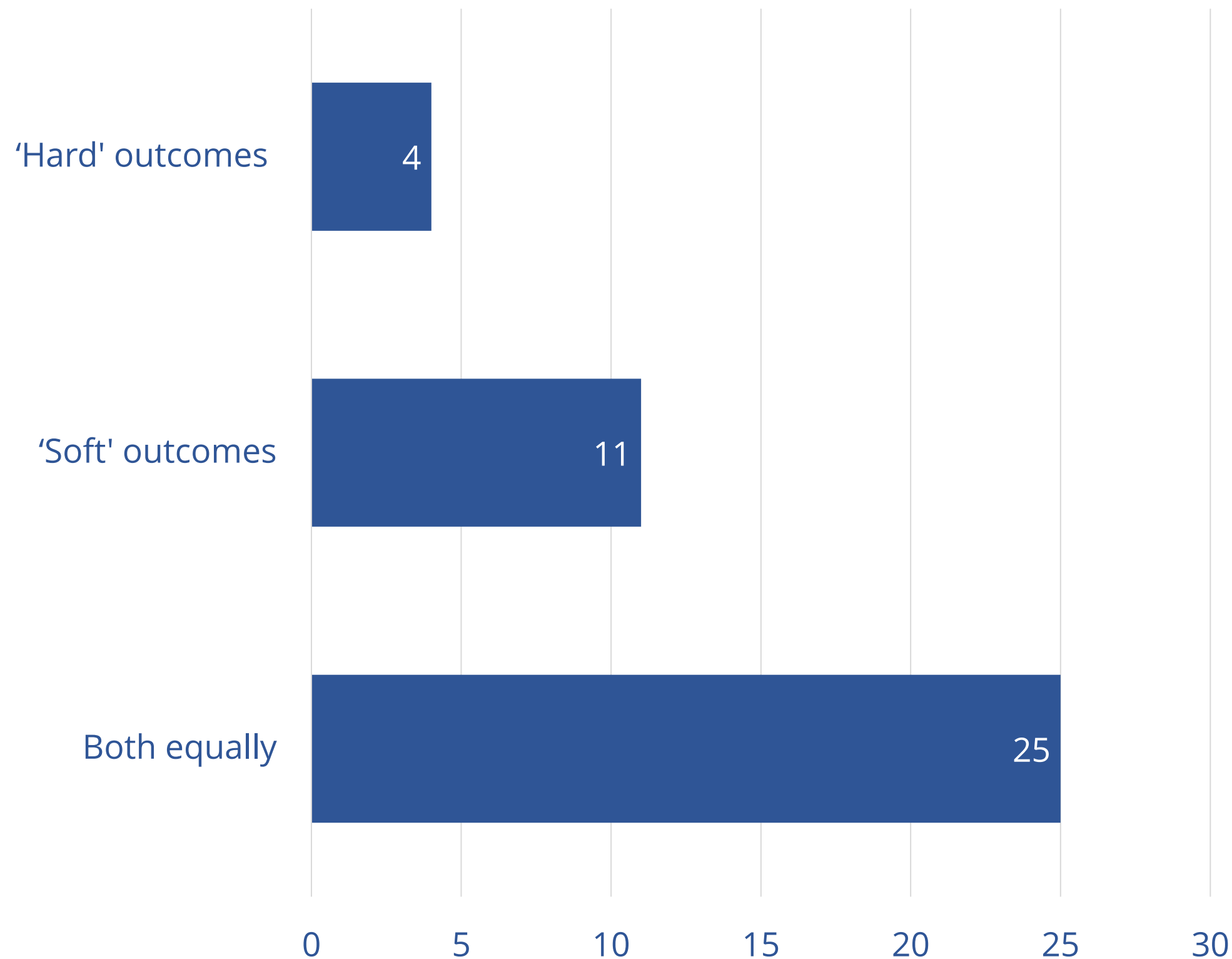


Partnerships

- **36 of the 40 organisations work in partnership with others to support clients with key issues (90%)**



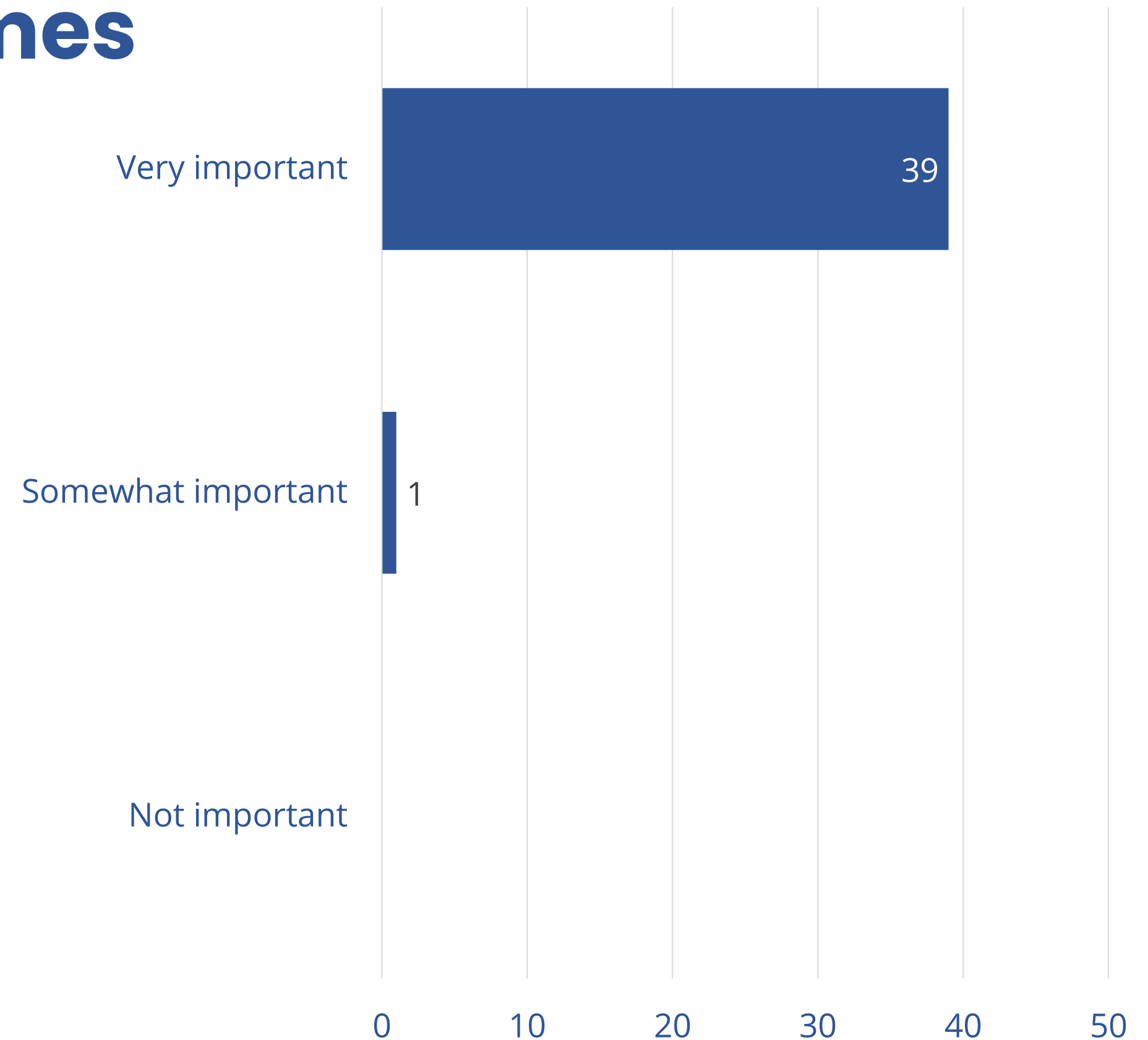
Types of outcomes prioritised



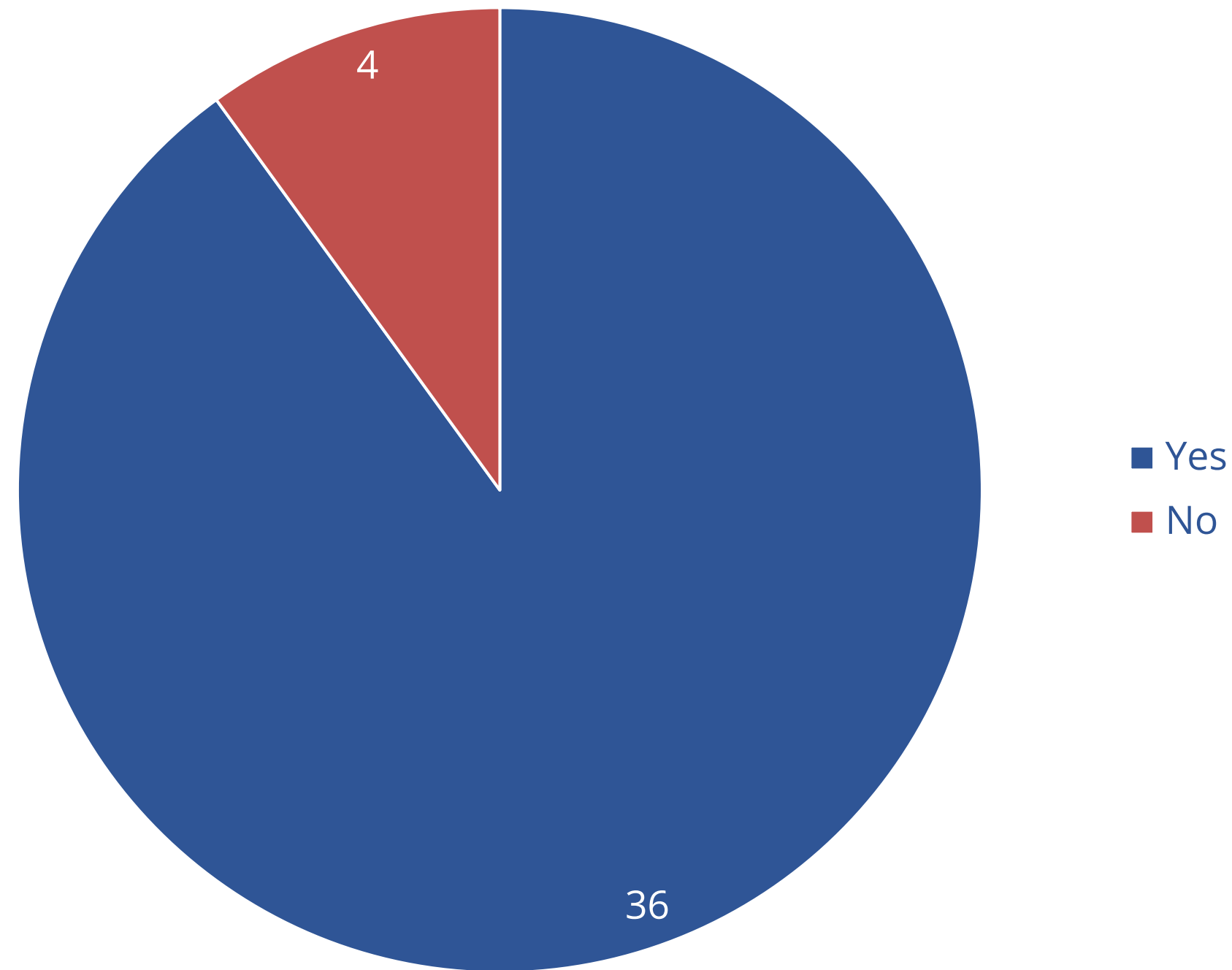
- **62.5% of organisations (n=25) said that they prioritise both 'hard' and 'soft' outcomes**
 - 27.5% (n=11) prioritise 'soft' outcomes, such as personal development or forming social connections
 - Four organisations said that they prioritise 'hard' outcomes, such as job searching, or entry to employment or training

Importance of 'soft' outcomes

- **39 of the for organisations (97.5%) said that 'soft' outcomes are very important in employability**
- A single organisation (2.5%) felt 'soft' outcomes are somewhat important



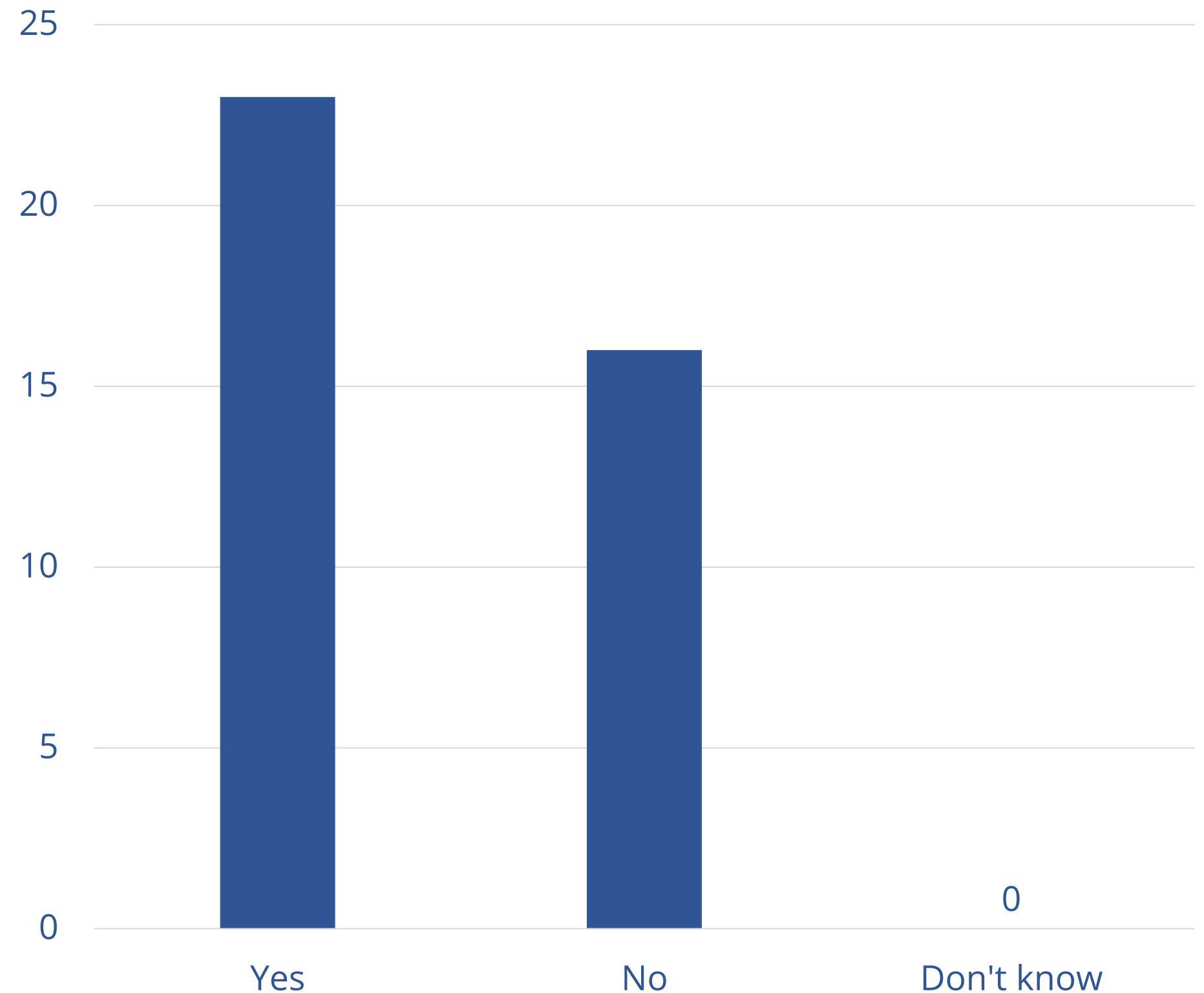
Follow-up with clients



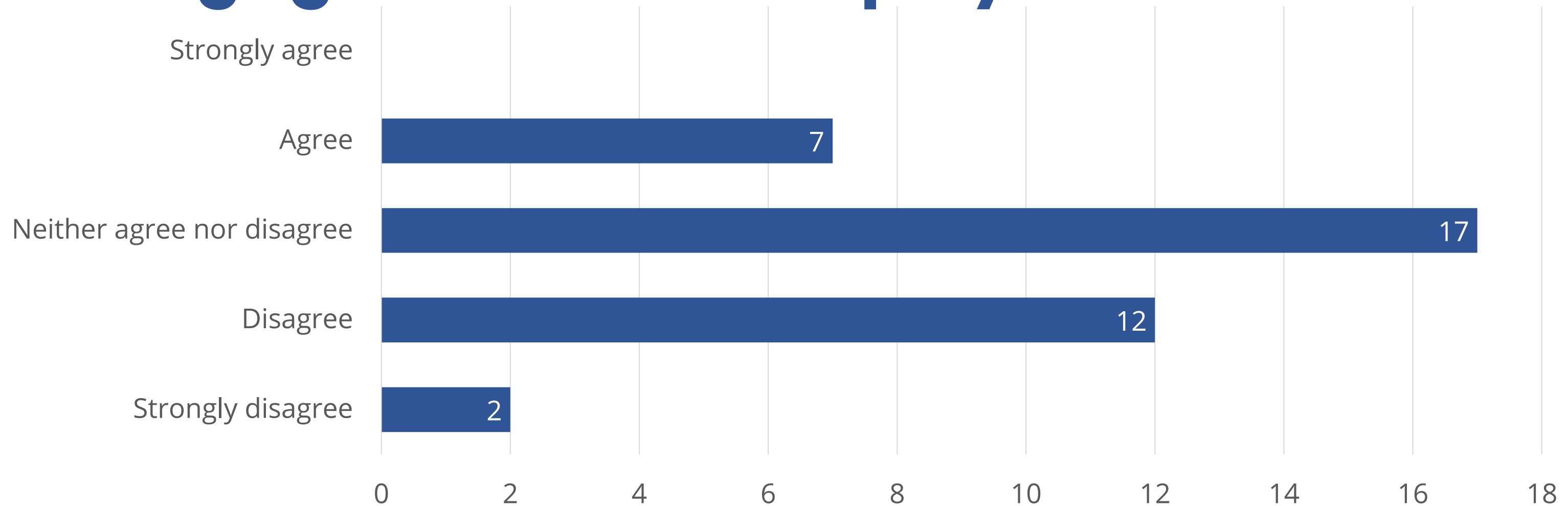
- **90.0% of organisations (n=36) said that they follow-up with clients when they enter employment**
- Four organisations (10.0%) did not follow up with clients

Direct engagement with employers

- **Just over half of organisations (n=23; 57.5%) engage directly with employers to find opportunities for their clients**
 - 16 (40.0%) said that they do not engage directly with employers



Ease of engagement with employers



- **When asked to what extent they agreed or disagreed with the statement ‘It is easy to engage employers in providing employment or work experience opportunities’, the largest proportion (n=17; 42.5%) said they neither agreed or disagreed**
- Twice as many organisations disagreed with the statement (n=14; 35.0%) as agreed (n=7; 17.5%)

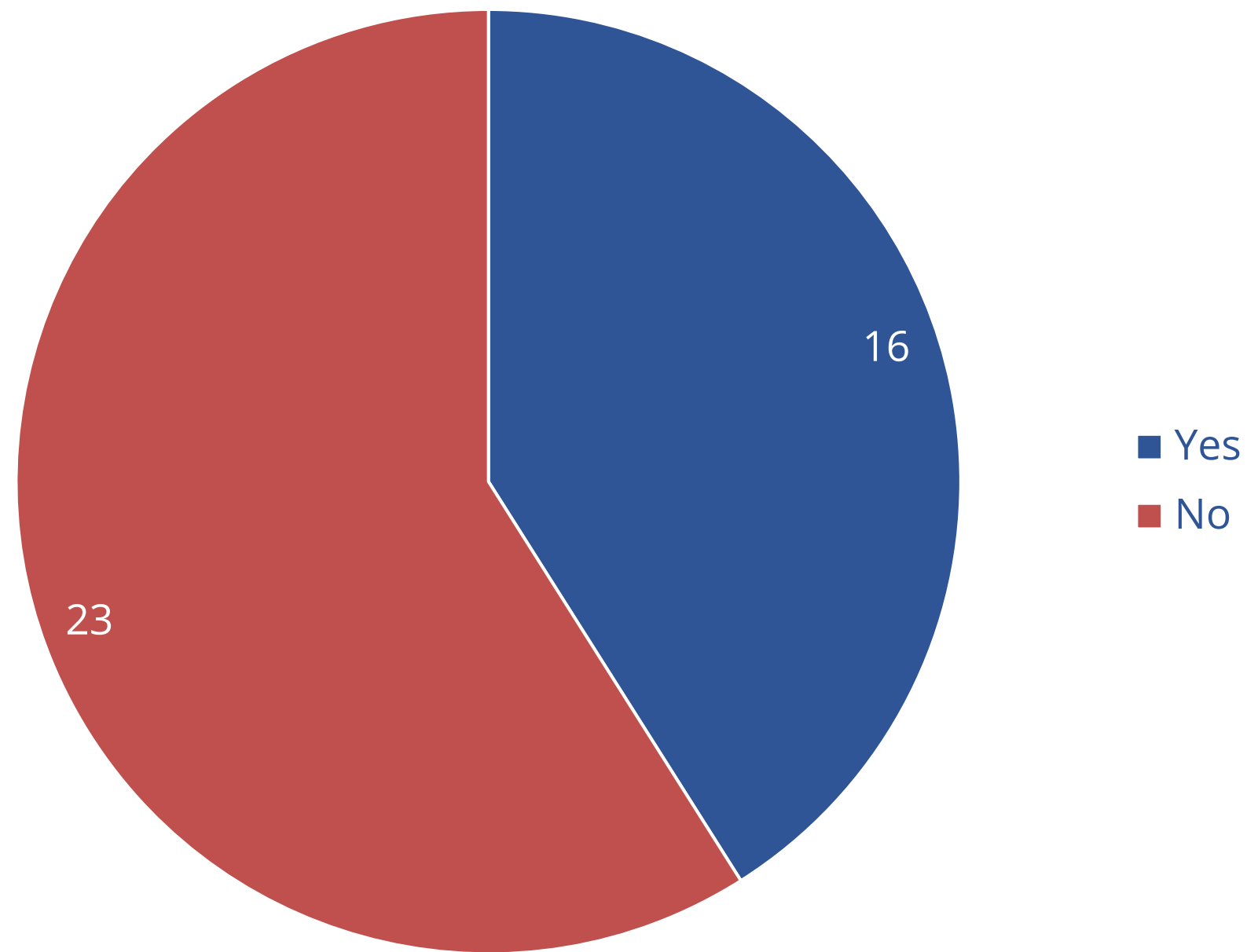
Employer factors employability organisations take into account (1)



Employer factors employability organisations take into account (2)

- **Five of the employer factors are taken into account by more than 20 of the responding organisations**
 - Employer working conditions is most considered of the options (n=30; 75.0%)
- **When looking at number of factors considered, two organisations (5.0%) take account of all seven factors**
 - 11 organisations (27.5%) take five factors into consideration; seven organisations (17.5%) take six factors into account
- **Seven organisations (17.5%) said that they consider none of the factors given as options**

Income maximisation calculation



- **When questioned whether their organisation do a better-off-in-work/income maximisation calculation for clients:**
 - Just over half (n=23; 57.5%) responded that they did not carry out such a calculation
 - 16 organisations (40.0%) do conduct better-off-in-work/income maximisation calculations for their clients