

# Community Benefits

## *Information Pack*





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**The purpose of this pack is to provide an overview of the services available in Edinburgh to support you as a potential or awarded contractor to:**

- Understand and connect into Edinburgh’s employability landscape which supports thousands of local citizens seeking employment and training opportunities
- Benefit from a single point of contact (SPOC) into our network of public sector and third sector partnerships
- Deliver and achieve all proposed employability led Community Benefits (CB’s) in the most effective and efficient way
- Support delivery of wider CB’s linked to local community causes and charities



## Community Benefits Overview

**Joined Up for Business** is coordinated by the Employer Relationship team at Capital City Partnership, the city's anchor delivery body for Edinburgh's employability strategy.

It is a partnership of key public sector organisations which supports Edinburgh employers with accessing recruitment, training, funding, and business growth advice.

A core area of our support is assisting contractors to achieve their Community Benefits targets through simplifying access to projects, partners and local citizens.

Community Benefits (CB's) are contractual clauses within awarded contracts which focuses on maximising the social value for local communities and good causes from public spending. These targets are aligned to the scale of the contract spend and are now mandatory to consider across all public sector procurement.

In Edinburgh the Community Benefits targets from the City of Edinburgh Council awarded contracts cover several themes:

- Employability & Skills
- Education & Outreach
- Community Engagement, Funding & Sponsorship
- Supply Chain & Business Collaboration

We support organisations and contractors to achieve their Community Benefits commitments, whether the contract is delivered on behalf of a public sector organisation e.g. City of Edinburgh Council, NHS or through public/private funding.



**JOINED UP  
FOR BUSINESS**  
Edinburgh's Jobs Strategy





# Community Benefits Overview

## Employability and the local economy

One of the chief priorities of community benefits is ensuring that public spending positively impacts local people and the local economy.

Companies in receipt of contracts may be asked to support this through various employability measures as part of their commitments:

<b>employing local workers</b>	<b>apprenticeships</b>	<b>engaging with schools</b>
<b>work placements</b>	<b>employability initiatives</b>	<b>using local sub-contractors</b>

Throughout this pack you will find signposting and information on connecting with local providers and partner agencies through Joined up for Business (JUfB), which is coordinated by Capital City Partnership, the city's anchor delivery body for Edinburgh's employability strategy.

## Community engagement and supporting good causes

Outside of employability focused targets, engagement with local communities to deliver benefits for residents, charities, voluntary organisations and good causes is another key area and can include:

- volunteering with local good causes
- making improvements to community spaces
- donating money or resources to charities such as food banks, recreational organisations, youth clubs or volunteer groups
- considering wider carbon footprint and offsetting impacts on local environment/habitats
- using local social enterprises in supply chains



# Community Benefits Support Offer

Joined Up for Business (JUfB) is coordinated by Capital City Partnership (CCP) and is the employer strand of Edinburgh’s Job Strategy, overseen by the Local Employability Partnership (LEP).

It brings together key organisations across public, third and government agency services under one framework, providing a straightforward, single-entry point for employers to access free and tailored advice on:

- Recruitment
- Training
- Funding Incentives
- Business growth & advice
- Community benefits.

Our aim is to support businesses to thrive, contributing to a strong local economy which brings job growth and increased opportunities for local citizens to access good quality, sustainable jobs.

We work collectively to foster introductions, enabling contractors to connect with the local initiatives that can help them achieve their targets and which in turn supports the individual and communities benefit from the opportunities resulting from inward investment in the city.





# Community Benefits Support Offer

## Joined Up for Business Community Benefits Offer

We provide support to awarded or potential contractors, who are entitled to access a **single point of contact (SPOC)** who will introduce contractors and suppliers to individual partners required to support Community Benefit (CB) commitments alongside overarching support on recruitment, training, identifying funding opportunities and business growth advice as required.

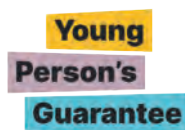
This saves time and duplication for businesses, removing the need to speak with multiple organisations, particularly if unfamiliar with the local networks and key partners.

The SPOC offers this support as and when desired/required for the duration of the contract to the main contractor, subcontractors and contract managers.

## Joined Up for Business Partners

Partners work together, enabling employers to quickly obtain relevant advice and easily access a broad candidate pool through the supply chains across the city.

More information on each partner is available on the **Joined Up for Business** website which provides further details on each specific organisation.





# Community Benefits Support Offer

## Partnership services available

Contractors engaging with the JUFB partners benefit from a single point of contact (SPOC) to facilitate connections to key areas of support, providing a platform to easily connect with local employability provision, communities and individuals across the city.

### Examples of services include:

- Advertising of vacancies/apprenticeships to wide network of jobseekers
- Facilitating work experience/placements, site tours and employability sessions
- Support to retain or develop your workforce
- Arrangement of bespoke training for prospective employees
- Access to local supply chain & exhibiting at community job fairs
- Tailored guidance on business growth and development
- In work support services once employees have commenced work or placement
- Access to local schools, colleges and universities.
- Facilitate engagement within local community, charities, third sector organisations and good causes.

*This list is not exhaustive, your contact can advise in line with your targets.*



# Community Benefits Support Offer



## Accessing your future workforce

There are **two main ways** you can access your future workforce.

Engagement with the following services can be arranged through your SPOC and/or relevant partners.

### Edinburgh Guarantee

The City of Edinburgh Council's Business Growth & Inclusion (BGI) team, deliver projects supporting people of all ages into work or further education.

Programmes available to Edinburgh residents include the overarching Edinburgh Guarantee, encapsulating The JET programmes and Modern Apprenticeships.

These projects are delivered under the Edinburgh Guarantees vision of ensuring every person in the city has the opportunity of employment, work placement, training or further education.



### Joined Up for Jobs

Joined Up for Jobs (JUFJ) is the network of organisations and frontline services across the city which help people into employment. It is the main supply chain to Joined Up for Business and is also coordinated by Capital City Partnership.

These organisations support individuals looking to gain and sustain employment, as well as providing routes for retraining and progression and providing tailored support along each stage, including in-work aftercare.

One of the key services for those seeking work is Next Step Edinburgh, this project provides a holistic employability service

for all Edinburgh residents, with a focus on supporting specific groups such as:

- unemployed both short & long-term
- one parents
- people over 50
- minority & underrepresented groups
- underemployed workers & those experiencing in-work poverty



**Your SPOC can facilitate introductions with relevant providers, and you can search the [JUFJ Directory](#) for specific client groups**





# Community Benefits Examples



“  
Joined Up for Business connects you to key areas of support. Providing a platform for simplified access to local employability provision, community organisations and individuals across the city. ”



# Community Benefits Examples

This section provides examples to consider for inclusion in a tender but is by no means extensive.

## Employment opportunities

### Advertising

Opportunities advertised to the Local Employability Partner network via Capital City Partnership (CCP).

This ensures access to a wide range of jobseekers and increases the likelihood of finding a good match for the required role(s) whilst promoting fair and equal access to opportunity

### Apprenticeships

Apprenticeships are an effective way of providing practical learning opportunities to local communities.

The main types are:

- Foundation Apprenticeship
- Modern Apprenticeship
- Graduate Apprenticeship

### Educational support

Local schools are keen to work with industry and we can help facilitate:

- Careers days/industry taster days
- Site visits
- Mentor schemes
- Equipment & service donations
- Employability advice and support for school leavers

### Work experience & placements

Offering work experience or work placements helps promote the sector and encourage new entrants to the industry, they can range from one day per week, up to 6 months and can be supported by:

- City of Edinburgh Council e.g. JET (S4) and JET + (S5)
- Employability providers from the Joined Up for Jobs network
- Developing the Young Workforce (DYW)
- Vocational Training Framework
- Local schools, college & universities
- Community groups

### Jobs

There are numerous ways to create job opportunities for the local area and support priority groups:

- New entrants to job market
- New start e.g. creating a new job to be filled by any qualified applicant
- Target jobs for specific priority client groups, such as: underrepresented client groups, care leavers etc
- school leavers/young people
- recently redundant or longer-term unemployed residents of specific areas
- veterans/early service leavers
- clients with physical and/or mental health conditions
- prison leavers

Your SPOC can facilitate introductions to partners and organisations for the above opportunities.



# Community Benefits Examples

## Community outreach

Suppliers are also encouraged to support good causes such as charities, voluntary organisations and social enterprises, which may include:

- Donations, sponsorship or the gift in-kind of equipment and resources to sports clubs, youth groups or other recreational organisations
- Donation of excess supplies e.g. construction materials, surplus IT, or office furniture
- Support local businesses e.g. engaging with local micro businesses, SME'S and using social enterprises within supply chains
- Offering free skilled services to charities e.g. fire safety checks, PAT testing, facilities maintenance/repair support
- Contribute to food banks. school uniform banks, community food projects
- Undertaking place-based improvements to local outdoor and indoor spaces such as community halls, community gardens or pathways
- Green initiatives such as wildflower planting, litter picks, beach cleans

During 2020-2021, **Clark Contracts** recruited a new apprentice to count towards CBs - Olivia. As part of a 4-year apprenticeship, she is working with their experienced plasterers whilst attending college.



Between 2018-2022, **Balfour Beatty's** North Bridge site team have engaged with 972 young people in schools, colleges and universities to discuss careers in STEM - and given 8 prison leavers work placements.

**Balfour Beatty**

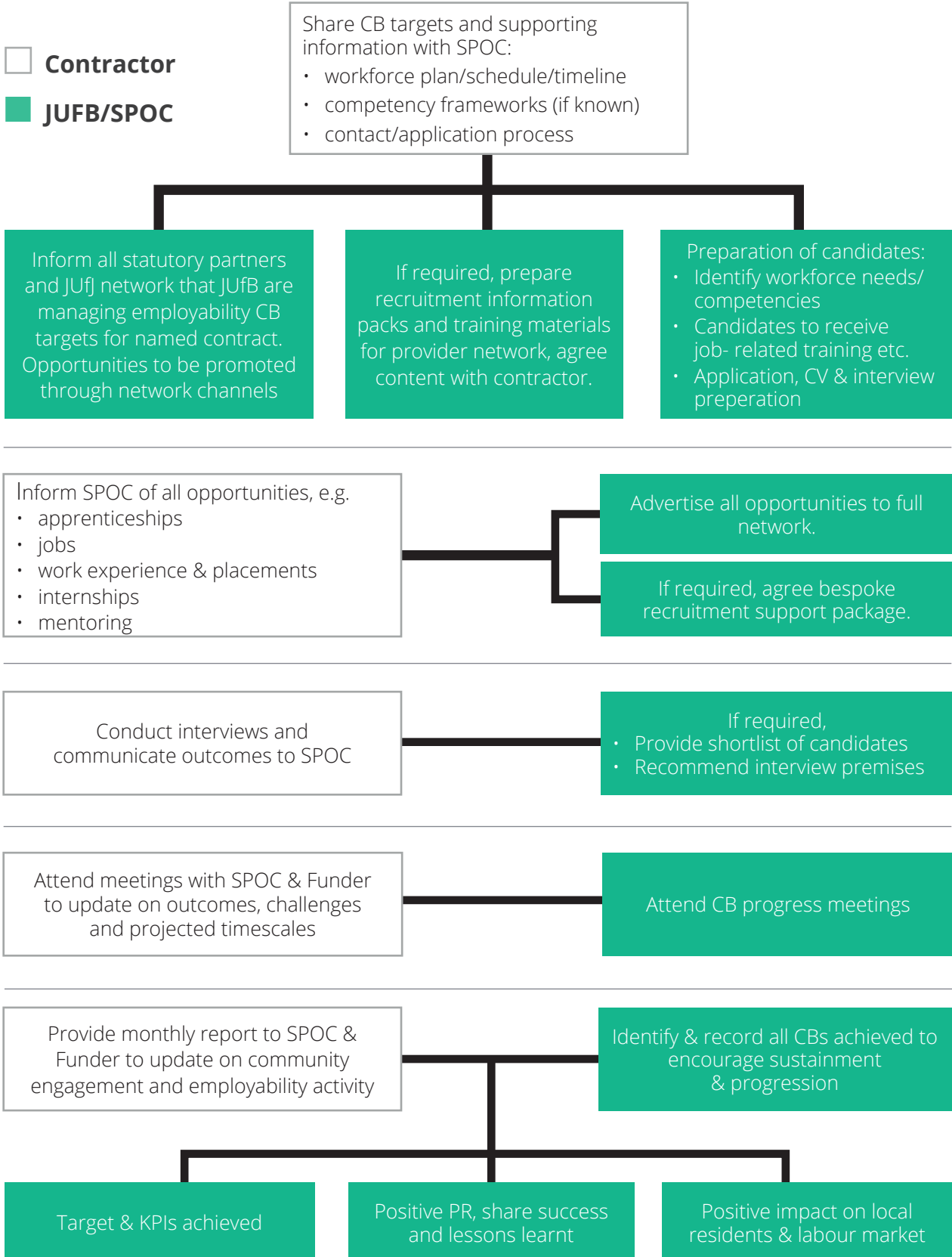
From 2023, **McAlee & Rushe** have started two modern apprentices from the employability network on their Ocean Drive development and provided free mental health training in partnership with the Lighthouse Charity, open to construction workers across the city.





# Suggested Process For Awarded Contracts

- Contractor**
- JUfB/SPOC**





# ESES Communities Portal



## Supporting Communities

ESESCommunities.org is an online community benefits portal which matches businesses and suppliers to good causes across the Edinburgh and Southeast Scotland (ESES) City Regional Deal, covering Edinburgh, West Lothian, East Lothian, Midlothian, Fife and the Scottish Borders.

The portal is coordinated by Capital City Partnership and enables charities and not-for-profit groups to register requests for support which can be responded to by businesses seeking to deliver community benefit commitments.

Businesses are also able to upload offers to the portal for community organisations to select and the team can assist with bespoke offers of support - such as helping fulfil staff volunteering days, sponsoring local causes or donating surplus resources.

Supporting businesses receive acknowledgement through a web feature and social media posts - as well as the potential for in-person photo opportunities and print press.

**NSL Parking Services** donated employee time to meet Project Scotland's request to train staff in Level 5 Mental Health First Aid for supporting young volunteers.

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**Robertson Construction** donated excess timber to Edinburgh Agroecology at their Lauriston Farm community growing project.

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### To find out more how you can get involved contact the ESES Communities Helpdesk

**E:** [info@esescommunities.org](mailto:info@esescommunities.org) **T:** 0131 376 1846

**Note:** those fulfilling requests from ESESCommunities towards community benefit targets should firstly consult their contract manager to clarify any points value.



# Community Wealth Building

**Community Wealth Building** is a community-focused approach which aims to promote collaborative development of the local economy from the ground up – supporting a fairer society and providing a platform for local people to influence and shape their community.

By redirecting wealth back into the local economy, this helps communities prosper and realise self-supported, positive change in their local area.

The ESES CRD Community Wealth Building project is made up of partner organisations (Capital City Partnership, West Lothian Council & GoBeyond) and aim to accelerate existing Community Wealth building agendas to a regional level by emphasising the 5 key principles.

## **Progressive procurement –**

developing local supply chains of businesses likely to support local employment and keep wealth within communities

## **Fair employment and just**

**labour markets** – Using anchor institutions to improve prospects of local people



## **Shared ownership of the**

**local economy** – supporting and growing business models that are more financially generative for the local economy

## **Making financial power**

**work for local places –** increase flows of investment within local economies by harnessing and recirculating the wealth that exists

## **Socially just use of land**

**and property** – developing the function and ownership of local assets held by anchor organisations, so local communities benefit from financial and social gain

Find out more about Community Wealth Building through our [Interactive Toolkit](#)



## Useful Links & Resources

### Useful Links & Resources

Joined Up for Business

Joined Up for Jobs

Capital City Partnership

ESES Communities Portal

Apprenticeship.scot - Skills Development Scotland

Fair Work Guidance

Real Living Wage

### Community Benefits Guidance

The City of Edinburgh Council's Sustainable Procurement Strategy

Scottish Government Procurement CBs Case Study

Scottish Government Guidance for CBs in Public Procurement

Community Wealth Building – Centre for Local Economic Strategies (CLES)

Community Wealth Building – Interactive Toolkit

### Employability partners, providers & projects

Next Step Edinburgh – Community Renewal

All In Edinburgh

Edinburgh Guarantee – City of Edinburgh Council

Department for Work & Pensions

JET programmes – City of Edinburgh Council

Project Search – City of Edinburgh Council/NHS/Edinburgh College

MacMillan Skills Hub

A full list of employability providers and partners can be found on the [JUFJ directory](#)

The above links, resources and projects are a condensed list to provide examples, your contact can connect you to other relevant partners, organisations and community groups in the city.



## Contact the team

For further information or support on any of the services available, please contact a member of the team below.

### Joined Up for Business

**Stephanie Lang**, Head of Employer Relationships

**Neil Pedersen**, Employer Relationship Manager

**Christie Stephen**, Business Support Assistant

[joinedupforbusiness@capitalcitypartnership.org](mailto:joinedupforbusiness@capitalcitypartnership.org)

[www.joinedupforbusiness.org](http://www.joinedupforbusiness.org)

### Edinburgh & South East Scotland (ESES) Communities Team

**Claire Darlow**, Senior Community Impact Officer (ESES City Region Deal)

[info@esescommunities.org](mailto:info@esescommunities.org)

### Contact

[joinedupforbusiness@capitalcitypartnership.org](mailto:joinedupforbusiness@capitalcitypartnership.org)

