

All in

Building a Better Future
Through Partnerships

Who we are

Enable Works, the employability pillar of Enable, supports **more than 7000 people** each year across 30 of Scotland's 32 local authorities.

As the largest specialist provider of employability services in Scotland, we provide a range of targeted, person-centred services to individuals with disabilities, health conditions, and complex barriers to employment through both our direct services and our partnerships.

With more than a decade of experience in leading third sector employability partnerships, Enable Work's has taken our values-based approach to redefine partnership working in practise. Harnessing the power of the third sector to deliver exceptional, collaborative services.

Enable is the largest Scotland only based charity, employing over 2,500 people, serving 12,000 people each year and with a membership of 13,000 disabled people. We have been dedicated to transforming the lives of people with disabilities and their families for over 70 years. Through our three pillars, Enable Cares, Enable Works, and Enable Communities, we empower individuals to live the lives they choose, challenge inequalities, and drive societal change.

Our vision is of an equal society where everyone can live, work, and participate fully in communities of their choice. Every service we deliver is driven by this vision. At Enable, our values are not just words, we practice them every day and they guide everything we do to have real, lasting impact.





Welcome

The employability landscape is becoming **increasingly complex**.

With rising demand, tighter budgets and evolving expectations, both commissioners and providers face real challenges. Everyone is working hard to deliver high-quality support in a system that's under pressure.

At Enable Works, we're redefining what's possible for people, for partners and for the sector.

Our award-winning "All in" partnership model has been designed to change the game, cutting through complexity, fostering collaboration, and elevating the role of the third sector in employability.

"All in" creates space for organisations to thrive together, not compete. We bring together expert providers to deliver high-impact, inclusive services built on trust, shared values and local insight.

True partnership

Every voice counts. Every partner shapes delivery. It's not led by one, it's led by all. We embed open communication, shared decision-making and a commitment to delivering measurable impact.

And it works.

Since our partnerships began in 2015, we've united 26 partners across 4 Local Authorities, supported over 8,500 people and helped more than 3,500 into sustainable, high-quality jobs.

Our results speak volumes:

"ALL IN" PARTNERSHIPS

76%

NATIONAL AVERAGE

33%

SUSTAINMENT RATES AT 12 MONTHS

Recognised by the Scottish Government's No One Left Behind Strategy (2024-2027) as an example of best practice.

At Enable Works, we're committed to transparent, ambitious and genuinely collaborative partnerships that share and live our values. Together, we're raising the standard for employability.

We're "All in".

And, we're just getting started!

Why be an “All in” Partner

At Enable Works, we don't just believe in Scotland's third sector. We champion it.

We see the talent, innovation and dedication that lives in our communities, and we're proud to bring that strength together through high-impact, collaborative partnerships.

We're not here to compete. We're here to work together. When the sector joins forces, we achieve more. That's the thinking behind our "All in" model, a proven approach that puts collaboration at the centre of everything we do. It's about pooling strengths, avoiding duplication, and focusing resources where they matter most: on the frontline, where lives are changed.

As lead partner, Enable Works makes it simple.

One application. One point of contact. One joined-up programme, whether you're based in the city or working in rural communities. No red tape. No confusion. Just clear, focused delivery that maximises value and impact from day one.



Why “All in” works

- **Clear roles, real results**
Our model removes overlaps and confusion. Every partner works to their unique specialisms to deliver high quality support and outcomes.
- **Tailored support**
We understand that not every organisation has access to the same resources. We offer hands-on support with commissioning, compliance and delivery.
- **Shared learning**
We grow stronger by learning from each other. We share insights and ideas through best practice forums, peer support and joint training. We also actively listen and learn from our partners' expertise and experience.
- **Real relationships**
Trust, connection and clear communication are key. Regular Steering Groups, shared decision-making and an open-door approach keep us stronger together.
- **Tools to thrive**
Partners get access to systems like Enable Prospects, our powerful career development platform, along with robust compliance tools and high-quality training.

Our partners tell us they're not just delivering more. They're growing too. Their teams are learning new skills. Their services are evolving. And with our support, they're able to do this while staying true to their own identity and purpose.

With "All in", you're not just part of a partnership. You're part of a movement that's delivering real, measurable change across Scotland.

Feedback from Partners:



One Parent Families Scotland
changing lives, challenging poverty

// The 'All In' partnership has opened doors to new opportunities for collaboration, innovation, and shared learning. The partnership has strengthened our voice in local strategic discussions, allowing us to advocate more effectively for the needs of the families we serve.

Enable's leadership has been instrumental in creating a cohesive and inclusive partnership environment. Their clear communication, strategic direction, and commitment to co-production have empowered all partners to contribute meaningfully.

Enable's focus on person-centred approaches and their ability to bring diverse organisations together has enhanced our own service delivery and helped us align more closely with the broader goals of the partnership. **//**

Sarah Stewart, Head of Service Support for Families, OPFS



// Being part of the "All In" Dundee partnership has been hugely beneficial to Helm, it has provided valuable opportunities to collaborate with like-minded organisations, better understand the broader employability landscape, and identify where Helm can add the most value.

The willingness to share expertise, ideas, and data across the partnership is something we greatly value. Enable, in its role as lead, has offered clear, inclusive, and responsive leadership that has made a real difference to Helm.

The culture of openness and shared purpose fostered by Enable is commendable and appreciated. There is a clear spirit of collaboration and shared ambition that makes it easy to engage and contribute. **//**

Claire Taylor-Brown, CEO, Helm Training Services



“All in” Overview:

Each of our partnerships is **unique**, utilising the best providers in each area to respond to local need and priorities. Each partnership is designed to be as **impactful as possible** and target challenges while **meeting the needs of the local demographics** to offer the best return on investment for commissioners. Examples of our partnerships across Scotland demonstrate both the **adaptability and impact** of our “All-In” model.

all in Dundee

OPERATIONAL SINCE **2019**

7 THIRD SECTOR ORGANISATIONS

BROAD RANGE OF CUSTOMER GROUPS SUPPORTED

SIMPLIFIES ACCESS TO SUPPORT

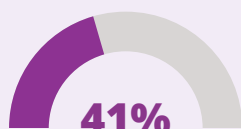
2500 CUSTOMERS SUPPORTED SO FAR

41%

INCREASE IN POSITIVE DESTINATIONS SINCE “ALL IN” DUNDEE BEGAN



SUSTAIN EMPLOYMENT FOR 12 MONTHS



EMPLOYMENT OUTCOMES

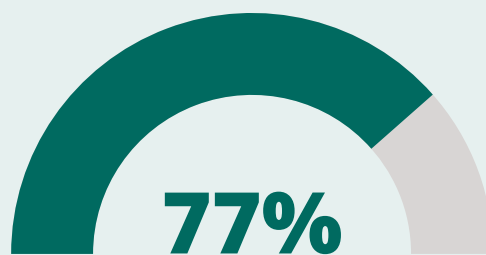
all in Glasgow

OPERATIONAL SINCE **2023**

18 PARTNER ORGANISATIONS

OFFERS VOCATIONAL TRAINING, PARENTAL SUPPORT AND SUPPORT FOR SPECIALIST SUPPORT FOR DISABILITY AND HEALTH

MORE THAN **660 POSITIVE DESTINATIONS** ACHIEVED SO FAR



SUSTAIN EMPLOYMENT FOR 12 MONTHS



All in
Edinburgh

OPERATIONAL SINCE **2015**

4 THIRD SECTOR ORGANISATIONS

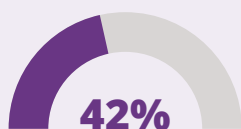
SUPPORTED EMPLOYMENT
PARTNERSHIP

4200 CUSTOMERS
SUPPORTED SO FAR

FULL FIDELITY MODEL OF
SUPPORTED EMPLOYMENT



**SUSTAIN
EMPLOYMENT
FOR 6 MONTHS**



**EMPLOYMENT
OUTCOMES**

all in Aberdeenshire

OPERATIONAL SINCE **2024**

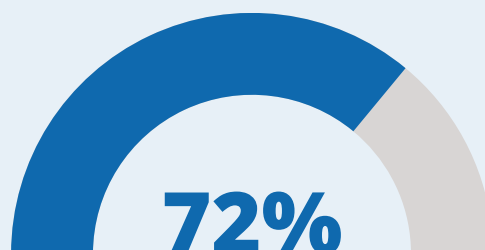
SPECIALIST EMPLOYABILITY
SUPPORT

DISABILITY AND HEALTH AND
OFFENDING HISTORY

6 PARTNERS

330 CUSTOMERS
SUPPORTED ANNUALLY

RURAL, COMMUNITY-BASED
SUPPORT



**SUSTAINMENT EMPLOYMENT
AT 6 MONTHS**



What our partners say:



Changing childhoods.
Changing lives.

/// Barnardo's have worked closely with Enable Works, as a part of their "All In" approach in Dundee and Glasgow, for around six years. Partners are given time and space to deliver their best work, while also ensuring this meets the needs of key contracts.

Enable Works understand the value of blending the best knowledge and specialist expertise from Local organisations, with that from National ones. Effective coordination and excellent communication, as well as healthy challenge, ensures the partnership performs at a high level.

We trust Enable to advocate on our behalf and to help resolve issues or concerns that we may have. Ultimately, helping commissioners to maximise the impact of their investment in our partnership.

Barnardo's have been able to work to our organisational strengths and keep our identity. Overall, it has been a positive experience for Barnardo's and we look forward to continuing our partnership work with Enable Works in the future. ///

Tommy McDade, UK Head of Business for Employment, Training and Skills, Barnardo's



STREET
LEAGUE

/// **Enable Works partnership model has allowed Street League to deliver services to those most in need of support, while working in tandem with other third sector organisations, in a cohesive and targeted way.**

As a portfolio lead, they have offered guidance, ensured quality standards, overseen compliance and promoted knowledge transfer between organisations. These actions create a context for real partnership and innovation, which results in value for money for local authorities, third sector organisations and most importantly, the people we serve. ///

Dougie Stevenson, CEO, Street League



/// **Enable works has been a fantastic partner to work with.**

All their staff conduct themselves in such a friendly, approachable manner, whilst retaining the level of professionalism you would expect from an "All In" partner.

Their guidance and feedback have been invaluable throughout our programme and was instrumental in the design and delivery of our own programs, for which we will always be grateful. ///

Andy Peline, Project Manager, SWAMP

Feedback from Commissioners:

// The “All in” Glasgow (AIG) partnership has been a vital addition to the city’s employability offer, creating a more connected and responsive service for Glasgow residents.

Through Enable’s strong leadership and effective collaboration with delivery partners, AIG has driven innovation, expanded opportunities, and helped more individuals access tailored support to move towards work.

The commitment to continuous improvement, along with the dedication and professionalism of all partners involved, has been key to its success. It’s encouraging to see the positive impact this joined-up approach is having across our communities. **//**

Glasgow Futures Local Employability Board (GFLEP)

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// “All In” Dundee’s contribution to our new delivery model has led to substantial improvements in employability outcomes, while responding to the vision outlined in our Discover Work’s Strategy & Action Plan.

With Enable Works as lead, they provide Local Employability Partnership organisations, and the integration of other public services, and act as a single point of contact for matters relating to customer engagement / referrals, service delivery, consortia management, performance, reporting, compliance, etc. **//**

John Davidson, Principal Officer, Discover Work, Dundee City Council





If you would like to know more about our “All In” model, or discuss how you could work collaboratively with Enable Works, please reach out to

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