

**TAYSIDE AND CENTRAL SCOTLAND TRANSPORT PARTNERSHIP
EXECUTIVE COMMITTEE**

28 APRIL 2026

**DEVELOPMENT OF TRANSPORT TO EMPLOYMENT PROGRAMME
REPORT BY PROJECTS AND PROGRAMME MANAGER**

Purpose

The purpose of this paper is to seek approval for the development of a Tactran Transport to Employment (T2E) programme for the financial year 2026/27.

Summary

The Directors' Report at the Partnership meeting of 17 March 2026 noted discussions with Transport Scotland regarding a Transport to Employment programme across each of the RTP areas. A copy of the initial proposal document was made available within the board members area of the Tactran website. On 26 March 2026, officers received a grant offer from Transport Scotland of £955,877 to deliver a Transport to Employment programme in 2026/27. This report proposes and seeks approval of a Tactran Transport to Employment (T2E) programme

Report to Executive Committee, (RTP/26/15 refers) notes a parallel reduction in the People and Place (P&P) budget in 2026/27 which may be alleviated, in part, by the integration of a shared resource between P&P and T2E budgets, where appropriate to each.

This report requests that the Executive Committee approve the development of the Tactran Transport to Employment programme as set out in this report.

1. RECOMMENDATIONS

1.1 That the Executive Committee:

- (i) Note the process as defined for the development of the T2E programme;
and
- (ii) Approve the T2E programme

2. BACKGROUND

2.1 As a consequence of the Scottish Government's 'Tackling Child Poverty Delivery Plan 2026-2031' the Government are funding a series of initiatives to support families to access work, including a Transport to Employment fund available, separately, to RTPs, and Local Employability Partnerships (LEPs).

The RTP fund is defined to support transport provision, whilst the LEP fund is intended to provide support to the individual. RTP funds for transport are distributed by TS on the same split as applied to the People and Place programme, meaning the Tactran will receive £955,877 in funding.

- 2.2 The development of a T2E programme has been progressing in the background and follows from its initial inclusion in the Director's Report to the March partnership meeting (RTP/25/13 refers). In the period since the March board meeting a parallel reduction in the P&P budget (report to Executive Committee of 28 April 2026, RTP/26/15 refers) has placed an added time element to progressing the T2E programme.

3. DISCUSSION

- 3.1 The Tactran T2E programme will provide targeted support to transport providers for the specific provision of transport to employment. Transport services thus provided will be closely coordinated to meet the defined needs of T2E users.
- 3.2 The initial concept development envisions T2E as a platform-based service. The service would link individuals seeking access to work, and the workplaces seeking access to a workforce.
- 3.3 The programme will include user registration and service optimisation, linking the concepts of an on-line platform (such as MaaS), with integrated booking and transport delivery.
- 3.4 An individual user would access the service via a registration portal and follow a critical path where all transport options are identified. An illustrated pathway is set out in Appendix A, and system diagram in Appendix B.
- 3.5 Where existing transport options are not available, or not appropriate, a bespoke intervention would be developed as a T2E service. T2E services would operate in a similar way to existing Demand Responsive Transport (DRT) options and would include a number of extant DRT services where these are appropriate to need.
- 3.6 T2E services thus provided would seek to optimise vehicle use, maximise the numbers of passengers by aggregating requests from similar origins travelling to similar destinations within a defined time window. This builds on agreed tolerances to maximise vehicle utilisation. In effect the same vehicle providing the best route for the combined demand allocated.

- 3.7 T2E services would not be provided where suitable public transport options already exist, nor would it provide services to replace or compete with known employer provided work buses.
- 3.8 An individual user would be expected to contribute through the payment of a transport fare, at a level defined in agreement with the key stakeholders, as a part of the T2E delivery group, and charged directly to the user via the T2E portal. There will be no cash transactions in vehicle. Fares would be expected to be paid in advance of travel, while it remains possible for fares to be paid as additional support, including by Job Centre Plus, LEP individual support packages (see paragraph 2.1), or similar support funds.
- 3.9 Critical to the success of the programme will be the identification of needs and locations for focus, as well as the recruitment of users, and contracted supply. A three phased approach to focus locations is proposed. These being:
- Locations with perceived demand, in agreement and following locations proposed by LEPs
 - Locations with demonstrated demand, focused on requests received via the T2E portal, and
 - Trip-end locations based on employers reporting difficulties in accessing staff
- 3.10 Recruitment of users will be based on the T2E portal, with support from Job Centre Plus in promotion and notices via the LEP and local authority task force engagement. Further user recruitment is likely to follow from employers, though this is anticipated in the medium term, to follow from demonstrated delivery.
- 3.11 Transport supply is anticipated across a number of providers, with a series of 'on call' contracts necessary to support demand responsive provision. The service will remain mode agnostic and will draw supply from a range of operation types, felt likely to include, but not be limited to:
- Taxi and Private Hire Car companies, including Transportation Network Companies,
 - Flexible coaching companies,
 - Demand Responsive Transport (DRT) suppliers, and
 - Mainstream bus operators, including local authority own-account services.

- 3.12 Insofar as transport to work is based on an expectation of reliability, and in that the T2E service will support a mix of users including vulnerable individuals, contracts will include minimum service levels and back-up service options.
- 3.13 An initial contracting exercise will be undertaken to establish availability, costs (on a defined service concept), and potential for integrated technologies, specifically booking services.
- 3.14 It is anticipated that existing suppliers, currently funded through P&P, would be well placed to provide services under the T2E programme, particularly where links between suppliers and the existing Tactran MaaS platform are developed or in the process of being developed (see the Angus Digital DRT programme as an example). The costs of technology development and support has been built into the programme to facilitate technical integration. It is also anticipated that taxi-based suppliers would be integrated via API interfaces to the native taxi applications, such as iCabbi, and similar.
- 3.15 A governance structure has been proposed to include a Delivery group, with invited membership from local authority transport officers, LEP officers, local task force(s), community partnerships, and DWP. Additional participants will include NHS, and representatives from the technology providers, on an invited basis.

4. CONSULTATIONS

- 4.1 Local Authority transport officers were included in the development of the proposal and assisted in the preparation of this report. In addition to liaison with council transport officers, consultation was undertaken with LEPs and authority task forces.

5. RESOURCE IMPLICATIONS

- 5.1 Resources for development and implementation are broadly split between the three areas of administration, technical development, and transport provision. It is felt desirable that a majority of the fund would be applied to transport provision, as this has the largest impact on the user, and should be noted as a significant cost per route.
- 5.2 Exact spend profiles will emerge over the course of the project but are anticipated to fall within the maxima set out below.
- Technical development, platform integration, £60,000

- Operational support and administration, including staffing and promotion, £80,000
- Transport provision, £825,000, across all locations comprising (as minimums)
 - o 4x local authority focused service routes (1 per LA)
 - o 2x cross boundary focused service routes
 - o 2x trip end agglomeration focused routes

5.3 All programme operating and administration costs incurred by Tactran are included in the submission.

6. EQUALITIES IMPLICATIONS

6.1 This report has been screened for any policy implications in respect of Equality Impact Assessment and no major issues have been identified. It should be noted that the programme is intended to help support those groups identified in the Scottish Government's child poverty delivery plans.

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NOTE

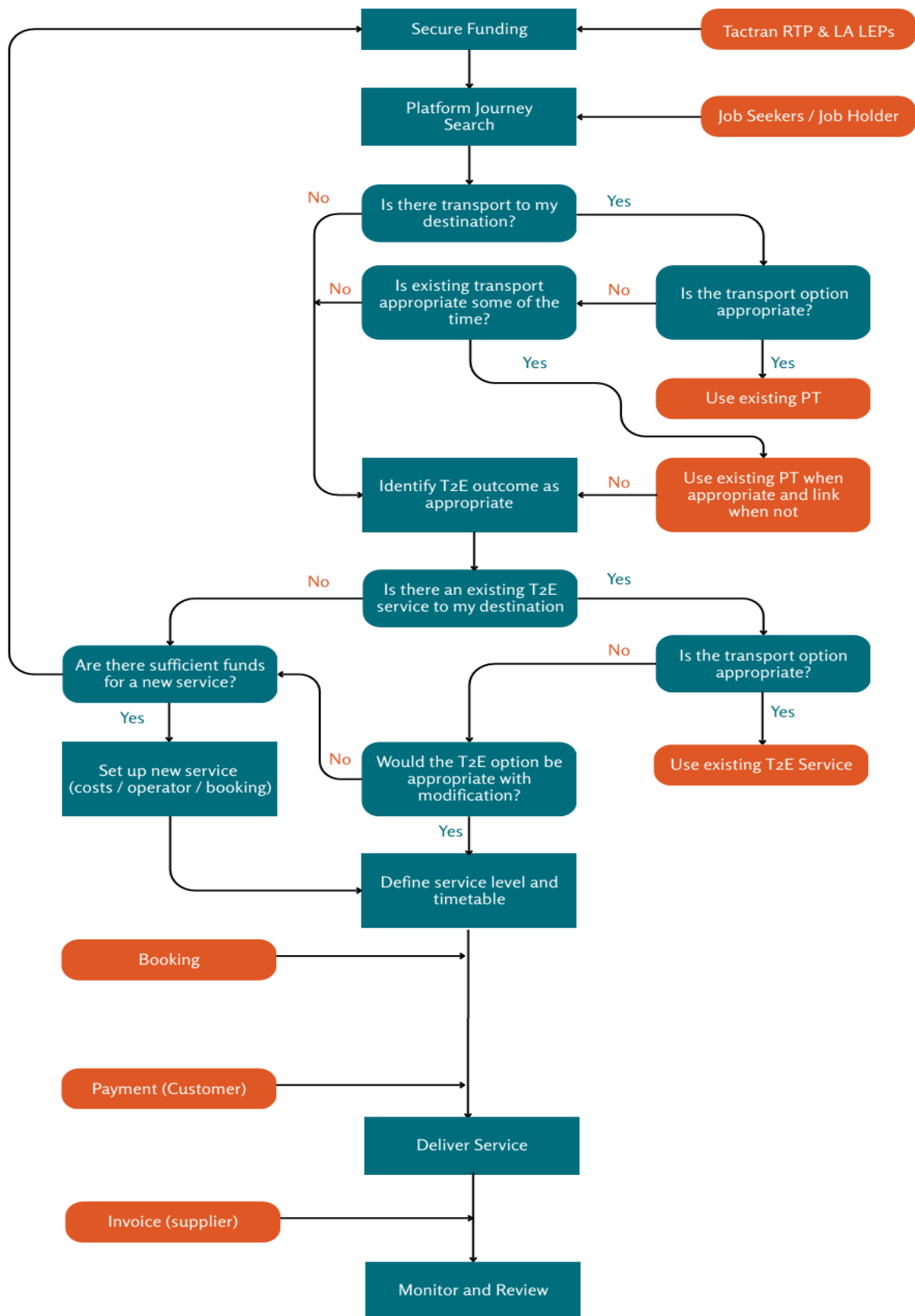
The following background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing this Report.

Report to Executive Committee RTP/26/15, Award of Tactran People and Place Programme projects. Report to Executive Committee 28th April 2026

Report to Partnership RTP/25/13, Director's Report 17th March 2026

Appendix A

User Pathway, illustration



Appendix B

System Overview Diagram

