

Highland Council Resources Committee

15 April 2009

Agenda Item	
Report No	

Supporting People into Work

Report by the Head of Policy and Performance

Summary

Getting people into work is one of the priority actions contained in the Council's Recession Action Plan. This report proposes an approach to improve the range and coordination of employment services managed by Council and partners. It sets out how the Fairer Scotland Fund can be used to attract additional investment in services and to change the way they are managed and delivered. It proposes an approach which: supports young people and unemployed adults access employment with a range of personal services; supports employers and social enterprise to retain and create jobs and training opportunities; reviews the way in which the Council and other public sector bodies can support more people into work as major employers in the region and through the goods and services they procure.

1 Background

1.1 The Council has a commitment in its programme "Strengthening the Highlands" to work with Scottish and UK Governments and partners to prevent and reduce poverty by supporting more people into sustained employment. There are also commitments to increase training and apprenticeship opportunities, grow social enterprise and support local procurement. In addition supporting people into employment is a central part of the Council's Recession Action Plan. Employability is one of the key priorities in the Scottish Government/ COSLA Concordat and joint approaches to Economic Strategy. It is defined by the Scottish Government Workforce Plus Team as -

"the factors and processes which enable people to progress towards or get into employment, to stay in employment and to move on in employment."

1.2 These "factors and processes" include a wide range of partner and Council services, including careers guidance; basic skills; personal development for vulnerable groups; training; volunteering; and work experience. The issues regarding employment services in Highland were discussed at a partnership seminar held by the Council and NHS Highland in November 2008 to consider:

- The type and scale of need for employability services in Highland;
- The way in which services need to adapt or be created;
- How best to proceed in partnership.

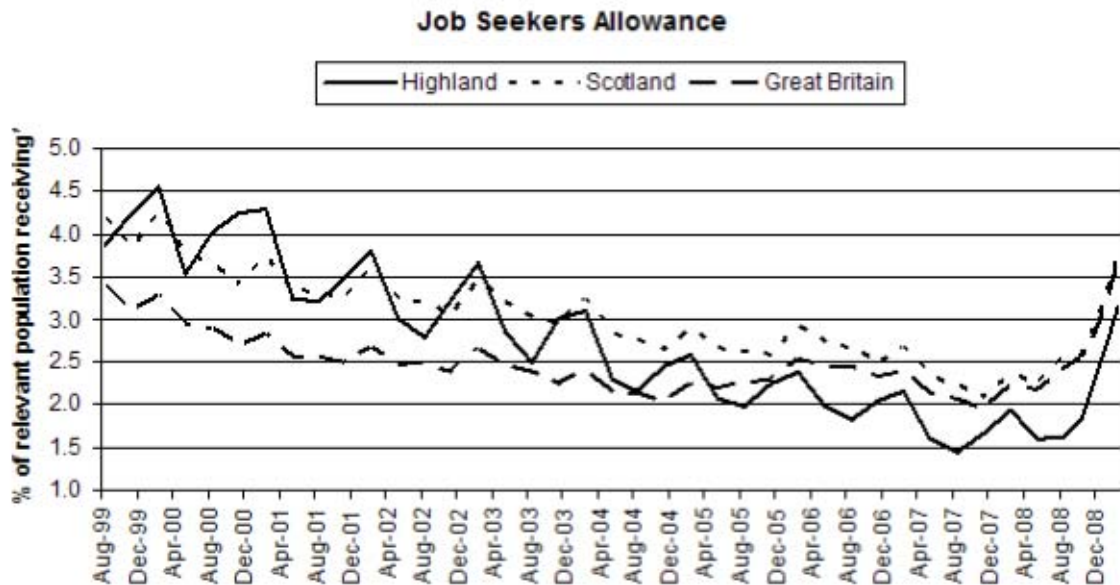
1.3 Those requiring most support to access employment include: young people leaving school with no positive destination; lone parents; people with disabilities; long term unemployed people (defined as those out of work for more than 6 months); homeless people; people misusing drugs and alcohol; and ex-offenders.

1.4 The Single Outcome Agreement (SOA) is now the means of describing what public sector partners aim to achieve and how much improvement they expect to see for their population. The national and local outcomes and targets relating to supporting people into work from 2008 for Highland are summarised in **Appendix 1**. Many of the targets will now be challenging to meet because of the change in economic circumstances. An interim progress report is required for the end of April

2009 and the full annual report of performance will be available in September 2009. Work is underway on SOA2 from 2009-11. It will include commitments to support people into work and include the public sector response to the economic recession in the Highlands.

2 Current circumstances

2.1 Unemployment, measured by the percentage of the working population claiming Job Seekers Allowance (JSA) was 3.1% in February 2009 (4150 claimants, with 1030 aged under 24 years). This is below the Scottish and UK levels at 3.8% but higher than the level found in Highland in the same period last year (under 2%). The number of people claiming JSA has increased by 70% from June 2008 when 2437 people claimed, 485 aged under 24 years. The increase in claimants is notable among the under 24 years age group over this 8 month period with numbers claiming more than doubling (112% increase). The change in JSA claimants over time and in comparison with Scottish and British levels is shown below.



2.2 **Appendix 2** provides a breakdown of benefit claimants by Council ward. It highlights that need is found in every Ward, with disproportionately high levels of benefit claimants in the following Wards: Wick; Cromarty Firth; Tain and Easter Ross; and Inverness Central. Further information on benefit claimants is available on the Council's website at <http://www.highland.gov.uk/yourcouncil/highlandfactsandfigures/benefitsandunemployment/>. This information is up-dated monthly for JSA claimants and quarterly for other claimants.

2.3 The UK and Scottish Governments are commissioning a range of responses to the economic downturn, principally through the Partnership Action for Continuing Employment (PACE). This is to ensure a high level of responsiveness for businesses and individuals affected by redundancy through Job Centre Plus, Skills Development Scotland, Further Education and local authorities. These measures are intended to assist newly unemployed people to lessen the immediate short-term impact on households and to assist people re-enter the job market as soon as possible.

2.4 However supporting people into work will bring new challenges at this time because with fewer job opportunities:

- There is a risk that the number of people becoming unemployed for over 6 months (long term unemployed) will increase.
- It will be even more difficult for people facing multiple barriers to move into employment or to return to work. People with disabilities¹, caring responsibilities, medical conditions or limited skills and work experience will find it increasingly hard to obtain work experience and employment when they are competing with other people who have become unemployed recently and are more ready for work.
- Lone parents and some people with disabilities are likely to have benefits reduced as the UK Government's Welfare to Work policy is implemented. In Highland around 500 lone parents are estimated to be affected in 2009.
- School leavers may be affected adversely since in the Highlands a higher proportion of leavers, notably boys, normally move straight into employment (39% compared to 28% nationally). Potentially 400+ school leavers in 2009 could have no positive destination, compared to under 300 in each of the past two years.

3 A partnership approach to supporting people into work

3.1 It is proposed that a partnership approach to supporting people into work is taken forward which focuses on:

1. Measures to support young adults, including school leavers
2. Measures to support adults facing particular barriers to employment
3. Measures to support business (job creation and retention including in social enterprise)
4. Improving partnership infrastructure and management

These are described in more detail below. They complement other Council activity to support the economy including accelerating the capital programme and providing Business Gateway services.

3.1.1 **Appendix 3** sets out funding proposals using the Scottish Government's Fairer Scotland Fund (FSF) to support the approach proposed. These are cross referenced with the paragraph numbers below. Members will recall that the FSF allocated to the Community Planning Partnership (via the Council) amounted to £1.563m in 2008-9, rising to £1.959m in 2009-10 and £2.354m in 2010-11 and for there to be flexibility for carry forward across these years. The increase takes into account rural deprivation. From 2011-12 onwards the fund is allocated as part of the Council's grant settlement and is no longer ring fenced. However given that the FSF has inherited commitments from previous ring fenced programmes the approach needs to include:

- a managed withdrawal of funds as some projects come to an end;
- a recognition that local initiatives have developed over a number of years by communities and with local Member support providing value locally;
- refocusing funds to support employability measures within local projects which seek to continue in 2009-10;
- respecifying services this year to reflect the changing economic circumstances and freeing up resources to attract EU funding from 2010 onwards.
- Giving the Council flexibility once the FSF ceases to be ring fenced.

¹ The recent SWIA inspection report emphasised the need to do more to invest in opportunities for people with disabilities as an alternative to day care services.

Members have agreed previously that the FSF should be used to attract EU funding. This will meet the Council's aim of being more successful in attracting EU funding as agreed at the last Resources Committee meeting.

3.1.2 **Appendix 4** provides further detail on each of the projects and proposals listed in Appendix 3, showing their purpose, target group, funding package and outputs. Decisions of continuing funding are needed at this time.

3.1.3 The projects listed at the top of Appendix 3 as non-recurring carry forward commitments amount to £151.5k. These are former community regeneration fund projects which are committed and will complete in 2009-10. They are funded out of under spend in 2008-9 carried forward into 2009-10 and have no call on new resources in 2009-10.

3.2 Measures to support young adults, including school leavers

Currently services are provided and commissioned across partners for school leavers. They include Skills Development Scotland services (careers guidance, Modern Apprenticeship or Skill Seekers support, the national Get Ready for Work Programme to be re-specified and re-tendered for the 2010-11) and Higher and Further Education Awards. Services are not currently co-ordinated as well as they could be across providers. For young people in transition and particularly those in need of additional support a range of local projects and services are provided by the Council and voluntary organisations and have been supported by the FSF in 2008-9. Not all services are found across the Highlands as some were piloted in particular disadvantaged communities. New guidance from the Scottish Government introduces Activity Agreements for use in all secondary schools for young people with no positive destination to be assisted into education, training or employment. The detail on how these might operate is awaited.

3.2.1 It is proposed that current funding of £160,000 used for supporting care leavers is mainstreamed into the Children's Service budget to continue to support care leavers and managed through the integrated children's service arrangements. FSF resources of £367,000 have been directed to young people previously. Of this amount a further £117,000 is committed in 2009-10 as match funding for three projects (Barnardo's Works, SHIRLIE and Calman Trust). The remaining £250,000 can be allocated to the six programmes listed in Appendix 3 (reference 3.2.1) for one year only at this stage to enable continuity in service but to be conditional on:

1. agreeing the employability focus of the services to be provided;
2. agreeing the performance expected to assist young people;
3. alignment with the implementation of Activity Agreements;
4. enabling the service to reach further into other communities.

3.2.2 During 2009-10 the specification for services for young people can be revised, taking into account new requirements for Activity Agreements, a fuller understanding of all services available for young people, and where appropriate these services can be tendered to ensure best value. By re-designing and co-ordinating services better there is scope to seek EU match funding this year against the increased FSF award for 2010-11 (around £460,000).

3.3 Measures to support adults facing particular barriers to employment

Job Centre Plus provides support and assistance for people facing barriers to employment but these are currently not co-ordinated with other services such as the Council's Working for Families programme of support for lone parents. For people requiring additional support Job Centre Plus and NHS Highland run a

“Pathways to Work” programme but more could be done to co-ordinate this with services provided through the Council’s Adult Support Services in Social Work. More services are likely to be needed for people with disabilities, people in the criminal justice system and for those receiving treatment for alcohol and drug misuse. Other services currently provided by the Council include tenancy and financial management support and community learning (literacy, numeracy, ICT skills and personal confidence and development). These could benefit from a more co-ordinated approach with other services which support people into employment. Currently some services have focused on particular areas, either as a pilot or targeting disadvantaged communities.

3.3.1 Currently £794,000 of FSF is focused on adults with support needs. Funding of £78,000 is committed as match funding for three projects (Merkinch Enterprise, WEA and New Start). Funding of £76,500 for continuing three further projects (Inverness CAB, Merkinch Development and Merkinch Greenspace) can be continued for one year only to enable service continuity and to be conditional on:

1. agreeing the focus of employability services to be provided;
2. agreeing the performance expected for adults facing barriers to employment;
3. seeking to expand services further, e.g. Merkinch-based services to support wider Inverness.

3.3.2 The Council’s contract with HOL for the Working for Families project (£640,000 annually) needs to be reviewed given the changing economic circumstances and the need to ensure a better fit with other employability programmes. It is proposed that this is extended for 6 months only to end September 2009 at this stage. This enables £320,000 of resources in 2009-10 to be freed up for service redesign and EU match and for tendering to be used if appropriate.

3.3.3 During 2009-10 the specification for services for adults with support needs can be revised, taking into account a fuller understanding of all services available for these adults, the current gaps in service and the changing economic circumstances. This can be done for the £320,000 available in 2009-10. By re-designing and co-ordinating services better there is scope to seek EU match funding this year against the FSF award for 2010-11 (up to £800,000 depending on continuity of current projects).

3.4 Measures to support business (job creation and retention including in social enterprise)

In times of recession, to help people into work, support needs to focus not only on individuals but also on business to retain and create employment and training opportunities. This fits with the Council’s new role in Business Gateway and with the Council’s Recession Action Plan with its support to business and wider economic initiatives. An example is the acceleration of its capital programme. More recently at the Convention of the Highlands and Islands it was agreed that the Council would co-ordinate information on the capital programmes of all public sector bodies in the Highlands with a view to maximising benefit to the construction sector and to review support for apprenticeships. In addition there has been a tradition of supporting social enterprise and community organisations which not only benefit local communities but also provide “intermediate” training and work experience. The Council also runs the Employment Grants Scheme to create training and employment opportunities in business.

3.4.1 To support business through the FSF £397,000 is available in 2009-10. To enable continuity in projects currently providing benefit, it is proposed that funding for six community organisations and social enterprises listed in appendix 3 (reference 3.4.1) and amounting to £127,000 continues for one year and to be conditional on:

1. agreeing the focus of employability services to be provided;
2. agreeing the performance expected for improving training and employment opportunities for young people and adults facing barriers to employment.

It is proposed also to expand the Council's Employment and Grants programme by £50,000 to support training and work places in businesses. It may be possible to seek EU match funding for this purpose.

3.4.2 A further £220,000 is available for supporting business in 2009-10. This can attract further EU funding, through the LEADER programme in particular. Examples of such enterprise include community woodland management; recycling activity, community businesses and community transport which can all provide training, job and volunteering opportunities locally. With additional FSF in 2010-11, the funding could grow to £400,000 depending on continuity of current projects. Criteria for FSF contributions can be produced for Members' consideration.

3.5 Improving partnership infrastructure and management

To achieve the most value from public sector resources for young people and adults requiring support into employment and for support to business, it is clear that a more joined up approach across Council services and across public partners is required. This is more pressing as unemployment continues to rise. The approach proposed involves:

1. Improved public sector training facilities and services in conjunction with partners notably FE colleges, particularly in rural communities and with EU match funding.
2. Making the most of public sector organisations as employers – with around a third of all jobs in Highland found in the public sector there should be capacity to support those furthest from the labour market into work. The Council has agreed to enter a Local Employment Partnership with Job Centre Plus and needs to identify actions which would build on current arrangements such as the 90 places on DWP Work Step Programmes. This will be reported to the next meeting of the Resources Committee for consideration.
3. Making the most of public sector procurement – with scope to use community benefit and social clauses in procurement contracts where the Council and partners can specify e.g. training and apprenticeships and recruitment of unemployed people or people with particular needs.
4. Reviewing the managerial arrangements within the Council and with partners with scope to create a partnership team, even for a limited time period, to join up and improve service delivery and identify more efficient approaches. There is currently an opportunity for a secondment from Job Centre Plus to join a corporate Council team.
5. Better and joined up information systems to enable common assessment processes, improve key worker arrangements and at a strategic level to improve analysis of needs to target resources better.

6. Robust systems for tracking progress against performance and the SOA commitments and to include evaluation from the perspective of the person receiving the service.

3.5.1 Currently £50,000 is committed for programme management. In 2009-10 a further £190,000 is available which can be matched with EU funding and used to support infrastructure improvements to learning centres and funding to support a joined up management approach (new systems, evaluation and tendering requirements). Further proposals can be brought back to Members for consideration. At this time approval is sought to use FSF of £8,000 to support activity and travel associated with two new posts for supporting young people. One post is to provide additional management to the delivery of the Activity Agreement pilot with salary costs for one year met by the Scottish Government. The other post will provide enhanced services for young people with additional support needs as part of the recently launched Partnership Transitions Policy with salary costs for one year funded through Children's Services.

4 Resource Implications and Outputs

4.1 This report proposes an approach to supporting people into employment which responds to the changing economic environment and the growing number of young people and adults requiring support to access employment. The Fairer Scotland Fund is available to support this approach and the Government's funding has increased for 2009-10 and will increase further for 2010-11. As additional resources these can be matched with EU funding, drawing on European Social Fund, European Regional Development Fund and the LEADER programmes. Bids for EU funding as match for the development potential of £722,000 could be made in 2009-10 and this would rise to around £1.5m in 2010-11. In addition a more joined up and co-ordinated approach can provide better value from resources across the public sector. Over time the pattern of funding should reflect the pattern of need across the Highlands in terms of the numbers of benefit claimants by Ward and local LEADER Partnership areas. This recognises rural as well as urban deprivation.

4.2 A summary of the proposed apportionment of funding out in Appendix 3 is provided below.

Funds committed as match funding for ESF (Dec. 08)	£ 245,000
Local Partnership continuation (young people)	£ 250,000
Local Partnership continuation (adults)	£ 76,500
Working for Families contract extension to Sept 2009	£ 320,000
Support for business	£ 177,000
Management improvements	£ 8,000
Development Potential (and to attract EU funding)	£ 722,500
Children's Services (care leavers)	<u>£ 160,000</u>
Total	<u>£1,959,000</u>

4.3 Notably some improvements do not necessarily require more funding such as the Local Employment Partnership or using procurement contracts to deliver community benefit.

4.4 Taken together with anticipated match funding these resources could create the following outputs over the next two years:

- 8 new or refurbished community facilities (including Learning Centres);
- 500 additional adults undertaking training or learning;

- Retain and increase Work Step supported employment places;
- 200+ people undertaking financial literacy/ awareness training;
- All young people have offer of a positive destination 16+;
- 400 young people entering Activity Agreements 16+;
- Assistance to up to 40 community groups/social enterprises;
- Up to 40 local community benefit projects undertaken;
- A minimum of 40 jobs created or sustained.

These outputs will have wider health and economic benefits for individuals and communities. They would also help to alleviate potential pressures arising on Council and other public services from rising demand for welfare services in time of recession.

- 4.5 The introduction of tendering for services and criteria for accessing FSF for community and social enterprise will ensure alignment with the Council's financial regulations. Ideally the services supported should cover a 3-4 year agreement for services tendered and grants offered subject to quarterly monitoring of performance and annual review of economic circumstances, changing needs, performance and resource availability.

5. Recommendations

- 5.1 Members are asked to note the changing environment for developing services to support people into work.

- 5.2 Members are asked to consider and approve:

1. the approach which focuses on measures to support: young adults including school leavers; adults with a range of support needs; business to create and retain jobs training and volunteering opportunities; and infrastructure and management improvements;
2. funding for the services and projects listed in Appendix 3 for 2009-10 noting the conditions attached for continuity funding (employability focused and with performance agreed). The funding apportionment recommended is £250,000 for young people; £76,500 for adults; extending the Working for Families Contract to end September 2009, £320,000; £177,000 for supporting business; £8,000 for management support; £160,000 for children's services and for this amount to be mainstreamed in that service; £722,500 to be retained for service development and EU bids.
3. the development of specifications for services for development funding in 2009-10 and 2010-11 to reflect the pattern of need better across the Highlands and to fill service gaps, with further information brought back to Committee for approval;
4. that criteria for grants to support social enterprise are brought back to Committee for approval;
5. the development of a strategic bid for EU funding;
6. increased use of social clauses and community benefit clauses in Council procurement contracts where appropriate and in keeping with Contract Standing Orders;
7. improved infrastructure and management through a partnership employability team using time limited secondments and hosted by the Council, with any staffing and other resource implications brought back to Committee for approval;
8. the development of the Local Employment Partnership with the DWP for the next meeting of the Committee to consider.

Signature:

Designation: Head of Policy and Performance

Authors: Bob MacKinnon Regeneration Co-ordinator, Carron McDiarmid (01463 702852)

Date: 3rd April 2009

Background Papers and References:

<http://www.scotland.gov.uk/Topics/Economy/economic-situation>

http://www.jobcentreplus.gov.uk/JCP/Customers/back_to_work/index.html

<http://www.scotland.gov.uk/Topics/Economy/help>

Single Outcome Agreement Indicator	Baseline		Target		Appendix 1 Comments
Reduce the number and % of working age population unemployed and living in Highland in the 15% most deprived datazones in Scotland	2006/7	-	-	-	Data awaited
Increase % school leavers going into employment education or training	2006/7	84%	2008/09	87%	Data awaited
Increase number of children taking part in Skills for Work courses	2006/7	278	2010/11	1700 (cum for 4 yrs)	Data awaited
Increase the number of young people completing Skills seekers programme	2007/8	63% (236 starts)	2008/09	60%	Data awaited
Increase the number of young people with sustained positive outcomes from the Get Ready for Work programme	2007/8	37% (205 starts)	2008/09	50%	Data awaited
Increase the % of positive outcomes from the Training for Work programme	2007/8	46%(66 starts)	2008/09	40%	Data awaited
Increase the number of priority 1 customers moving into employment (over 16 hours per week – claimants of incapacity benefit, income support, lone parents, new deal, with disabilities and unemployed in disadvantaged wards). Target through customers moving into work via Local Employer Partnership targets	2008/9	New target	2008/09	412	Data awaited
Increase the number of priority 2 customers moving into employment (over 16 hours per week – claimants of new deal, with disabilities, long term unemployed and in disadvantaged wards)					Data awaited
Increase the number of lone parents supported into work	2006/7	103	TBC June 2008	>328	Target not expected to be met
Increase the number of lone parents supported into work experiencing a positive outcome	2006/7	74	TBC June 2008	>163	Target not expected to be met
Increase the number of Incapacity Benefit Recipients supported by condition management	2008/9		1/3/09	400	Data awaited
Reduce the number of young people not in employment, education, or training	2006/7	296	2007/08	281 review targets for 2008/9	Data awaited
Increase the % of care leavers in education, training and employment (measured @ 18 years)	2008/9	Baseline to be developed	2010/11	Target TBC as per baseline	Data awaited
Increase the % of Looked After Children ceasing to be looked after 'away from home', attaining SCQF level 3 in at least one subject	2006/7	67.0%	2010/11	69.0%	Data awaited
Increase the % of Looked After Children ceasing to be looked after at home, attaining SCQF level 3 in at least one subject	2006/7	61.0%	2010/11	63.0%	Data awaited
Increase the number of people recovering from drug and alcohol problems entering training, education and employment.	2005/6	92	2010/11	TBC	Data awaited
Increase the proportion of all young people leaving care with a pathway plan	2006/7	75.0%	2010/11	100.0%	Data awaited
Achieve 75% leverage from other sources for the Fairer Scotland Fund	2007/8	£5.876m - 3 year programme	2010/11	75% leverage over whole programme (£4.4m)	Data awaited
Increase opportunities for Adult Literacy Learners and take up by 10%	2006/7	1828	2010/11	2011	Data awaited
Increase the number of customers reached with money advice and welfare rights (via service delivery contracts between the Council and independent advice providers including Ccabx)	2006/7	37800 vol sector	2010/11	5% increase	Data awaited
Increase the number of customers reached with money advice and welfare rights (via service delivery contracts between the Council and independent advice providers including Ccabx)	2006/7	479	2010/11	at least maintain	Data awaited
Increase the financial benefit to customers from advice provided (£)	2006/7	£4.392m vol sector	2010/11	5% increase	Data awaited
Increase the financial benefit to customers from advice provided (number of customers)	2006/7	334,827	2010/11	at least maintain	Data awaited

HIGHLAND BENEFIT DATA

APPENDIX 2

Ward No.	Ward/Area	Working Age Population (Retired MYE 2007)	% of Working Age Pop	JSA Claimants aged under 24 (Feb 09)	All JSA Claimants (Feb 09)	% Highland JSA Claimants (Feb 09)	Total Claimants IB/SDA (Aug 08)	lone parents claiming IS (Mar 09)	Total Claimants (JSA/IB/LP)	% claimants of Highland Claimants
2	Thurso	4,324	3.46	30	156	3.97	345	80	581	3.82
3	Wick	3,987	3.19	55	209	5.32	415	100	724	4.77
4	Landward Caithness	6,642	5.31	25	172	4.38	510	50	732	4.82
	CAITHNESS PARTNERSHIP	14,953	12	110	537	13.66	1270	230	2037	13.41
1	North, West and Central Sutherland	3,350	2.68	20	109	2.77	250	20	379	2.50
5	East Sutherland and Edderton	4,283	3.42	35	131	3.33	355	55	541	3.56
	SUTHERLAND PARTNERSHIP	7,633	6.10	55	240	6.11	605	75	920	6.06
6	Wester Ross, Strathpeffer and Lochalsh	6,813	5.45	40	198	5.04	425	65	688	4.53
7	Cromarty Firth	7,079	5.66	95	354	9.01	790	205	1349	8.88
8	Tain and Easter Ross	5,220	4.17	45	201	5.11	510	90	801	5.27
9	Dingwall and Seaforth	7,463	5.97	60	231	5.88	540	105	876	5.77
10	Black Isle	5,774	4.62	25	96	2.44	250	45	391	2.57
11	Eilean a' Cheo'	6,064	4.85	50	221	5.62	430	70	721	4.75
12	Caol and Mallaig	4,573	3.66	25	122	3.10	300	55	477	3.14
22	Fort William and Ardnamurchan	7,012	5.61	55	220	5.60	495	125	840	5.53
	LOCHABER PARTNERSHIP	4,573	3.66	25	122	3.10	300	55	477	3.14
13	Aird and Loch Ness	6,276	5.02	20	137	3.49	300	50	487	3.21
14	Inverness West	5,254	4.20	40	164	4.17	470	50	684	4.50
15	Inverness Central	8,495	6.79	125	498	12.67	1215	285	1998	13.15
16	Inverness Ness-Side	6,008	4.80	40	157	3.99	380	95	632	4.16
17	Inverness Millburn	4,936	3.95	25	116	2.95	290	45	451	2.97
18	Culloden and Ardersier	7,187	5.75	35	183	4.66	445	80	708	4.66
20	Inverness South	7,271	5.81	25	115	2.93	310	55	480	3.16
	INVERNESS CITY & RURAL	45,427	36	310	1370	34.86	3410	660	5440	35.81
19	Nairn	6,644	5.31	60	204	5.19	505	60	769	5.06
21	Badenoch and Strathspey	7,412	5.93	35	156	3.97	375	65	596	3.92
	Highland Total	125,055	100	910	3930²	100	9410	1850	15190	99.18

² The total claimant count is 4150 for Highland. The difference is due to apportionment and rounding to the Ward geography. Overall % figures are not affected.

SUPPORTING PEOPLE INTO EMPLOYMENT

APPENDIX 3

FAIRER SCOTLAND FUND - HIGHLAND 2009 - 2011

Para-graph 3.1.2	Carry Forward Commitments - 2008-09 (non-recurring)		Mat ch	2009-10	2010-11 indicative
	Invergordon District Initiative	Sports Facilities		25,000	
	Kilmuir & Logie Development Trust	Community Facility		25,000	
	Seaboard Memorial Hall	Kitchen refurbishmant		11,500	
	Alness Initiative	Crawl Park Improvements		80,000	
	Alness Initiative	Community Planning Partnership		10,000	
				151,500	
3.2.1	Mainstreaming			2009-10	2010-11
	Children's Services Funding (supporting care leavers)			160,000	160,000
3.2.1	Measures to Support Young People including school leavers			2009-10	2010-11
	Barnardo's Works	Extension to include 16-18yrs	*	40,000	
	SHIRLIE Project	Investors in Young people	*	37,000	
	Calman Trust	"Do-it" 14-19 Inspiring Scotland	*	40,000	
	Highland Council/SDS	16+ Tailored Interventions		60,000	
	Pulteneytown People's Project	16+ Learning Programme		24,000	
	The Highland Council - ECS	Alness Youth Development Team		60,000	
	The Highland Council - ECS	Lochaber 16+ Learning Prog.		30,000	
	The Highland Council - ECS	Inverness Youth Development		68,000	
	Highland Council	Transitions Coordinators		8,000	
	Development Funding	New / tendered Services	**		461,000
	TOTAL			367,000	
3.3	Measures to Support Adults Facing Barriers to Employment			2009-10	2010-11
3.3.1	Inverness CAB	City Outreach Services		25,500	
	Merkinch Enterprise	Inverness ICT Training Project	*	19,000	
	WEA	Options & Choices/Returners	*	11,000	
	NewStart	Inverness Training Project	*	48,000	
	Merkinch Development V	Social Enterprise		29,000	
	Merkinch Greenspace.	Environmental Improvements		22,000	
3.3.2	Highland Opportunity Ltd	Working for Families		320,000	
3.3.3	Development Funding	New / tendered Services	**	320,000	844,500
	TOTAL			794,500	
3.4.1	Measures to support Business (job retention and creation and in social enterprise)			2009-10	2010-11
	Pulteneytown People's Project	MAASK (After school club)		10,000	
	Pulteneytown People's Project	Pulteneytown Learning House		12,000	
	Alness Initiative	Community Development		20,000	
	Merkinch Partnership	Community Planning / Development		36,000	
	Merkinch Partnership	Sports Development Programme		19,000	
	Merkinch Partnership	Community Arts Programme		30,000	
	Highland Council	Employment Grants	**	50,000	50,000
	Development Funding	New Community Benefit Funding	**	220,500	475,000
				397,500	
3.5	Improved Management & Infrastructure				
	Highland Council/Partners	Programme Management		50,000	50,000
3.5.1		Support for 2 new posts (young people)		8,000	8,000
	Highland Council/ Partners	Learning Centre Improvements	**	182,000	
	TOTAL			240,000	305,500
		Planned Spend		1,959,000	2,354,000
		Target Budget		1,959,000	2,354,000

Amounts in **bold** have been committed at Committee

* Approved as Match funding - Resources December 2008.

** Potential for Match Funding 2009 and beyond.

FAIRER SCOTLAND FUND - HIGHLAND 2009 - 2011							
COMMITTED AND CONTINUATION FUNDING							
Project/ Project Manager	Description	Geographic coverage	Funding Partners	£ p.a.	Staffing	Status	Outcome Measures/ Impact
Community Regeneration Commitments from 2008/09 - Funded by Carry Forward							
Invergordon Football Club	Refurbishment and improvements to sports pavilion in Invergordon	Invergordon	sportScotland	£75,000	Nil	Approved by local Partnership.	underway - Due to complete in May
Kilmuir & Logie Easter Development Group	Application to Heritage Lottery for Community Building pending - contribution to capital costs	Milton/ Kildary	Heritage Lottery; SRDP; Other; HIE	£1,000,000	Nil	Approved by local Partnership.	Provision of community resources facility; Funding will return if match funding not available.
Seaboard Hall	Kitchen Improvemets			£11,000			
Alness Initiative	Crawl Park Recreation area Alness, drainage and installation of recreation facilities	Alness	SRDP/ LEADER	£40,000	Nil	Approved by local Partnership.	Improved community sport and recreational facility; Potential for volunteer/ work experiences for offenders; young people.
Alness Initiative	Contribution to Community Development capacity -	Alness	SRDP/ LEADER	£30,000	Nil	To be confirmed by Alness Initiative	Small town development planning with local community & business organisations; capacitybuilding; applications for other funding.
Mainstreaming							
Highland Council - Children's Service	Funding included within FSF - previously part of Changing Children's Services. Highland contribution is to Barnardo's Springboard Service.	all areas	THC - Children's Service	£218,000	5 FTE	SW - SLA	Mainstream into children's services funding.

FAIRER SCOTLAND FUND - HIGHLAND 2009 - 2011							
COMMITTED AND CONTINUATION FUNDING							
Project/ Project Manager	Description	Geographic coverage	Funding Partners	£ p.a.	Staffing	Status	Outcome Measures/ Impact
Measures to Support Individuals - 16+ Learning Choices							
Barnardo's Works - Highlands & Islands	Aims to equip disaffected young people (40 p.a.)16 - 18 with the skills, experience and opportunities to access sustainable employment. Builds of existing 18+ provision.	Caithness & Lochaber	SSEB/SDS/ESF/GRfW	£60,000; 30,000; 40,000	5 fte	ESF 2009 Match confirmed Resources 3/12/09	Secondary contract to organisations which also operates Social Work; SDS and JC+ Programmes. Part of Activity Agreement pilot in 2009 - evaluation and part of developing a Framework purchasing strategy for 2009-10 academic year
SHIRLIE Project	Investing in young people - series of brief intervention 2 day per week workshops for young people preparing to leave school - leading to work experience placements. Aiming to support 40 students over 2009/10 year. Fits with pre entry GRfW courses	Inverness/ Nairn - other areas to be specified.	Social Work; SDS; ESF; Other	£700,000	0.75 fte	ESF 2009 Match confirmed Resources 3/12/09	Secondary contract to organisations which also operates Social Work; SDS and JC+ Programmes. Part of Activity Agreement pilot in 2009 - evaluation and part of developing a Framework purchasing strategy for 2009-10 academic year
Calman Trust	Can-Do designed to provide meaningful early skills development opportunities for young people identified as needing More Choices, More Chances and who are not ready to engage with standard training provision. Has undergone rigorous assessment for Inspiring Scotland Funds	East Ross/ Inverness	Inspiring Scotland; other charitable	£300,000	6 FTE	Implementation Plan and geographic services to be discussed	Secondary contract to organisations which also operates Social Work; SDS and JC+ Programmes. Part of Activity Agreement pilot in 2009 - evaluation and part of developing a Framework purchasing strategy for 2009-10 academic year
Highland Council - ECS & Skills Development Scotland	16+ Tailored Interventions - funds available to CLD/SDS staff locally to meet individual costs to enable access to post school provision, FE & Training provision. Delivery to 10pilot schools agreed with ECS/SDS.	all areas	ECS/SDS	staff time	-	ECS - continuation of MCMC in 2008/09;expansion also proposed	Activity Agreement - funding to enable individualised arrangements to be made where "mainstream" provision is not available. Funding will be tracked and monitored over summer leavers 2009.
Pulteneytown People's Project	16+ Learning Programme - working with young people needing More Choices, More Chances in conjunction with NHC and Get Ready for Work provision.	Wick	Other Charitable	£10,000	1 FTE	Caithness Partnership recommended	Secondary contract to organisations which also operates Social Work; SDS and JC+ Programmes. Part of Activity Agreement pilot in 2009 - evaluation and part of developing a Framework purchasing strategy for 2009-10 academic year
The Highland Council - ECS	Youth Development Team @ Alness Academy - providing range of community youth work activity; school PSD activities; XL programmes and increasing More Choice, More Chances and GRfW activity.	Alness Academy ILC	THC - CLD	£45,000	5 FTE	Alness Initiative recommended	Evaluate and mainstream as part of ECS Youth Work provision. Prioritising 16+ Learning Choices developments in 2009.
The Highland Council - ECS	16+ Learning Choices and Employability development with Lochaber College and Upper Fort William. Rural skills and arts work in conjunction with GRfW.	Upper Fort William/ Lochaber	SDS / Lochaber College	GRfW funding	3FTE	Lochaber Employment Partnership	Evaluate and mainstream as part of ECS Youth Work provision. Prioritising 16+ Learning Choices developments in 2009.
The Highland Council - ECS	mp33 Youth Development, Advice & Information Services in Grant Street. Community based Programmes, school based and 16+ Learning Choices provision.	Inverness High School - ILC	THC - ECS	£50,000	5 FTE + volunteers	Merkinch Partnership Recommended	Evaluate and mainstream as part of ECS Youth Work provision. Prioritising 16+ Learning Choices developments in 2009.

FAIRER SCOTLAND FUND - HIGHLAND 2009 - 2011							
COMMITTED AND CONTINUATION FUNDING							
Project/ Project Manager	Description	Geographic coverage	Funding Partners	£ p.a.	Staffing	Status	Outcome Measures/ Impact
Measures to Support Individuals - Adult & Supported Employment Services							
Inverness CAB	Inverness Outreach Service - recruit 2 additional part time outreach advisers, each working 17.5 hours per week. These staff will work directly with clients, "face to face" from satellite offices within the community. Outreach services provide advice to some of the most vulnerable and hard- to- reach clients who may not normally take advantage of the "high street" bureau.	Inverness - Merkinch, Dalneigh, Hilton, Raigmore, Smithton/Culloden			1 FTE	Merkinch Partnership Recommended	Expand to other areas - longer term mainstream as part of CAB funding
Merkinch Enterprise	Employment Training in the Community - ICT Training Project providing accredited (Level 4 & ECDL) IT training to 58 trainees annually assistance with childcare costs - referrals from employment agencies. Provides home learning for people with access problems and preparing outreach courses in 2009	Inverness - Merkinch, Dalneigh, Hilton, Raigmore, Smithton/Culloden	ESF/SDS/Highland Council	£50,000	3 FTE	Merkinch Partnership Recommended	Short term potential expansion through outreach approaches in conjunction with City Adult Learning strategy focused on unemployed.
New Start Highland	New Start is currently providing 40 ILM type training and work experience places for long term unemployed and those seeking to return to the labour market. In addition it supports 30 supported volunteer posts per year for those seeking work experience and seeking to re-engage with society. By providing our core service of support for those most in need we are providing Equal Opportunities, helping towards social cohesion and inclusion, and through this work utilising the local authority and housing association contracts we have to make the business sustainable. A significant by-product of this is the diversion of around 750 tonnes of furniture and other household goods from landfill.	Inverness - planned expansion to East Ross	JC+ New Deal ; Highland Council Community Waste; Highland Council Housing Support; ESF-	£350,000	>12 FTE	ESF 2009 Match confirmed Resources 3/12/09	Short term potential expansion through outreach approaches in conjunction with City Adult Learning strategy focused on unemployed. Potential expansion to other areas and expansion of Recycling projects generally.
Merkinch Development Ventures	Social Enterprise - supporting Ness Soaps and Black Bridge Bikes as production & trading enterprises. Provides volunteering and work experience for unemployed people and people with a learning disability (currently 24). Expanding services to other parts of Inverness and Highland.	Inverness	HIE; Social Enterprise funding; Sales	£72,000	2 FTE + volunteers	Merkinch Partnership Recommended	Should reduce dependence on grant funding as revenues increase - however unlikely to be fully self- supporting. Possibility of external support through social enterprise funding. Mainstream as social enterprise/ supported employment provision.
Merkinch Greenspace.	Managing local Nature Reserve and other environmental projects providing volunteering, community service, work experience and training for people with learning disabilities; offenders and unemployed.	Merkinch/ Central Ward	City Partnership; BTCV; SNH; Highland Council	£60,000		Merkinch Partnership Recommended	Potential for expansion and attracting funding from other sources. Mainstream as grant funding (or cease)
Highland Council - Highland Opportunity Ltd	Project to help families to get out of the financial trap of unemployment or low paid work and alleviate child poverty by increasing the potential of the adult/s for a satisfying and rewarding job, so improve the living standards of their children. Provides advice, guidance and practical assistance to assist people into employment - confidence building; training, transport; childcare. 225 client registrations 2008/09; Target 181.	Caithness; Sutherland; East Ross; Inverness; Skye; Lochaber		Potential ESF	15No./ 12 FTE	Contract March 2009	Has team of key workers in most parts of Highland; has potential for expansion; comprehensive local knowledge; local networks with partners; aftercare support; performance management structure. Proposal to undertake a Best Value/ respecification process - joint tendering with partners.

FAIRER SCOTLAND FUND - HIGHLAND 2009 - 2011							
COMMITTED AND CONTINUATION FUNDING							
Project/ Project Manager	Description	Geographic coverage	Funding Partners	£ p.a.	Staffing	Status	Outcome Measures/ Impact
Measures to support wider economic initiatives							
Pulteneytown People's Project	MAASK - After school and holiday activity programme run as an addition to childcare provision after school and during school holidays.	Wick	Other Charitable	£30,000	0.5 FTE	Caithness Partnership recommended	Mainstream as part of local grant funding/child care provision or cease.
Pulteneytown People's Project	Pulteneytown Learning House - contribution to revenue costs of community learning centre in Wick providing informal & formal learning with NHC.	Wick	Other Charitable	£25,000	1 FTE	Caithness Partnership recommended	Mainstream as part of local FE funding or cease.
Merkinch Partnership	Community Planning Partnership Development project - Manager; communication, IT and engagement costs. Community Planning, engagement and capacity building. Project development; assist external funding applications monitoring and evaluation of projects. Assistance to community groups and developing Inverness Health Network. Management and administrative support to sponsored projects.	Merkinch	HIE; Ward & other charitable	£9,000	1.2 FTE	Merkinch Partnership Recommended	Continuing community engagement and inter-agency community planning in area of high needs. Continue to fund and mainstream as part of City/ City Partnership funding.
Merkinch Partnership - Sports Development	Sports Development Programme - provision of enhanced programme of sport & recreational activity in area with poor facilities and low participation	Merkinch	HIE		.5 FTE + volunteers	Merkinch Partnership Recommended	Potential for expansion and targeting to particular groups, i.e. offenders, Mainstream as part of sports development programme
Merkinch Partnership - Arts in Merkinch	Community Arts Programme - provision of enhanced programme of Theatre group with 30 young people; community arts festival and travelling events through out the year.	Merkinch	Lottery, Highland 2007;	£10,000	.75 FTE + volunteers	Merkinch Partnership Recommended	Potential for expansion and targeting to particular groups, i.e. offenders, Mainstream as part of arts development programme
Employment Services Management & Infrastructure							
The Highland Council - CEXO	Programme Manager and temporary administrative support providing advice, guidance and monitoring to local projects. Liaison with Community Planning Partners and alignment with Council Partner policies and SOA	all areas	THC - CEXO	£50,000	1.2 FTE	Employment contract 2011 - Resources April 2008	Part of inter-agency employability team