



SIX MONTHLY REPORT on Fairer Scotland Fund

Employability Programme

April – October 2009

1. Current pipeline provision

The employability theme is currently managed by Aberdeen Works, the City’s Employability Forum. The LOAN (Linking Opportunity and Need) Team monitors the current contract/service level agreements on behalf of Aberdeen Works.

The FSF Employability pipeline consists of the following elements:-

School to employment MCMC	Community engagement	Access services	Support	Training	In work	In work support
<ul style="list-style-type: none"> Targeted specialised courses 	<ul style="list-style-type: none"> Jobs fayres Liaison with community groups/networks Liaison with workers networks Link with Community Learning and Development activity Link with Adult Literacies Targeted publicity campaigns 	<ul style="list-style-type: none"> Access points in each regen area Initial assessment Keyworker support Meganexus 	<ul style="list-style-type: none"> Confidence building Specialised support Keyworker support Meganexus 	<ul style="list-style-type: none"> Job fit Keyworker support Meganexus 		
current provider	current provider	current provider	current provider	current provider	current provider	current provider
Foyer Princes Trust	Pathways LOAN	Pathways	Pathways WEA Grampian Society for the Blind GREC	Pathways Volunteer Centre CTU		
Contributes to SOA Outcomes 3 and 4	Contributes to SOA Outcomes 3,4, and 11	Contributes to SOA Outcomes 2,7 and 11	Contributes to SOA Outcomes 2,3,4,6 and 7	Contributes to SOA Outcomes 2 and 3	Contributes to SOA Outcomes 2 and 7	Contributes to SOA Outcomes 2 and 7

The More Choices More Chances programme also receives funding from the Employability theme (see above).

The pipeline also includes the LOAN (Linking Opportunity and Need Team). The Team have prioritised the following:-

- Community engagement;
- Developing employability pipeline including advice to commissioners/purchasers;
- Developing an employer offer;
- Data analysis/management information;
- Developing partnership working *and*
- Develop LOAN into social enterprise.

Appendix A

FSF Project reports (6 month)

Project	Q1 Spend	Q1 U/Spend	Q1 USERS	Q2 Spend	Q2 U/Spend	Q2 Users	Total spend	Total U/Spend	Total users	Total Jobs Recorded
GREC	£3,188.42	£2,311.58	0	£6,055.31	0	7	£9,243.73	£1,756.27	7	
Pathways			124			188	£90,206.46	£4,757.36	188	
GSB	£5,500	0	18	£4,587.50	912.50	26	£10,087.50	£912.50	44	
CTU	£3,151.34	3318.66	8	£6,550.47	-80.47	70	£9,701.81	£3,237.99	70	
CTU - MCMC	£2,826	174	21	£3,015	0	14	£5,841	£174	35	
WEA Reaching Forward	£25,312	553	27	£24,000	0	16	£49,312	£553	43	
WEA MCMC	£1,898	-23	5	£1,875	0	6	£3,523	£-23	11	
Princes Trust MCMC xl	£2,816	£384	57	£4,000	0	57	£6,816	£384	57	
Foyer Princes Trust MCMC	£4,425	£74.51	14	£4,500	0	6	£8,925.49	£74.51	10 Numbers not including GRFW	
Vsa Volunteer Centre	£9,474	26	0	£9,526	0	0	£18,000	0	No Customer numbers supplied but volunteering opportunities increased	
LOAN Team			Project Management							
Discretionary Fund							£4912.30		Already Counted	
Total							£202,731.50	£11,849.63	452	80

MCMC is in blue

2. Employability Programme – Update in Outputs and Outcomes

Over the first 6 months there have been 452 people accessing the employability services through FSF projects with 80 people entering and retaining employment. These figures have still to be confirmed against Meganexus and we would anticipate this figure being higher as there are 300 clients registered on Meganexus to date with 2 of the projects still to update the Meganexus system. At the moment the MCMC projects do not input to this database but we would recommend that this all FSF / MCMC projects input so that the customers can receive the support throughout their time out of work and if required when they start employment.

In addition to this the pipeline has worked with the Union Square project where there has been 315 job starts notified so far. 64 of these are from this AB24 postcode, 36 from AB25, 31 from AB11 and 26 from AB16. This is only feedback from 9 employers so far. Should have full results and breakdown by end January of 2010.

Analytical information indicates that unemployment has risen across the city and in comparing the JSA (Job Seekers Allowance) register figures it has highlighted that Woodside and Tullis Hill have risen substantially, 0.9% Seaton has dropped 0.4% and Middlefield has stayed the same (4.5%) although at one point had substantially increased to 5.1%. These figures have been shared with employability pipeline projects and outreach and other activity will increase, in particular in Woodside and Torry.

Pathways

Pathways have established access points in each regeneration area using the infrastructure of community flats and centres funded by the FSF.

Pathways are also working closely with Jobcentre Plus and now have a Jobcentre Plus staff member based within the Pathways premises. Jobcentre Plus pays these wages and for IT, and Pathways meet additional costs incurred by having this additional member of staff in their premises.

In addition to this Pathways have organised 4 Jobsfairs within the community – Tillydrone, Northfield and Torry(2). These proved to be successful in attracting new customers and have allowed wider client centred partnership working to develop further. 335 residents attended these events with Pathways staff seeing more than a third of these jobseekers.

This Funding also pays for a Community Learning and Development worker for 16 hours a week. This post has been established in the 2nd quarter of the year.

This member of staff has been involved in local activities with Learning Champions in regeneration areas to encourage wider uptake of courses. A Choices course (activity to promote people to take ownership and have a wider understanding of individual suitable aspirations). A further two courses are planned. To date these people have not been included in these stats but will be for next report.

GSB (Grampian Society for the Blind)

This project takes people with a sight impairment through the employability pipeline as well as help people retain employment. There has been a steady flow of customers. GSB are working with RNID to hold a conference in November, the new employment worker will also be delivering further awareness of sight impairment and how this can affect people to projects in the FSF employability pipeline. GSB have highlighted an issue around people accessing supportive equipment whilst on this project and highlighted monies available for this when in work or recognised further education.

GREC (Grampian Racial Equality Council)

Employability worker took up post in June. Two volunteer training courses have taken place with another one planned in October/November. GREC have supported most of the Jobsfairs arranged by Pathways

CTU (Community Training Unit – Aberdeen City Council)

CTU have been much busier in the second quarter of this year. They have promoted the services to a wider reach of people as numbers expected from other project referrals had not materialised. Staff from CTU has supported the Community Jobsfairs organised by Pathways. CTU also have a work placement project for MCMC. This has been highlighted throughout the schools and referrals are coming direct from schools.

WEA

This project again saw a drop in numbers of referrals and have conducted new awareness sessions with Jobcentre Plus, Integrated Drugs Service along with other organisations and this is resulting in a recent rise in referrals. WEA have strong links with partner agencies and involve financial help through NESCU and promote people to continue the healthy eating training by offering CFINE packs. There is also a MCMC group and with 11 starts so far this year WEA are well on the way to the 15 set as a target for the year.

Volunteer Centre (VSA)

This project has exceeded the target of increasing the number of volunteer opportunities by 15% but no information has been supplied on the numbers of people from targeted areas are taking up these opportunities.

Aberdeen Foyer / Princes Trust

These are both MCMC projects. The xl project appears to be running well and getting good achievements. Have agreed that all these participants should go on Meganexus so as not to drop out of employability pipeline. Princes Trust Team Challenge has seen 25 young people start the course, and 13 complete the course.

Support Fund

There have been 26 approved applications (amounting to £10,208.05) to this fund with 13 (£4,462.30) having been invoiced and paid for. This has paid for:-

- Interview expenses / clothing – 3 applications totalling £78.34.
- Equipment / Glasses - 1 application £100.
- Upfront / deposit for childcare for College or Training – 2 applications totalling £472 (8 applications approved £3556.25).
- Upfront / Deposit for childcare to start work - 7 applications totalling £3811.96 (13 applications approved £6023.46).

In addition to this there have been approvals for training, medical and training certificates etc. These have not been paid for yet.

FSF Employability projects input to Outcomes and Indicators

Employment Rate

Unfortunately there are no new figures available for Incapacity and Lone Parent benefits for this year (latest figures Feb 2009). Meganexus will however allow reports to show numbers of this customer group who have entered employment and received support through the FSF employability pipeline.

Jobseekers allowance figures show 2.1% unemployment rate at the end of September and 2.0% at the end of March 2009. Whilst this is only a rise of 184 over the 6 months there have been peaks with some wards rising by up to 0.9%. Areas highlighted as in need of additional support are being targeted namely Woodside and Tullos Hill areas. Other areas have managed the increase with Auchmill having peaks within the 6 months but still showing the same rate as 6 months ago and Seaton showing a drop.

Childcare places across all sectors

Support Fund continues to support funding of deposits for childcare which are high in the city. Would be ideal if agreement could be reached to get these underwritten, perhaps through the Childcare partnership, to support people returning to work.

Economic activity and number of claimants in receipt of out of work benefits – figures not available for this year.

Numbers of people volunteering in FSF initiatives – see Volunteer Centre

3. December 2009 – Update

At the point of preparing this report 400 individuals are registered on the meganexus monitoring system with 105 positive outcomes i.e. full or part time employment or access to education and training programmes. Of these, 75% of the outcomes relate to employment.

The LOAN team have confirmed that in relation to the Hammerson's Union Square development over 400 individuals have come off benefit. This is based on the initial 15 outlets that have been analysed to date. Work is also being undertaken to ascertain how many of the positive outcomes from Fairer Scotland Fund investment have secured employment in his new retail centre.