

**EMPLOYABILITY INITIATIVES IN
THE BETTER NEIGHBOURHOOD
SERVICES FUND**

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SUMMARY

BACKGROUND

1 The Better Neighbourhood Services Fund (BNSF) was established as a £90 m 3-year (2001-04) programme aimed at delivering real and substantial service improvements in twelve Pathfinder areas in order to help narrow the gap between disadvantaged communities and the wider population. An additional £31.2m was provided to extend the programme to 2004/05. The Community Regeneration Fund replaced BNSF (and Social Inclusion Partnership Funding) from 2005/06.

2 This topic report on employability initiatives is part of a programme of ongoing research relating to the development and implementation of BNSF being carried out by Tribal HCH. It is the seventh of a series of topic reports exploring key issues emerging from the programme. It addresses the following question:

‘What role have employability projects played in BNSF, and how successful have they been in meeting their stated objectives?’

3 A distinction is drawn between direct and indirect employability initiatives. We describe as direct initiatives those with an explicit aim of assisting people into employment or employment-related training such as Action Team for Jobs or Modern Apprenticeships. Indirect initiatives are those where employment or training were not the primary aim but improved residents’ employability by providing volunteering, mentoring or sessional work opportunities or by overcoming barriers such as childcare.

DIRECT EMPLOYABILITY PROJECTS

4 Seven Pathfinders developed direct employability projects. Approximately £9.7m has been allocated to direct employability initiatives representing approximately 11% of the £90m budget. Two thirds of the direct expenditure on employability initiatives is accounted for by Glasgow. A total of 29 direct employability projects have been developed. Approximately £7.0m was secured in match funding, based on information from the Annual Reports. However, it is our view that this figure could be higher as underreporting is apparent in the Pathfinders’ Annual Reports.

5 Five of the seven Pathfinders with direct employability initiatives identified specific employability themes in their Local Outcome Agreements. The themes were as follows: Glasgow Educational Experience and Training; Western Isles Enterprise; North Ayrshire Lowering Unemployment; Inverclyde Employability; and West Dunbartonshire Skills and Training Opportunities. In these five Pathfinders the decision to include direct employability initiatives was influenced by existing policies, analysis of need and community views.

6 The direct employability projects can be grouped into the following four categories:

- **Advice and Guidance.** Six projects were developed in North Ayrshire, West Dunbartonshire and the Western Isles accounting for £0.9m BNSF funding. North Ayrshire's Jobs Access Team advisor provides workless residents with support and information on job vacancies, training/college courses, skills, confidence building, interview techniques and assistance with CVs and application forms. North Ayrshire's Community Employment Initiative uses community animators to deliver an outreach advice and guidance service to hard to reach residents who do not readily engage with mainstream providers. BNSF funding expanded the area of operation of JobCentre Plus' Action Team for Jobs in West Dunbartonshire and intensified the support available for young people.
- **Supporting the Transition to Employment.** Nine projects were developed in Glasgow, North Ayrshire, North Lanarkshire, Inverclyde and West Dunbartonshire accounting for £2.9m BNSF funding. The Jobs Access Fund in North Ayrshire is linked to the Jobs Access Team and provides financial assistance for specific training, tools, clothing and transport. Similar funds operate in Inverclyde and West Dunbartonshire. "PartiSIPate" aims to offer sustainable employment, education and training opportunities to disengaged young people in North Ayrshire by providing counselling, improving core skills, addressing personal and social development and overcoming substance misuse problems. Glasgow's Local Lifelong Learning project has funded three Local Economic Development Companies to expand learning opportunities which promote access to training, further education and employment.
- **Vocational Training.** Six projects were developed in Glasgow, Inverclyde, West Dunbartonshire and Dumfries and Galloway, accounting for £5.5m BNSF funding. Glasgow's Vocational Training project is the largest direct employability project with an allocation of £3.2m. BNSF has facilitated an expansion in the range of vocational training opportunities available to S3/S4 pupils from the construction sector into other sectors including hospitality and finance. Access to the Apprenticeship Training project in Glasgow was improved by BNSF funding which raised awareness of the construction related training opportunities amongst young people across the city. BNSF funding in Inverclyde offered employers a £3,000 subsidy to provide young people from SIP areas with Modern Apprenticeship/Skillseekers placements. A substantial increase has occurred in the number of young SIP residents taking part in these programmes.
- **Transitional employment.** Seven projects were developed in North Ayrshire, North Lanarkshire and West Dunbartonshire accounting for £0.5m BNSF funding. The Job Rotation project in North Ayrshire allows participating employers to free employees for extended periods of training while the work is covered by a workless resident who has been trained to fill the vacancy. Approximately 150 local companies have agreed to participate, mainly in the healthcare and hospitality sectors. Equip in North Ayrshire provides specialist advice and guidance to enable workless residents to make the transition from benefit dependency into the labour market via tailored training opportunities, a brokerage service for transitional employment opportunities and in-work benefits advice. By January 2005, 21 of the 25 clients who had participated in the transitional work placement had moved into employment.

7 The target groups for the direct employability initiatives were primarily dictated by the overall target group for the Pathfinders. However, the delivery of projects has resulted in some variations to this general rule. For example, the North Ayrshire employability projects were originally targeted at the claimant unemployed residents as the relevant outcome relates specifically to lowering claimant unemployment. However, as the employability projects developed it quickly became apparent that potential beneficiaries consisted of more than just the claimant unemployed and that it would be sensible to widen the target group to include workless residents.

8 The majority of the direct employability initiatives extended existing services. The additional services included widening the area of operation e.g. Action Team for Jobs in West Dunbartonshire, expanding the services offered to existing beneficiaries e.g. JOBlink in West Dunbartonshire or providing services to new beneficiaries e.g. Job Rotation in North Ayrshire. The only example of a project that was already in existence using other funds was the Jobs Access Team in North Ayrshire. The service had a precursor funded by the SIP.

INDIRECT EMPLOYABILITY INITIATIVES

9 The indirect initiatives and impacts included:

- **Local employment opportunities.** BNSF has created significant employment opportunities including a number where local people were the main beneficiaries of the jobs created. Examples include Neighbourhood Wardens in Renfrewshire where New Deal was used to improve access for workless residents and Breakfast Clubs in Glasgow.
- **Volunteering and mentoring opportunities.** BNSF experience shows that workless residents were amongst those who took advantage of the opportunities created. For example, the Foodtrain in Dumfries and Galloway Vulnerable Older People's Pathfinder created 79 volunteering opportunities. While 60% of these were taken by semi-retired residents, the remainder came from a cross section of the population including residents with mental health issues.
- **Overcoming barriers.** A variety of projects have been funded which indirectly address barriers to learning, training or employment. Examples include work with young people to address their lifestyle choices; childcare provision; and family support.

OUTCOMES

10 Even though the five Pathfinders with employability themes have not all reached the end of their initial BNSF allocation, impacts are already evident.

11 The main target in North Ayrshire was to 'reduce the gap in unemployment rates between the BNSF areas and the average for North Ayrshire'. This has been achieved as greater reductions have occurred in the unemployment rates in Ardeer and Vineburgh/Redburn than have occurred across North Ayrshire as a whole. Furthermore, in both BNSF neighbourhoods the unemployment rate in June 2004 was below the March 2005 target. Reductions in the numbers of claimant unemployed were also evident in West Dunbartonshire (-13.5%) and the Western Isles (-12.3%).

12 Glasgow's Educational Experience and Training targets include a headline outcome to expand the range of employment skills. Within this is a SMART target to increase the percentage of school leavers entering employment from 25% to 27% by 2003/04. The latest Annual Report shows that this has been exceeded with 28% of school leavers entering employment. Inverclyde's 2003/04 Annual Report indicates that when a BNSF-funded wage subsidy was introduced, the number of young people from the SIP areas participating in Modern Apprenticeship rose from 4 before BNSF to 69 during years 1 and 2 of BNSF. The subsequent change in the uptake of places by non-SIP residents is not known.

UNANTICIPATED OUTCOMES

13 In both North Ayrshire and the Western Isles outcomes have been achieved with residents who were not among the target groups anticipated at the outset. In North Ayrshire, workless residents, many with multiple labour market barriers, came forward seeking assistance and this led to an adjustment in the services provided with new projects such as the Community Employment Initiative. In the Western Isles the number of residents with mental health issues and/or substance misuse problems who were seeking assistance with new business start-ups or re-training needs was not anticipated at the outset.

14 The extension of the geographic areas covered by the West Dunbartonshire Action Team for Jobs allowed community organisations in the areas to access the National Action Team Employment Project Fund. The JOblink project also highlighted the greater than anticipated impact that motivational programmes have had on clients. Inverclyde Pathfinder had not anticipated the success of the Modern Apprenticeship/Skillseekers wage subsidy.

MEASURING PROGRESS

15 Employment is not the immediate goal of all employability projects, particularly those engaging residents with multiple labour market barriers as is the case with a number of BNSF initiatives. From the evidence gathered for this report, BNSF's recording and reporting of progress is mixed.

16 North Ayrshire developed the most comprehensive monitoring arrangements. The Jobs Access Team record all steps made by clients on a database including literacy training, confidence building, work experience, training and employment. Information recording in the other Pathfinders tends to be satisfactory on a project by project basis although the process is less joined up than in North Ayrshire. Examples of limited recording and reporting of progress were found. No examples of monitoring personal progress using the Richter Scale or equivalent were found.

17 A number of projects sought feedback from project beneficiaries as a means of measuring progress and this information was generally satisfactorily recorded and reported.

PARTNERSHIP WORKING

18 Partnership working has been a prominent feature of the BNSF employability initiatives. Across the Pathfinders, projects and partner agencies have collaborated to provide services that address clients' needs.

19 North Ayrshire offers lessons for other areas in planning and delivering a comprehensive employability service. The process has been led by the Council's Economic Development Team with close co-operation from Scottish Enterprise Ayrshire, North Ayrshire Council Social Services and JobCentre Plus as well as The Wise Group, Workers Education Association and Community Enterprise in Strathclyde who deliver specific initiatives. The Jobs Access Team and JobCentre Plus signed a partnership agreement. Inverclyde has benefited from the fact that James Watt College manage two projects, facilitating progression from one project to the other.

20 The Vocational Training and Apprenticeship Training projects in Glasgow have both developed excellent links with colleges and employers across the public, private and voluntary sectors. While the projects in West Dunbartonshire have tended to be managed by different organisations, evidence of partnership working was apparent. A key element of the Enterprise Co-ordinator's role in The Western Isles is signposting residents to specialist support services and this has meant that relationships have been established with other local workers including the Alcohol and Drugs Action Team and the Enterprise Company.

INNOVATION

21 BNSF has funded a number of projects which introduced a new approach or engaged new client groups. Examples include the following:

- Routes to Work in Inverclyde was piloted by BNSF and its impact has been recognised by awards from the Scottish Further Education Unit and SQA.
- PartiSIPate in North Lanarkshire has also been recognised with national awards for its work in engaging hard to reach young people in education, training and employment.

- Glasgow's Vocational Training project has widened vocational training options in schools to include non-construction training opportunities. The success of the project was such that it was subsequently introduced to neighbouring local authorities.
- In North Ayrshire, a suite of new initiatives - the Community Employment Initiative, Equip and Job Rotation - have been successfully introduced to the BNSF area. The joined up approach and the analysis of issues affecting the client group are exemplary.
- Wage subsidies linked to employment in North Ayrshire and vocational training in Inverclyde are innovative and have had an immediate effect. The longer term effect and the degree to which they can be replicated are less clear.

22 Only one example was found of an initiative that did not work as well as envisaged. In West Dunbartonshire, an Action Team for Jobs advisor did not engage 16-18 year olds via the Y-Sort It mobile unit as envisaged as users were younger than this. However, good relationships and a referral system were established.

CONCLUSION

23 Overall, BNSF has funded a relatively small number of direct employability projects which have however had a significant impact. This is partly due to the scale of four of the projects as well as the success Pathfinders achieved in engaging hard to reach young people, developing innovative projects and working collaboratively together.

24 It is perhaps not surprising that many of the employability initiatives extended or complemented existing national programmes, generally adding to the services they could offer, extending their scope or coverage. Some of the most effective schemes provide a comprehensive, locally based service which offer people living in the area a range of options and support in their transition towards work. It is notable that several of the projects have - often driven by their experience as providers - shifted their focus to some of the harder to reach groups, such as those on benefits other than Job Seekers Allowance, people with mental health problems and people with substance misuse issues. Support for younger people and others for whom the transition to work requires practical mentoring and training support, is an important feature of the work.

25 Some use was made of direct incentives to local employers to take on new employees on Modern Apprenticeships/Skillseekers. While the scheme was successful in improving the scheme's uptake in SIP areas, no evidence is available on displacement as a consequence of these schemes.

26 There is some scope to link training and employment initiatives to new services being offered in disadvantaged neighbourhoods, such as neighbourhood warden schemes, provided that the training is supportive or ancillary to the service being provided rather than being the rationale for the service.

27 Finally, many different agencies are involved in providing support, training and guidance in relation to employability. Effective partnerships between agencies locally is required to provide people in disadvantaged areas with the effective, joined up services that they need.

CHAPTER ONE

INTRODUCTION

BACKGROUND

1.1 The Scottish Executive's Better Neighbourhood Services Fund (BNSF) was announced in January 2001 as a £90m 3-year (2001-04) programme aimed at delivering real and substantial service improvements in twelve Pathfinder areas. In December 2003 the Executive provided funding of £31.2m to extend the programme for a further year. The programme is intended to demonstrate how providing better services can help narrow the gap between disadvantaged communities and the wider population. Each Pathfinder agreed a Local Outcome Agreement (LOA) with the Scottish Executive. The LOA detailed the BNSF programme in the area and set out its anticipated impacts or outcomes. Some Pathfinders submitted more than one LOA.

1.2 This report on employability initiatives during the first three years of BNSF is part of a programme of ongoing research relating to the development and implementation of BNSF being carried out by Tribal HCH. It is the seventh of a series of topic reports exploring key issues emerging from the programme.

WHAT IS EMPLOYABILITY?

1.3 Employability is defined as:

'an individual's ability to gain sustained access to labour market opportunities: to enter the labour market and employment successfully for a reasonable period of time, and also to improve employment prospects and rewards, where that is the individual's wish'.

(‘Labour Market Glossary’, Futureskills Scotland, 2004)

1.4 Employability relates to the ability to secure employment so that employability projects might also include projects which facilitate progression in the labour market. Previous research¹ identifies an individual's assets such as knowledge, basic skills, vocational skills, key skills (e.g. communication) and personal attributes (e.g. reliability) as key determinants of their employability. Personal circumstances (e.g. caring responsibilities) and labour market economics are also important.

¹ Such as Hillage and Pollard 1999 ‘Employability: Developing a Framework for Policy Analysis’.

1.5 Employability is a topical issue for the Scottish Executive as an Employability Framework for Scotland is being developed. The Framework will outline the nature of future employability interventions with the aim of providing a continuum into employment and increasingly skilled work for those excluded from the labour market and those in low paid, low skilled employment. Employability was given further significance when the Minister for Communities announced the Closing the Opportunity Gap targets which include:

- Target A - a reduction in the number of workless people dependent on benefits in Glasgow, North Lanarkshire, South Lanarkshire, Renfrewshire, Inverclyde, Dundee and West Dunbartonshire (all BNSF areas);
- Target B - a reduction in the proportion of 16-19 year olds not in education, training or employment; and
- Target C - tackling in-work poverty by providing employees of public sector and large employers with the opportunity to develop skills and progress in their careers.

RESEARCH QUESTIONS

1.6 This topic report addresses the following question:

'What role have employability projects played in BNSF, and how successful have they been in meeting their stated objectives?'

1.7 The report addresses the following specific questions:

- Which Pathfinders developed employability initiatives and what projects/services were developed?
- What target groups do these services focus on e.g. JSA claimants, non-JSA claimants (including incapacity benefit claimants), homeless, ex-offenders, people with mental health problems, lone parents, women returners, school leavers, young people? Were specific groups targeted?
- Have there been any other BNSF projects that have provided employment or training opportunities such as volunteering, mentoring or sessional work for workless residents? Have any specific initiatives been devised to improve workless residents' access to these opportunities?
- What led Pathfinders to include employability initiatives in their BNSF programmes? Who influenced this and how?
- Are these new projects/services, additions to existing services or were they already in existence, using other funding?
- How much BNSF funding has been spent on direct employability initiatives? How much funding from other sources has been used to support/enhance the BNSF funded projects?

- What are the key employability outcomes that Pathfinders aim to achieve and what outcomes have been achieved so far? What is the evidence to suggest that it is the projects that have caused these outcomes?
- How do services/projects measure progress of individuals when the outcome is not employment?
- Have there been any other notable unanticipated outcomes from the services?
- Has feedback been sought from service users and/or the wider community, and if so, what does it indicate?
- How do the BNSF funded projects interact with each other and how do they interact with non-BNSF initiatives such as New Deal, Action Team for Jobs or SIP-funded projects? Which agencies have been involved in the BNSF projects?
- Were any of the BNSF services novel or path-breaking? Are there indications at this stage that these innovative services represent good practice which should be disseminated more widely? Conversely, did the BNSF experience suggest that some approaches should not be repeated?

METHODOLOGY

1.8 The report is based on a range of information including:

- desk research - review of LOAs and Pathfinders' Annual Reports for 2001/02, 2002/03 and 2003/04; and
- telephone interviews with six programme co-ordinators and five project managers. Further details and the pro-forma used to structure the telephone interviews are shown in Appendix 1.

1.9 The research for the report was carried out in January and February 2005. Since then, and partly as a result of the transition from BNSF to the Community Regeneration Fund, there have been changes to some of the projects and services described in the report. Evaluations for each Pathfinder have also been completed.

1.10 The report is structured as follows:

- Chapter 2 provides an overview of the range of employability initiatives provided through BNSF;
- Chapter 3 examines the impact made by these initiatives;
- Chapter 4 examines the interaction of services, both between BNSF services and with services provided by other partners;
- Chapter 5 outlines the conclusions that can be drawn about employability initiatives funded by BNSF.

1.11 The report highlights short case studies of individual services that have been chosen for the novel approach they have taken to various aspects of delivery, or for their success in a particular aspect of their service.

CHAPTER TWO OVERVIEW OF EMPLOYABILITY INITIATIVES

2.1 A distinction is drawn between **direct** and **indirect** employability initiatives. Direct initiatives are those with the explicit aim of assisting residents into employment or employment-related training such as Action Team for Jobs or Modern Apprenticeships. Indirect initiatives are those where employment or training were not the primary aim but opportunities, such as volunteering, mentoring, sessional work or childcare, were provided that improved residents' employability.

EXPENDITURE ON DIRECT EMPLOYABILITY INITIATIVES

2.2 Seven Pathfinders developed 29 direct employability projects at a cost of approximately £9.7m – 11% of the total BNSF budget (see Table 1). The table shows the estimated expenditure on direct employability initiatives and the proportion of total expenditure by Pathfinder. It also shows that around £7m in match funding was secured for these projects though in our view underreporting in some Annual Reports means that this figure is likely to be higher.

Table 1: Overview of direct employability initiatives developed through BNSF

Pathfinder	Estimated BNSF Expend. (Yrs 1-3) £m	Proportion of Total Pathfinder Expenditure	Match funding £m
Glasgow	6.10	23%	3.54
Inverclyde	1.52	17%	0.11
West Dunbartonshire	0.56	6%	2.07
North Ayrshire	0.70	10%	1.20
Western Isles	0.45	33%	0.86
Dumfries & Galloway Older People	0.26	19%	0.01
North Lanarkshire	0.25	4%	0
Total	9.84	11%	7.79

2.3 Appendix 2 summarises the direct employability projects funded through BNSF. Four projects accounted for almost three quarters of the total direct employability expenditure, namely: Vocational Training in Glasgow (£3.2m); Local Lifelong Learning in Glasgow (£2.1m); Modern Apprenticeship/Skillseekers in Inverclyde (£1.1m) and Apprenticeship Training in Glasgow (£0.8m).

2.4 Five of the seven Pathfinders with direct employability initiatives identified the following specific employability themes in their LOAs:

- Glasgow - Educational Experience and Training;
- Western Isles - Enterprise;
- North Ayrshire - Lowering Unemployment;
- Inverclyde - Employability; and
- West Dunbartonshire - Skills and Training Opportunities.

2.5 The two remaining Pathfinders - North Lanarkshire and Dumfries and Galloway Vulnerable Older People – developed one direct employability project each.

2.6 In the five Pathfinders where employability was a specific theme, its inclusion was influenced by existing policies, analysis of need and community views. In North Ayrshire, extensive community consultation identified unemployment as a key issue in the target neighbourhoods and this was supported by statistical analysis which highlighted above average and persistent unemployment in the neighbourhoods. Analysis of need was also a significant factor in Inverclyde. The focus of Glasgow's programme was influenced by existing policies to address child poverty and was supported by an analysis of need. Providing training and learning opportunities was part of a holistic solution to addressing the needs of children living in households dependent on Income Support. Existing policies, particularly those outlined in Community Plans, were important in the Western Isles' decision to focus on Enterprise and West Dunbartonshire's focus on Skills and Training. A significant driver of the enterprise focus in the Western Isles was the closure of the Balivanich Ministry of Defence (MoD) base in 1999.

DIRECT EMPLOYABILITY PROJECTS

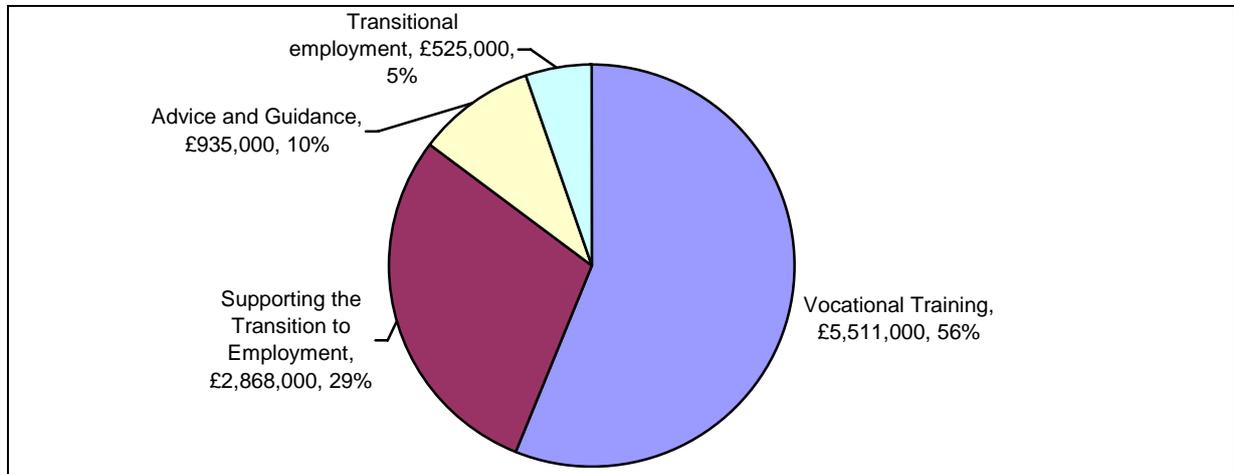
2.7 The direct employability projects can be grouped into four categories²:

- Advice and Guidance;
- Supporting the Transition to Employment;
- Vocational Training;
- Transitional Employment

² Some projects contained elements of service delivery from more than one of the four categories. Where this was the case, categorisation was based on the principal function of the projects.

2.8 As shown in Figure 1 expenditure between these varied with training accounting for 56% of all BNSF spending on direct employability services.

2.9 **Figure 1 BNSF Expenditure on Direct Employability Projects**



ADVICE AND GUIDANCE

2.10 Three Pathfinders - North Ayrshire, West Dunbartonshire and the Western Isles - developed advice and guidance projects. Further details follow.

Jobs Access Team (North Ayrshire)

2.11 This Team provides advice and guidance to residents of the BNSF target neighbourhoods (Ardeer in Stevenston and Vineburgh and Redburn in Irvine). One full-time client advisor covers the two BNSF communities from local bases; administrative support is also provided. Support offered by the advisor is wide ranging covering information on job vacancies, training courses, skills, college courses, confidence building courses, interview techniques and assistance with CVs and job application forms. The service is a gateway to a comprehensive package of employability support provided by North Ayrshire Council and partners, which includes addressing transitional difficulties and issues, vocational training and transitional employment opportunities.

2.12 By the end of December 2004 the following results had been reported:

- 291 (128 women and 163 men) clients had registered with the service;
- Over 1,100 advice and guidance interviews had been provided;
- 100 residents (34%) had moved into employment;
- 19 had moved into further or higher education; and
- 76 were undertaking SVQs/vocational training.

Community Employment Initiative (North Ayrshire)

2.13 A more recent development in North Ayrshire has been the establishment of the Community Employment Initiative. The project is managed by Community Enterprise in Strathclyde (CEiS) on behalf of North Ayrshire Council. It is modelled on the experience of the Full Employment Project in Glasgow.

2.14 The North Ayrshire service commenced in August 2004 and targets residents who do not engage with mainstream services - such as JobCentre Plus or Jobs Access Team - for advice and guidance on employment and training opportunities. Outreach work on the streets, in the homes of local residents and in local venues such as shops and pubs takes advice and guidance to hard to reach residents such as those on non-JSA benefits, those with mental health issues and women returners. The service is provided by community animators or mentors who are local residents who have faced similar issues and barriers to the project's clients.

Action Team for Jobs (West Dunbartonshire)

2.15 In West Dunbartonshire, BNSF funding has expanded the geographic coverage of the Action Team for Jobs from seven to twelve wards. This national initiative, managed by JobCentre Plus, is being piloted in sixty areas across the UK. Action Team for Jobs advisors assist workless residents to overcome personal barriers to employment and the primary aim is to move people into work. BNSF funded a mobile office in West Dunbartonshire to allow advisors to reach out into the targeted communities. The expanded service is available to all workless residents in the BNSF communities, not just the BNSF target group of young people from the SIP areas. BNSF has however funded a specialist advisor for 18-24 year olds.

2.16 By the end of December 2004 the following results had been reported:

- The project has engaged with over 3,500 clients in the areas where BNSF funded expansion, exceeding the three year target of 3,000;
- 545 residents formally registered with the Team;
- 267 moved into employment against a target of 225; and
- The project estimate that 75% of clients who secured employment were still in work after 13 weeks – the usual test of sustainable employment.

JOblink (West Dunbartonshire)

2.17 Two advisors provide 16-24 year olds on New Deal or Get Ready for Work programmes with intensive one-to-one support to assist them in finding employment. The New Deal participants are enrolled on either the Environmental Task Force or the full-time education and training options. The project is delivered by The Lennox Partnership.

2.18 The project developed from a similar service for adults over 25 participating in Training for Work programmes which helped them to find suitable training, supported them during their training and provided intensive jobsearch support. The service resulted in increased job outcomes and work-related qualifications.

2.19 The BNSF-funded assistance to New Deal clients concentrates on improving participants' motivation, attitudes to work and barriers as well as providing intensive jobsearch sessions. The approach is intended to address the particular needs of the New Deal clients who are long term unemployed on a mandatory programme.

2.20 The 2003/04 Annual Report highlights that the 104 New Deal Environmental Task Force participants had progressed into employment, exceeding the target of 75.

Enterprise Co-ordinator (Western Isles)

2.21 In the Western Isles, a co-ordinator was recruited to oversee the BNSF enterprise theme in Benbecula and South Uist. Based in a neighbourhood office, the co-ordinator has been responsible for the delivery of advice and guidance to islanders seeking a range of assistance with business start-up ideas and with re-training needs, including the former employees at the Balivanich MoD base. Where the co-ordinator has not been able to assist islanders they have been directed to other organisations such as accountancy firms and the Enterprise Company for specialist assistance. The co-ordinator has also supported local groups to develop project ideas and was, for example, involved in the redevelopment of the MoD camp as a base for four community groups.

SUPPORTING THE TRANSITION TO EMPLOYMENT

2.22 Five Pathfinders funded initiatives to support residents in the transition from worklessness to labour market entry or progression. A range of projects were funded in this category including access funds, wage subsidies, local labour agreements, learning, and addressing specific issues faced by young people.

Access Funds

2.23 Access funds to help workless residents' transition to employment have been established in three Pathfinders:

- In West Dunbartonshire the access fund is incorporated with the Action Team for Jobs. It provides the client advisors with a discretionary fund to overcome employment barriers such as debt counselling, work clothes or help with childcare costs.
- The Jobs Access Fund in North Ayrshire is also linked to the area's advice and guidance project - the BNSF-funded Jobs Access Team. By the end of January 2005, 139 clients had benefited from specific training (e.g. HGV), tools, clothing, and transport.

- In Inverclyde, the Individual Change Accounts programme is administered jointly by Careers Scotland and James Watt College. Funds are available for young people from the SIP areas. By the end of January 2005, it had supported 147 young people under 19. The fund has assisted a number of young people to access BNSF-funded vocational training opportunities.

Wage Subsidies (North Ayrshire)

2.24 North Ayrshire was the only Pathfinder to introduce a BNSF-funded wage subsidy for employment opportunities although a wage subsidy was attached to vocational training opportunities in Inverclyde (see below).

2.25 The North Ayrshire project offers a subsidy equivalent to 50% of a new employee's wages (up to a limit of £110 per week) for a period of six months. The 2003/04 Annual Report highlighted that 14 local employers were participating in the project and 24 residents had benefited from the wage subsidy. No information is available on the proportion of the recipients who sustained employment at the end of the subsidy.

Local Labour Agreement (North Ayrshire)

2.26 North Ayrshire was also the only Pathfinder to seek to introduce a local labour agreement to improve access to employment opportunities for local residents. The 2003/04 Annual Report states that progress has been slow but it was anticipated that it would improve with agreements such as one with North Ayrshire Council's Social Services Department which aims to provide 6,000 hours of care work for local residents.

PartiSIPate (North Lanarkshire)

2.27 The only direct employability project in North Lanarkshire - PartiSIPate - aims to provide sustainable employment, education and training opportunities for disengaged young people in North Airdrie. The initiative employs two dedicated workers who receive additional support from Careers Scotland which manages the project. The main activities provided by the project are counselling, improving core skills and addressing the young people's personal and social development. Overcoming substance misuse problems is emphasised as a key element of progressing towards employment. The 2003/04 Annual Report shows that the project engaged 48 young people including 21 care leavers. In 2003, the project received an award from the Institute of Careers Guidance as well as a commendation in the National Training Awards in the Social Inclusion category.

Working with secondary school pupils (Inverclyde and West Dunbartonshire)

2.28 Projects have been developed in Inverclyde and West Dunbartonshire which address specific employability barriers among secondary school pupils.

2.29 In Inverclyde, the Learning to Work project aims to help S3 and S4 pupils develop the skills required to enter the workplace. A variety of models have been adopted in six of Inverclyde's eight secondary schools including: enhanced Careers Scotland guidance; extra curricular Personal and Social Development programmes; and ASDAN³ group work as part of timetabled Social Education.

2.30 In West Dunbartonshire, the charitable organisation Young Enterprise has delivered projects to develop business skills in young people. BNSF has funded an expansion of the programme beyond schools into local communities. One hundred beneficiaries across West Dunbartonshire including 23 SIP residents had been involved in this extended Young Enterprise Programme by March 2004. West Dunbartonshire has also funded Lifeskills to tackle lifestyle issues perceived as labour market barriers among hard to reach 16 and 17 year olds 30 young people had benefited by March 2004.

Local Lifelong Learning (Glasgow)

2.31 Participation in learning can be a significant step in the transition to employment. Not only can it develop new skills it can also have a significant impact on participants' confidence and aspirations. Learning linked specifically to improving employability was the focus of the Local Lifelong Learning project in Glasgow. The project funded three Local Economic Development Companies - Govan Initiative, Gorbals Initiative and Drumchapel Opportunities - to expand learning opportunities which promote access to training, further education and employment. Specific services funded by BNSF include the following: Govan Buddy Project, Drumchapel Training Programme, Gorbals Individual Service Project and Govan Flexible Learning Project. This project has received £2.1m BNSF funds and is the second largest of all the direct employability initiatives. No information was available on the number of beneficiaries or the impact made on their employability.

VOCATIONAL TRAINING

2.32 Although only six vocational training projects were established by Pathfinders the scale of three of the projects accounts for over half of all direct employability expenditure. Two of the projects are in Glasgow with the third in Inverclyde.

³ Award Scheme Development and Accreditation Network (ASDAN). The organisation is an educational charity established in 1991 to promote the personal and social development of learners through the achievement of ASDAN Awards, so as to enhance their self esteem, aspirations and contribution to the community

Vocational training for S3 and S4 Pupils (Glasgow)

2.33 The largest direct employability project, allocated approximately £3.2m over the first three years of the programme was Glasgow's Vocational Training Project for S3 and S4 pupils. Pupils aged 14 to 16 spend one day per week out of school either with an employer or at college participating in one of eight vocational options that lead to Scottish Vocational Qualifications (SVQs) in: construction; hospitality; horticulture; financial services; administration; fitness and health; sports and leisure business; and customer services and care. BNSF part funded the expansion of the existing service into the non-construction sectors and increased the number and variety of places available.

2.34 Pupils benefit from core skills development, while links with employers such as Glasgow City Council's Building Services, Glasgow Housing Association, Royal Bank of Scotland, Laing O'Rourke and Royal Strathclyde Blindcraft Industries provide work experience. Employability modules enhance interview techniques, CV preparation and allow S4 pupils to undertake entrance exams for post 16 training. The 2003/04 Annual Report highlights that 1,278 pupils participated in the project against a target of 720.

Apprenticeship Training (Glasgow)

2.35 The Apprenticeship Training benefited from approximately £0.8m BNSF funding. The project provides young people with Modern Apprenticeship⁴ places with a range of public and private employers in the construction industry.

2.36 BNSF funding was used in recruitment and the promotion of the programme. It funded presentations to every secondary school, commissioning of an information video, provision of personal protective equipment and travel allowances for work experience candidates, provision of reports on beneficiaries, a marketing strategy with potential employers and the secondment of a link officer to the Construction Industries Training Board (CITB). The 2003/04 Annual Report highlights that 300 young people participated in the project against a target of 200 and 90% of participants rated their apprenticeship as worthwhile. The project is viewed by Glasgow City Council's Building Services as the main source of recruiting young people.

⁴ Modern Apprenticeships are for young people, mainly aged 16 to 18, with the ability to gain skills and qualifications by working and studying. Modern Apprentices are employed at the very start of their training and receive a wage from their employer. Both the employer and the enterprise networks ensure that each Modern Apprentice has a customised Training Agreement which stipulates the commitments of the individual participants, employers and Local Enterprise Companies to train apprentices to SVQ level 3 at a minimum. (Futureskills Scotland, Labour Market Glossary, 2004)

Skillseekers and Modern Apprenticeships (Inverclyde)

2.37 In Inverclyde, BNSF funds have been used to offer additional subsidies to employers who offer Modern Apprenticeship and Skillseeker⁵ placements to young SIP residents. BNSF provides subsidies of £3,000 to employers who provide placements which allow Skillseekers to achieve SVQ Level 1, which usually takes a year, and Modern Apprentices to achieve SVQ Level 2 or 3, which usually takes two years. The project was established to address the low take up of Skillseekers and Modern Apprenticeships places by young people from the target neighbourhoods.

2.38 Vocations covered by young people on Skillseekers include: IT, customer care, administration and hairdressing. The Modern Apprenticeships are varied and included: vehicle maintenance and repair, administration, IT, electrician skills, joinery and horticulture.

2.39 The project is managed by James Watt College's Employability Unit and a number of employers have taken advantage of the wage subsidy to take on young people. The College has worked closely with smaller, local employers to ensure they are aware of the subsidies and that they benefit from them; College records of participating employers shows that this has been successfully achieved. The December 2004 monitoring return shows that 69 young people had enrolled on the Modern Apprenticeship scheme and 34 had enrolled as Skillseekers against respective targets of 55 and 50 for years 1 and 2.

Routes to Work (Inverclyde)

2.40 James Watt College also developed the Routes to Work project for 16-19 year olds from Inverclyde's SIP areas. The project aims to develop young people's vocational and personal skills to improve their access to employment and training opportunities. The project is targeted at young people with low level or no qualifications who are unfamiliar with or not attracted to more formal educational routes.

2.41 A key worker supports the young people and a Personal Development Plan is devised with individual employability targets. Support includes CV preparation, communication skills, interview techniques and confidence building. One day per week is allocated to work placements and another day per week is allocated to improving employability skills. Young people work towards a National Certificate in a chosen subject. A weekly allowance is paid which is set above the benefits level to attract and retain young people.

⁵ Skillseekers is a training programme run by LECs to encourage employers to train young people age 16-24 towards a recognised workplace qualification by helping them with the cost of training. All 16 to 18 year olds are eligible for Skillseekers. The training provided is flexible and dependent on individual ability, the level of qualification aimed for, and the needs of the employer. All Skillseekers work towards a nationally-recognised Scottish Vocational Qualifications (SVQ), available for nearly every kind of job. (Futureskills Scotland, Labour Market Glossary, 2004)

2.42 A pilot commenced in September 2002 targeted at securing employment in the administration sector. It engaged 16 young people. 13 finished the course in July 2003 with 11 securing Modern Apprenticeship/Skillseekers placements.

2.43 Subsequent provision has been rolled out to other sectors such as construction, IT, care, and beauty and holistic therapy. The numbers involved have increased to approximately 30 per year. The project is part funded by European Social Fund (ESF) and James Watt College.

New Employment Apprenticeship Training (West Dunbartonshire)

2.44 West Dunbartonshire's New Employment Apprenticeship Training project aims to increase the number of vocational traineeships for young people within West Dunbartonshire. BNSF has widened the availability of Modern Apprenticeships to new sectors such as catering and provided for additional support to trainees in the form of assistance with childcare costs and one-to-one tuition. The 2003/04 Annual Report shows that 34 New Deal trainees - 15 SIP residents and 19 non-SIP residents - were taking part in the project leading to a Modern Apprenticeship.

Workforce Development in the Care Sector (Dumfries and Galloway)

2.45 Dumfries and Galloway's Vulnerable Older People's Pathfinder developed the Care at Home Training Consortium project – the Pathfinder's only direct employability project. The project accounts for a sizeable proportion of the Pathfinder's total spend as the £1/4m project represents approximately one fifth of all BNSF expenditure. The project is the only BNSF funded project in any of the Pathfinders to address the training needs of those already in employment. Training is aimed at paid home carers with various modules available including communications, record keeping, food safety and hygiene. The project was established in recognition of a number of factors including: the lack of co-ordinated training in Dumfries and Galloway, the lack of formal qualifications among the workforce, and recruitment and retention difficulties. The project also made training more accessible as it was not fixed to one location. By January 2005, approximately 1,200 carers from 34 approved providers had participated in at least one training module.

TRANSITIONAL EMPLOYMENT

2.46 Transitional employment initiatives offer workless residents the opportunity of paid employment for a fixed period of time which advances their vocational skills and work experience. The most common transitional employment project is an Intermediate Labour Market (ILM)⁶ scheme.

⁶ ILMs offer an alternative approach to training and work experience for long-term unemployed. The main aim is to give those who are most removed from the labour market a bridge back to the world of work by improving participants' general employability. The core feature is paid work on a temporary contract (often up to 12 months), together with training, personal development and job search activities. In order to limit the risk of

2.47 Three Pathfinders established transitional employment projects, most notably North Ayrshire which accounts for two thirds of the total £0.5 m expenditure in this category. West Dunbartonshire's BNSF programme made a relatively small contribution of £35,000 to an environmental ILM, including graffiti removal. North Lanarkshire Pathfinder contributed approximately £130,000 to an environmental ILM aimed at improving the play grounds of a local school.

Job Rotation Project (North Ayrshire)

2.48 North Ayrshire has developed a number of transitional employment projects including relatively small contributions to two ILMs. A Job Rotation project has been established which allows participating employers to free their employees for extended periods of training while the work is covered by a workless resident who has been adequately trained to fill the temporary vacancy. The project therefore benefits employees, employers and workless residents. With 150 companies participating, local interest has been considerable especially in the healthcare and hospitality sectors. By January 2005, 25 workless residents had benefited from work placements. The project is delivered by the Workers' Education Association (WEA) on behalf of North Ayrshire Council and is part funded by the European Social Fund, Scottish Enterprise Ayrshire and North Ayrshire SIP.

Equip Project (North Ayrshire)

2.49 This project was established to extend the support on offer to long term workless residents who needed additional support to the traditional ILM model. The project provides specialist advice and guidance to enable disadvantaged people to make the transition from benefit dependency into the labour market, it includes tailored training opportunities and acts as a brokerage service to source transitional part-time employment opportunities within local growth sectors. In-work benefits advice is provided to all. The project employs a Transitional Employment Co-ordinator and a Transitional Employment Maximisation Officer. Not all participants progress to the transitional work placement with experience to date showing that 25 of 83 clients did so. By January 2005, of the 25 clients who had participated in the transitional work placement, 21 (81%) had moved into employment.

2.50 The project is part funded through the Equal Access Programme, North Ayrshire SIP, Scottish Enterprise Ayrshire and North Ayrshire Council. The project is a partnership involving JobCentre Plus, North Ayrshire Council Economic Development and Social Services, Scottish Enterprise Ayrshire and The Wise Group who deliver the project.

replacing 'real' jobs, the work is in additional economic activities, ideally of community benefit. A key aspect of ILMs is that they provide an experience for participants that is very close to a real job and the world of work. (Futureskills Scotland, Labour Market Glossary, 2004).

TARGET AND BENEFICIARY GROUPS

2.51 The target and beneficiary groups for the direct employability initiatives were primarily dictated by the overall target group for the Pathfinders. However, as outlined below the delivery of projects has resulted in some variations.

2.52 The North Ayrshire programme targets all residents of Ardeer, Vineburgh and Redburn. The employability projects were originally targeted at the claimant unemployed residents as the relevant outcome relates specifically to lowering claimant unemployment. However, as the employability projects developed it quickly became apparent that potential beneficiaries consisted of more than just the claimant unemployed and the target group widened to include workless residents. In addition, the Pathfinder highlighted the fact that the nature of the beneficiaries varied depending on the particular project. For example:

- The Job Rotation Project has benefited JSA claimants, lone parents, women returners and young adults.
- Equip benefited the same groups as well as non-JSA claimants and those with mental health problems.
- The Community Employment initiative had fulfilled its expectations by engaging with all groups of workless residents including school leavers, ex-offenders and homeless.

2.53 In the Western Isles, support was available to all residents and community groups in Benbecula and South Uist although the wide range of relatively small projects which evolved tended to focus on specific groups. Ready for work support has been available to all islanders but school leavers and young adults have particularly benefited. Business start-up support and re-training has also been available to all though hard to reach groups, including residents with mental health issues and/or substance misuse problems, have been more prominent amongst beneficiaries than originally envisaged.

2.54 The overall target group of Glasgow's BNSF programme is children living in households dependent on Income Support. However, universal services that primarily benefit this group have been supported as the City Council chose not to discriminate in their service delivery. This means that the Apprenticeship Training and Vocational Training projects are available to all young people rather than focused on young people living in the most disadvantaged areas or facing the greatest barriers, and that the Local Lifelong Learning services are available to all residents served by the relevant Local Economic Development Companies.

2.55 West Dunbartonshire and Inverclyde both targeted young people from SIP neighbourhoods. Overall the projects developed have maintained this focus though both Pathfinders stated that non-SIP residents also benefited. One notable exception was evident in West Dunbartonshire where BNSF funds expanded the Action Team for Jobs services from seven to twelve wards and the services were available to all workless residents irrespective of age although BNSF has funded a specialist advisor for 16-24 year olds.

ADDITIONALITY OF SERVICES

2.56 The majority of the direct employability initiatives built on existing services by widening the area of operation, expanding the services offered to existing beneficiaries or providing services to new beneficiaries. Examples follow.

2.57 The Modern Apprenticeship/Skillseekers project in Inverclyde took an existing service and, with the addition of a wage subsidy, improved its accessibility to SIP residents. The Individual Change Accounts have also been extended to the SIP areas. West Dunbartonshire extended the geographic coverage of the Action Team for Jobs as well as the intensity of support to young people while the type of services offered by Young Enterprise, JOblink and New Employment Apprenticeship Training projects were extended to new client groups. The Vocational Training project in Glasgow - the largest single recipient of BNSF finances - predated BNSF but was able to expand the range of training options from construction to include sectors such as hospitality and financial services. BNSF also improved young people's awareness of and access to the Apprenticeship Training project in Glasgow. North Ayrshire bought places on an environmental ILM project operating in other areas and initially did the same with the Job Rotation project. This is a model that could be considered in other areas as it removes some of potential difficulties and time lags in establishing new projects.

2.58 There were also a few examples of entirely new direct employability projects. The Learning to Work initiative in Inverclyde and the Job Rotation, Community Employment and Jobs Access Fund in North Ayrshire are all new. The Western Isles service delivered by the Enterprise Co-ordinator is additional though business start-up support to hard to reach clients is an extension of the existing service operated by the Enterprise Company, which although universally available was not taken up by this group.

2.59 The only example of a project that was already in existence using other funds was the Jobs Access Team in North Ayrshire. The service previously operated using SIP funds.

INDIRECT EMPLOYABILITY INITIATIVES

2.60 As well as the direct employability initiatives described above, this topic report is concerned with BNSF initiatives that have had indirect employability benefits. The following section provides examples of the indirect employability initiatives that have arisen as a result of the BNSF programme but it is not intended to be a comprehensive record of all such activity. The indirect initiatives are grouped as follows:

- Local employment opportunities in disadvantaged communities
- Volunteering and mentoring opportunities
- Overcoming barriers

Local employment opportunities

2.61 BNSF has created significant employment opportunities. An earlier topic report on recruitment and retention issues in BNSF estimated that over 500 jobs were created by the programme. This estimate was conservative as it did not prove possible to quantify the number of part-time and sessional posts created by some of the Pathfinders. For example, it did not include the substantial number of part-time positions created by the breakfast clubs in Glasgow (see below).

2.62 Approximately 60 jobs were created in programme administration and management with the remainder created in project delivery. Project jobs varied considerably from professional positions - such as psychologists, teachers, police officers and social workers - to less highly skilled jobs - such as estate wardens, caretakers and carers. Examples where local people were the main beneficiaries of the jobs created follow with details, where applicable, of specific mechanisms which improved local peoples' access to the opportunities:

- Neighbourhood Wardens have patrolled BNSF neighbourhoods in Renfrewshire creating 48 jobs including 4 senior wardens. The Pathfinder estimates that 19 of the wardens live in the areas patrolled by the wardens although wardens do not patrol their home neighbourhood. It was also estimated that 80% of wardens were Renfrewshire residents. The project has embraced New Deal and has piloted the 'Deal Me In' initiative to increase the Council's role as an employer of New Deal trainees. Three of the wardens started as New Deal trainees and at the time of this research there were 3 New Deal participants, including an administrative assistant.
- Breakfast clubs have been established in all 192 primary schools in Glasgow. This has resulted in the employment of 79 breakfast supervisors and 388 club assistants to operate the clubs. Staff work approximately 2 hours per day. Recruitment occurred via the local press, the Council's own recruitment sheet 'The Insider', posters and fliers at schools and word of mouth. Although no statistics were provided by the Pathfinder about the employees, they did state that the majority are likely to be local residents.
- A sports development project in West Dunbartonshire trained, developed and employed sports coaches to deliver sports sessions to young people. Since 2002, 35 local people have been employed as coaches with 20 still employed in January 2005. A number of those who left have taken up similar employment with other employers. Community development workers assisted interested individuals to make further enquiries about the coaching positions including a number who started as volunteers.
- A number of youth worker positions have been created in North Lanarkshire via BNSF-funded projects such as supported outreach team and Kids Inc as well as via Youth Justice Fund-funded projects such as the Just Youth street team. A shortage of qualified and experienced youth workers has led to a project funded through Youth Justice Funding which aims to recruit local residents to train as youth workers.

- Two BNSF-funded projects were operated by East Ayrshire Council's Cleansing Department: the Environmental Hit Squad and a Garden Scheme. Three out of four people recruited for the Garden Scheme were BNSF residents as were three out of five people recruited for the Environmental Hit Squad. In addition, the Environmental Hit Squad has employed three Step-up⁷ trainees, all of whom are residents of the BNSF neighbourhood. The scheme is managed by East Ayrshire Works and provides paid work experience lasting 50 weeks to people who have remained out of work for six months after completion of New Deal. One of the Step-up trainees went on to secure employment with the Cleansing Department.

Volunteering and mentoring

2.63 Work experience can be an important step for workless residents in engaging or re-engaging with the labour market. Although BNSF experience shows that a wide range of volunteering and mentoring opportunities were provided, the beneficiaries came from a variety of backgrounds – workless residents were only one group of people who took advantage of the opportunities and many were employed or retired. The following examples were identified:

- The Foodtrain in Dumfries and Galloway Vulnerable Older People's Pathfinder relies on volunteers to deliver shopping to elderly clients. The project estimates that 60% of their 79 volunteers are semi-retired with the remaining 40% made up of volunteers from a variety of sources including the National Schizophrenia Fellowship, Dumfries and Galloway Council's HOPE Service for disabled volunteers and Volunteer Action. The project has also taken on four New Deal participants since BNSF funding. Volunteers take orders from clients, collect orders from participating supermarkets, deliver the goods to the clients' home and deal with cash transactions. The project reported that most volunteers stay with the project for an extended time although anecdotal evidence of volunteers moving on to employment and higher education were highlighted.
- BNSF supported North Ayrshire Volunteers Centre to provide volunteering opportunities for residents of the two BNSF neighbourhoods. The 2003/04 Annual report shows that approximately 175 residents volunteered during the year and the proportion of the residents taking part in volunteering increased from 1% in 2001 to 6% in Ardeer and 3% in Vineburgh and Redburn in 2003-04.
- Renfrewshire Learning Neighbourhoods Pathfinder supported the Family Literacy project which encourages parents and children to learn together. As part of the project forty parent enablers have been trained to work with other parents and children. The enablers take part in workshops which consider how children learn and how parents can assist them to learn.

⁷ Step-up is a government funded transitional employment scheme which has been piloted in East Ayrshire and Dundee.

- The majority of mentoring/volunteering opportunities in two projects in Dumfries and Galloway Vulnerable Younger People's Pathfinder have been taken up by people already in employment. The Youth Justice project recruited and trained 13 mentors to work with young offenders to help them develop more positive attitudes and leisure activities to avoid re-offending. Of the 13 mentors 11 are employed, 1 is self-employed and 1 is in education. The Befriending project matches vulnerable young people with trained volunteer adult befrienders who provide friendship, support and positive role models. The project has used 37 volunteers of whom 24 are employed, 8 are retired, 2 are unemployed and 3 are in education/training.

Overcoming barriers

2.64 The comprehensive nature of the BNSF programme has resulted in a number of projects that have indirectly addressed barriers to learning, training or employment. They include:

- A number of projects address the personal and social needs of vulnerable, disengaged young people, often through detached youth work e.g. Streetlinks (West Dunbartonshire), Streetlife (North Lanarkshire) and Fusion and Route 15 (Dundee). The projects aim to reconnect young people to mainstream services including education. For example, Route 15 works with young people in their final six months of compulsory education who have disengaged from school. Key worker support is provided as well as college taster sessions, careers guidance, literacy support, and personal development. From 36 referrals in 2003/04, 29 young people completed the programme with most moving onto college or training. Further information can be found in the BNSF Topic Report on services for Children and Young People.
- Childcare can allow parents to access training or employment opportunities. The Wraparound Early Years Care project in East Ayrshire extended the number of full-time places in the three nurseries in the BNSF neighbourhoods from 10 to 30 and targeted the most vulnerable families in the areas. Home link workers provide direct support to parents and 20 day care places are available for children aged up to 12 who are at risk. 50 parents benefited from the service between August 2003 and June 2004.
- The Burnbank Family Centre, South Lanarkshire, was built partly with BNSF funding. The Centre accommodates a number of services including crèche, toy library, out of school care for 29 children, health visitors, community midwives, early years integrated family support team, and education professionals. Training and learning provision is integral and there has been a slight increase in the number of people attending courses from 170 parents on 34 courses to 187 parents on 42 courses in 2003/04 after the Centre opened. The courses seek to improve parents' self-esteem, self-confidence and parenting skills. One of the aims is to improve the number of parents entering further education, training or employment though no information is available. The crèche has been marketed as 'breathing space' where parents can use the facilities with no strings attached and the Annual Report suggests this has been successful and will be rolled out to other areas. All Centre staff have received awareness raising training in adult literacy and numeracy.

CHAPTER THREE IMPACT OF DIRECT EMPLOYABILITY INITIATIVES

OUTCOMES

3.1 At the time of this research the five Pathfinders with employability themes had not reached the end of their initial BNSF allocation, nonetheless the impact of the direct employability initiatives is already partly evident. The following highlights the main outcomes achieved to date.

3.2 A key outcome target for the North Ayrshire Pathfinder was to ‘reduce the gap in unemployment rates between the BNSF areas and the average for North Ayrshire’. Table 3.1 demonstrates that the outcome has been achieved as greater reductions have occurred in the unemployment rates in Ardeer and Vineburgh/Redburn than have occurred across North Ayrshire as a whole. Furthermore, in both BNSF neighbourhoods the unemployment rate in June 2004 was below the March 2005 target. A number of the projects highlighted in Section 2 have contributed to the change in the outcome indicator.

	North Ayrshire	Ardeer	Vineburgh/Redburn
September 2001	5.3%	9.0%	12.9%
June 2004	4.4%	6.5%	8.4%
Percentage point change	-0.9	-2.5	-4.5
March 2005 target	n/a	7.4%	11.6%

3.3 Glasgow’s Educational Experience and Training targets include a headline outcome to expand the range of employment skills. Within this is a target to increase the percentage of school leavers entering employment from 25% to 27% by 2003/04. The latest Annual Report shows that this has been exceeded with 28% of school leavers entering employment. The 2003/04 Annual Report states that attributing the change in the outcome to BNSF is not straightforward but it does highlight that the Vocational Training and Apprenticeship Training projects have provided an additional 650 places above the target of 920.

3.4 The availability of a BNSF-funded wage subsidy in Inverclyde has been accompanied by an increase in the number of young people from the target areas participating in the Modern Apprenticeship Programme. Information provided by James Watt College shows that only 4 residents from the target areas took part in Modern Apprenticeships in 2002 but during years 1 and 2 of BNSF 69 young residents from these areas were enrolled on Modern Apprenticeships. The displacement effect – the change in the uptake of places by residents from outwith target areas - is not known. Although the project has produced a significant improvement in the uptake of Modern Apprenticeship places from the target areas the ability to replicate the project may be limited by the availability of funds for the wage subsidy and the potential displacement effect. The sustainability of the approach is also questionable.

3.5 The number of residents from Inverclyde's target areas participating in Skillseekers prior to BNSF is not known although the Annual Report shows that the College has enrolled 34 young residents during years 1 and 2 of BNSF. Inverclyde's Annual Report also highlights that the number of 16 and 17 year olds gaining SVQ Level II qualifications has increased from 50 in June 2003 to 121 in August 2004 although the number of 18 and 19 year olds gaining SVQ Level III qualifications has decreased from 29 to 16 over the same period. Information for Inverclyde's Routes to Work project demonstrates that progress is being made with 57% of participants progressing into work.

3.6 Reporting the impact of employability initiatives in West Dunbartonshire and Western Isles is made more difficult because the outcomes are mainly project specific measures of throughput. However, the Annual Reports highlight that both areas have experienced a reduction in the number of claimant unemployed. In West Dunbartonshire, a reduction from 643 to 555 (13.5%) occurred during June 2002-June 2004 in the Action Team for Jobs areas. The output data presented in Section 2 suggests that the project has played some part in this decrease. Similarly, Western Isles' Annual Report highlights that the number of registered unemployed in Benbecula and South Uist decreased from 81 to 71 (12.3%) during March 2002-March 2004 and there was a slight increase in self-defined skill levels.

UNANTICIPATED OUTCOMES

3.7 In both North Ayrshire and the Western Isles outcomes have been achieved with residents who were not among the target groups anticipated at the outset. In North Ayrshire, workless residents, many with multiple labour market barriers, came forward seeking assistance and this led to an adjustment in the services provided with new projects such as the Community Employment Initiative specifically targeting this group. The Pathfinder stated that, in retrospect, the target group identified in the Local Outcome Agreement - claimant unemployed residents - should have been more broadly defined to reflect the true nature of worklessness in the BNSF neighbourhoods. A similar situation arose in the Western Isles where the number of residents with mental health issues and/or substance misuse problems who were seeking assistance with new business start-ups or re-training needs was not anticipated at the outset. The links that the BNSF Enterprise Co-ordinator made with the Alcohol and Drug Action Team and the fact that this group had not accessed support from the Enterprise Company were identified as contributory factors to the unanticipated level of demand. The Western Isles Pathfinder also highlighted the impact that the redevelopment of the former Ministry of Defence base at East Camp has had on the provision of community facilities and services as well as employment – this project was not anticipated at the outset.

3.8 The extension of the geographic areas covered by the West Dunbartonshire Action Team for Jobs allowed community organisations in the areas to access the National Action Team Employment Project Fund. This allowed The Lennox Partnership to provide an in-work support service as part of the JOBlink project, West Dunbartonshire Skillseekers to purchase a minibus to transport young trainees and West Dunbartonshire Environment Trust to purchase a vehicle and operating equipment used by the Enviro Squad. The JOBlink project also highlighted the greater than anticipated impact that motivational programmes have had on clients. The project stated that such programmes help clients to realise their true potential, by helping to change their aspirations and how they react to situations in life. The project has had approximately 50 clients on such a programme and the feedback from beneficiaries has been

excellent. The use of the programmes occurred in other Pathfinders and was also reported positively.

3.9 Inverclyde Pathfinder stated that they had not anticipated the success of the Modern Apprenticeship/Skillseekers wage subsidy. As reported previously, the number of residents from target areas benefiting from the Modern Apprenticeship programmes has significantly increased from the situation prior to BNSF. Although the project has had a positive impact the 2003/04 Annual Report highlights a concern about the possible impact on the availability of placements for residents outwith these areas. Information on the relative take-up of placements by these residents before and during the BNSF initiative is not known. Further assessment of this issue using data from Scottish Enterprise Renfrewshire will be necessary before conclusions can be drawn about the overall impact of the project. The Pathfinder also highlighted the unanticipated success of the Routes to Work project. The project has been piloted by BNSF and proven to be effective in engaging hard to reach young people and directing them towards education and training placements.

MEASURING PROGRESS

3.10 Employment is not the immediate goal of all employability projects, particularly for those engaging workless residents with multiple labour market barriers as is the case with a number of BNSF funded initiatives. In such circumstances, 'success' is represented by progress in overcoming barriers and moving towards training or employment. This can take many forms including increased self-esteem and/or self-confidence, gaining new skills, work experience and acquiring qualifications. From the evidence gathered for this report, the recording and reporting of progress in BNSF is mixed.

3.11 North Ayrshire appears to have the most comprehensive monitoring arrangements. All of the Pathfinder's BNSF employability projects are closely linked - the Jobs Access Team and the Community Employment Initiative provide the main interface with workless residents and the remaining projects provide a variety of employability options. This connectivity is reflected in the measurement of client progress with the Jobs Access Team recording all steps made on an Access database. Clients are tracked across the various BNSF (and non-BNSF) interventions covering elements such as literacy training, confidence building, work experience, vocational training and employment. Six months after the final contact, the project check on the sustainability of outcomes by contacting clients. North Ayrshire was the only Pathfinder to have a budget ring-fenced for client monitoring though other Pathfinders may have provision built into project budgets.

3.12 Information recording in the other Pathfinders tends to be satisfactory on a project by project basis though the process is less joined up than in North Ayrshire. In West Dunbartonshire for instance, the JOBlink project use client assessment forms to record actions such as jobs applied for, interviews attended, attendance on motivational programmes, and referrals to other agencies; the Action Team for Jobs keep customer files that record information on their progress in overcoming barriers although the ultimate goal is to secure and sustain employment. In Inverclyde, James Watt College keep basic records of their Modern Apprenticeship/Skillseekers and Routes to Work participants.

3.13 In the Western Isle residents' progress in overcoming barriers was not formally recorded by the Enterprise Co-ordinator who was assisting clients with business start-up or training needs. No examples of monitoring personal progress using the Richter Scale or equivalent were found. The reporting process for Vocational Training and Apprenticeship Training in Glasgow for BNSF purposes is not as detailed it is for other funders such as ESF.

3.14 A number of projects sought feedback from project beneficiaries as a means of measuring progress and improving services. This information was generally satisfactorily recorded and reported:

- Feedback forms are completed by clients of the Jobs Access Team in North Ayrshire.
- Since 2004, beneficiaries of the training projects in Glasgow complete pre-and post-placement questionnaires.
- Trainees in Inverclyde undergo pre-screening interviews and feedback sessions which have indicated that the intensive support has improved confidence levels and increased the likelihood of continued engagement in training/education/employment.
- The annual conference and survey in The Western Isles both gather information on the enterprise programme in Benbecula and South Uist.
- The JOBlink project in West Dunbartonshire held two events in 2003/04 to gather feedback from clients on the services received.
- A focus group was held with eight Action for Jobs clients who gave very positive feedback highlighting the individually tailored support.

CHAPTER FOUR PARTNERSHIP WORKING AND INNOVATION

PARTNERSHIP WORKING

4.1 Partnership working has been a prominent feature of the BNSF employability initiatives. Across the Pathfinders, projects and partner agencies have collaborated to provide services that address clients' needs. Evidence from the five Pathfinders with direct employability themes follows.

4.2 The North Ayrshire model is excellent and offers lessons for other areas in planning and delivering a comprehensive employability service. A number of closely linked projects have been developed to engage workless residents and offer them a range of support options. As stated previously the Jobs Access Team and the Community Employment Initiative are the gateway to the other services. The process has been led by the Council's Economic Development Team with close co-operation from Scottish Enterprise Ayrshire, North Ayrshire Council Social Services and JobCentre Plus as well as The Wise Group who deliver the ILM projects, WEA who deliver the Job Rotation project and CEiS who deliver the Community Employment Initiative. To formalise their relationship, the Jobs Access Team and JobCentre Plus signed a partnership agreement which outlines procedures for the cross referral of clients and establishes regular meetings between the partners. A similar agreement is planned with JobCentre Plus with regard to the Community Employment Initiative. A programme plan devised by North Ayrshire Council shows that they have considered the issues and developed a full programme of interventions covering the following stages: first contact; signposting; specialist support mechanisms, generic employability actions; vocational training; job readiness; transitional employment; employment sustainability; and workforce development.

4.3 Similarly, Inverclyde has benefited from the fact that James Watt College manages both the Routes to Work and Modern Apprenticeship/Skillseekers projects. Many clients start with Routes to Work and progress to Modern Apprenticeship/Skillseekers placements. The College has also been successful in engaging local employers, including smaller companies and providing young people on the Routes to Work programme with support from organisations such as the Council's Adult Numeracy and Literacy and Community Drugs Team. However, joint management of the Individual Change Accounts by the College and Careers Scotland appears to have created some initial difficulties. The 2003/04 Annual Report states that considerable delays were experienced in developing robust reporting systems. The Annual Report states that the shared management posed difficulties with client record keeping, financial transactions and auditing although these have been addressed by improved communications between the two organisations and the BNSF management team. The Learning to Work project has been developed by individual secondary schools with assistance from Careers Scotland and James Watt College.

4.4 Partnership working is also a feature of the employability projects in Glasgow. Vocational Training and Apprenticeship Training have both developed excellent links with employers across the public, private and voluntary sectors. The Apprenticeship Training project is viewed by Glasgow City Council's Building Services as their main means of new

younger employees. The Local Lifelong Learning projects rely on partner organisations in the form of the Local Economic Development Companies to deliver the programme. Beneficiaries have access to the full range of services offered by the companies.

4.5 While the projects in West Dunbartonshire have tended to be managed by different organisations, evidence of partnership working was apparent and a wide range of partners from the public and voluntary sector have been involved in project delivery. Partners include: West Dunbartonshire Council, Scottish Enterprise, Dunbartonshire, JobCentre Plus, the Lennox Partnership, Careers Scotland, Alcohol Anonymous, Citizens Advice Bureau and colleges. The 2003/04 Annual Report highlights that networking and partnership working are critical to the New Employability Project (Lifeskills) and JOBlink. The former for example has developed close links with local voluntary projects that engage with young people. The Annual Report also states that close working between the Action Team for Jobs and JOBlink has been cost effective.

4.6 The Enterprise Co-ordinator in the Western Isles delivers a significant proportion of the support services directly. A key element of the role is signposting local people to specialist support services and this has meant that relationships have been established with other local workers including the Alcohol and Drugs Action Team and the Local Enterprise Company.

INNOVATION

4.7 Innovation can take more than one form. In its truest sense it relates to projects that are entirely new and which have not been tried anywhere else. More commonly it refers to projects that introduce a new approach or engage a new client group in a specific area. BNSF has funded a number of projects which fit into the broader definition of innovation. These include:

- Innovation – A number of the BNSF funded employability projects were innovative. In North Ayrshire, the Equip and the Community Employment Initiative introduced new methods of engaging workless residents and both services have achieved success. The use of wage subsidies in Inverclyde to boost the take up of Modern Apprenticeship/Skillseekers places was also innovative although concerns about the ability to replicate the approach and the potential displacement effect it has had have been raised elsewhere in this report.
- Inverclyde's Routes to Work project was piloted by BNSF and has been recognised as an innovative project. It won the 'Creativity in Learning' award at the Scottish Further Education Unit award ceremony and the Silver Award in the Scottish Enterprise Award for Vocational Training at the Scottish Qualification Authority awards.
- The PartiSIPate project in North Lanarkshire has also been recognised for its work in engaging hard to reach young people in education, training and employment. In 2003, the project received an award from the Institute of Careers Guidance as well as a commendation in the National Training Awards in the Social Inclusion category.

- Glasgow's Vocational Training project has widened access to non-construction training opportunities by introducing new options such as hospitality and finance. The project is working with the SQA to recognise the non-academic qualifications available through the project in school assessments. The success of the project has seen it introduced to the other seven local authorities in the Clyde Valley Partnership. Glasgow City Council is managing the roll-out of the programme until June 2006.
- The Vocational Training project has also piloted services in engaging two hard to reach groups: young people with moderate learning difficulties and S4 pupils not attending school or being looked after. The Annual Report describes the pilots as successful though no further details are provided.
- North Ayrshire Pathfinder identified three BNSF projects as innovative. The Community Employment Initiative, Equip and Job Rotation were all based on evidence of best practice from elsewhere but were new to the BNSF area. As well as being innovative the projects have also been successful. Piloting of the Job Rotation project by purchasing a set number of places on an existing programme was an inventive means of introducing the project to the BNSF area.
- Wage subsidies linked to employment in North Ayrshire and vocational training in Inverclyde are innovative and have had an immediate effect. The longer term effect and the degree to which they can be replicated are however less clear.
- JOblink in West Dunbartonshire took a model which had proven successful with Training for Work participants and successfully applied it to a new client group (New Deal and Get Ready for Work participants).
- The funding model involved in the Action Team for Jobs in West Dunbartonshire which used additional BNSF resources to expand services geographically and enhance services to young people may be unique.
- Engagement of residents with mental health issues and substance misuse problems in the Western Isles has been well received, particularly as the existing mainstream business support programme did not meet the needs of this hard to reach group.

4.8 Only one example was found of an initiative that did not work as well as envisaged. In West Dunbartonshire the Action Team for Jobs originally based an Advisor on the Y Sort It mobile unit to gain access to the 16-18 client group. However, the main users of the mobile unit were younger than envisaged and after a trial period the Action Team for Jobs project reallocated the Advisor to other areas of work. Although the trial was ultimately unsuccessful the project has viewed it as worthwhile as good relationships and a referral systems were established.

CHAPTER FIVE CONCLUSIONS

5.1 The research question posed by this topic report focussed on the role that employability projects have played in the BNSF programme and considered how successful they have been in meeting their stated objectives. The information presented in the preceding sections of this report has demonstrated that on both accounts a considerable impact is evident.

5.2 The BNSF Programme has had both a direct and an indirect role in enhancing employability. Although the number of projects (29) is relatively small in the context of the overall BNSF programme they accounted for approximately 11% of the total BNSF budget. The reason for this is the significant scale of four of the projects – including three in Glasgow – that account for almost three quarters of the total expenditure on direct employability initiatives. The nature of the direct employability projects varies considerably but can be grouped into four main categories: advice and guidance; supporting the transition to employment; vocational training; and transitional employment initiatives. Section 2 demonstrated that on a project by project basis BNSF-funded employability initiatives have generally achieved their stated objectives. The number of beneficiaries and positive outcomes is impressive. In addition, Section 3 highlighted the overall impact that the direct employability projects have had on BNSF communities. These include decreases in unemployment in North Ayrshire, West Dunbartonshire and the Western Isles and improvements in young people’s participation in training and employment in Glasgow and Inverclyde.

5.3 This topic report has also highlighted a number of examples of BNSF-funded projects that indirectly assisted residents to access education, training or employment. Although the evidence gathered does not comprehensively cover all indirect employability benefits accruing from BNSF, Section 2 highlighted a range of examples. The main indirect impacts arose via employment opportunities created through BNSF taken by local residents. A number of significant examples were highlighted. Examples of specific initiatives which promoted access to the opportunities for workless residents were found. Other indirect employability impacts were created from the availability of volunteering/mentoring opportunities and projects such as childcare or learning that indirectly address labour market barriers. It was shown however that the volunteering/mentoring opportunities tended not to be taken by workless residents.

5.4 Three aspects of the direct employability services stand out as being particularly noteworthy:

- Innovation – A number of BNSF funded employability projects were innovative. In North Ayrshire, the Equip and Community Employment Initiative introduced new methods of engaging workless residents and both services have achieved success. The use of wage subsidies in Inverclyde to boost the take-up of Modern Apprenticeship/Skillseekers places was also innovative although concerns about the ability to replicate the approach and the potential displacement effect it has had have been raised elsewhere in this report.

- Engaging priority groups - The majority of the BNSF projects engaged priority groups. Young people featured strongly which was mainly the consequence of the overall target groups in Glasgow, Inverclyde and West Dunbartonshire. Nevertheless these Pathfinders developed and delivered projects that successfully engaged and supported young people, primarily assisting their participation in training opportunities. North Ayrshire was particularly successful at engaging non-JSA claimants and this is made more noteworthy by the fact that the Pathfinder identified this group as a priority *after* the programme started and developed a range of employability options that engaged them and addressed their particular needs. The availability of mainstream services for claimant unemployed residents provided by JobCentre Plus, local authorities and the Scottish Enterprise Network/Careers Scotland is likely to have been a factor in the focus on hard to reach residents evident in the BNSF programme.
- Partnership working and linkages – A recurring feature of the BNSF-funded employability services has been the strength of partnership working and co-operation between the different agencies. A wide range of public, private and voluntary sector partners worked closely together to develop and deliver employability services. This partnership working helped to ensure that BNSF services were linked into existing employability initiatives such as Modern Apprenticeships, Skillseekers, Action Team for Jobs and New Deal.

5.4 North Ayrshire's employability programme is highlighted as an example of good practice. New services evolved to meet local circumstances including outreach services to engage hard to reach residents and this required close partnership working and has had a noticeable impact on unemployment in the target communities.

5.5 Overall, BNSF has funded a relatively small number of direct employability projects which have however had a significant impact. This is partly due to the scale of four of the projects as well as the success Pathfinders achieved in engaging hard to reach young people, developing innovative projects and working collaboratively together. Indirect employability projects have also been important particularly in their ability to create employment opportunities for residents.

APPENDIX 1

EMPLOYABILITY TELEPHONE INTERVIEWS

1. The pro-forma used in this research is shown below.
2. Our normal procedure was to phone in advance to arrange a mutually convenient time for an interview, and then to forward the topic guide to allow the interviewee to consider the issues and prepare for the discussion.
3. Co-ordinators and project managers also supplied additional written material following the telephone interviews.
4. In addition, three programme co-ordinators and six project managers supplied written responses to the pro-forma providing details of employability initiatives in their area.

PRO-FORMA

Notes from files:

1. Why did you decide to focus on employability initiatives? Who influenced this and how?
2. What target groups do the employability projects/services focus on? Distinguish between those that were targeted (mark with a *) and those that have actually benefited (mark with a ✓).

PROJECTS	All residents	JSA	Non-JSA	Mental health issues	Ex-offender	Lone parents	Women returners	School leavers	Young adults	Homeless	Other

3. Are the projects/services entirely new, are they additions to existing services or were they already in existence, using other funding?

PROJECTS	Entirely new	Additions to existing services	Already in existence using other funding

4. Have any specific initiatives been devised to improve workless residents' access to the employability initiatives?
5. Has BNSF expenditure (capital or revenue) provided any employment opportunities which were primarily filled by BNSF residents? Which projects were involved? Were any specific initiatives devised to improve workless residents' access to the opportunities?

- 6a. What do you consider to be the **key** employability outcomes and what has been achieved so far?
- 6b. What is the evidence to suggest that it is the projects that have caused these outcomes?
7. How do projects measure progress of individuals when employment is not the outcome?
8. Have there been any other notable unanticipated outcomes from the services?
9. Has feedback been sought from services users and/or the wider community? If so, what does it indicate?
- 10a. How do the BNSF funded projects interact with each other?
- 10b. How do they interact with non-BNSF initiatives such as New Deal, Action Team for Jobs or SIP/CRF-funded projects?
- 10c. Which agencies have been involved in the BNSF projects?
11. Were any of the services developed novel or path-breaking? Are there indications at this stage that these innovative services represent good practice which should be disseminated more widely? Conversely, did the BNSF experience suggest that some approaches should not be repeated?

APPENDIX 2

Pathfinder: Glasgow									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Local Lifelong Learning	Project to support locally based lifelong learning and training skills	Supporting the Transition to Employment	2,100	-	-	-	-	-	-
Apprenticeship Training	Programme provides 300+ modern apprenticeship training places for young people to improve their training and employment opportunities; delivered in partnership with private sector employers, industry lead bodies and colleges etc.	Vocational Training	827	-	-	-	-	-	-
Vocational Training	1,000 places offered through training and education programmes which provides core skills and SVQ modular units in construction trades, customer and financial services etc; delivered in partnership with private sector employers college.	Vocational Training	3,177	40	1,194	-	2,304	-	3,539
TOTAL			6,104	40	1,194		2,304		3,539

Pathfinder: Inverclyde									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Routes to Work	Vocational training for students from SIP areas, focusing on young people who are unfamiliar with or put off by the more formal educational routes. Consists of core RtW elements and opportunities to gain qualifications / work experience in areas of vocational interest.	Vocational Training	76	-	79	-	32	-	111
Learning to Work	Aimed at S3 pupils in 6 of Inverclyde’s 8 Secondary schools. Overall objective is to identify young people from SIP areas / with distinct guidance needs, and provide a Careers-based programme of activities to introduce young people to the world of work.	Supporting the Transition to Employment	236	-	-	-	-	-	-
Individual Change Accounts	Assists young people wishing to access training, employment & further education opportunities who are experiencing barriersExamples of uses	Supporting the Transition to Employment	90	-	-	-	-	-	-

	of the fund: travel expenses for training courses outwith the district, clothing for interviews, counselling, equipment for a college course.								
Modern Apprenticeship/ Skillseeker	Targeted resources to increase the take up of placements for young people from the SIP areas. Involves not only support to young people who may be identified as beneficiaries of the programme, but also support to potential employers, to generate proactive vacancies which may be suitable for MA / SS trainees.	Vocational Training	1,113	-	-	-	-	-	-
TOTAL			1,515		79		32		111

Pathfinder: West Dunbartonshire									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Young Enterprise	Aims to provide young people with the necessary skills for business. It has extended the programme from schools into SIP communities.	Supporting the Transition to Employment	34	-	-	-	3	186	189
New Employment Apprenticeship Training	Through BNSF additional support is provided to trainees in the form of assistance with childcare costs and one-to-one tuition.	Vocational Training	60	-	-	-	-	-	-
JOblink	JOblink provides support to New Deal participants, employers and employees. Sservices are now being made available to a larger group of unemployed residents, aged 16-24 years in SIP areas.	Advice and Guidance	137	-	162	199	-	-	361
WD Environmental Management Trust	The WD Environmental Trust is developing an ILM Project in partnership with the Council and Greenlight.	Transitional employment	35	-	-	-	-	-	-
Lifeskills	Working with 40 hard-to-reach 16-17 yr olds p.a. tackling lifestyle issues. Participants are furthest away from the labour market and tend to have a range of complex personal/social issues. Works with community-based projects in SIP areas.	Supporting the Transition to Employment	147	-	-	321	15	-	336
Action Team for Jobs	Action Team for Jobs (Jobcentre Plus) Programme provides an advisory service to jobless people in 12 electoral wards.	Advice and Guidance	151	-	-	-	1,184	-	1,184
TOTAL			564		162	520	1,199	186	2,070

Pathfinder: North Ayrshire									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Jobs Action Team	A Jobs Access Advisor provides intensive support to clients	Advice and Guidance	101	-	-	-	-	-	-
Employability training programme	The programme registers clients for guidance and progresses them into further education	Advice and Guidance	50	-	-	-	-	-	-
Transitional employment initiative	A Transitional Employment Agency (Equip) with the Wisegroup has been set up to provide transitional employment opportunities for at least 48 clients	Transitional employment	218	30	510	-	-	-	540
Wage subsidy incentives (Jobs Access)	A wage subsidy scheme has been established to provide local employers with subsidies for a period of 6 months	Supporting the Transition to Employment	60	30	-	-	30	-	60
Benefits to work programme	A fund is available to assist clients make the transition from benefits to work.	Supporting the Transition to Employment	55	-	-	-	-	-	-
Local jobs/training agreements	A programme has been developed to help BNSF partners to ensure that local labour is utilised where possible	Supporting the Transition to Employment	20	-	-	-	-	-	-
Employment sustain programme	A programme to retain clients in work is included in the new Transitional Employment programme	Transitional employment	30	-	-	-	-	-	-
Client management system	A specialised computer database tracks all clients registered with the programme	Monitoring	4	-	-	-	-	-	-

Pathfinder: North Ayrshire									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Job rotation	Delivered by WEA, the project combines training, work placement and employee development. Beneficiary will be placed with company allowing a number of current employees to access further training	Transitional employment	66	-	-	-	-	-	138*
Community employment initiative	Accesses the hidden unemployed or those not on the official register using community development streetwork techniques. Project staff act as mentor/advocate to beneficiaries to assist them to re-enter the labour market	Advice and Guidance	46	-	-	-	-	-	95*
Job Coaching ILM	Part funded ILM managed by the Wise Group - project offers specialist support to beneficiaries with into work benefit issues. Also provides tailored training opportunities and transitional part time employment placements	Transitional employment	27	-	-	-	-	-	140*
Housing Environmental ILM	Two part funded ILM projects managed by the Wise Group - supports beneficiaries on disabled benefits re-enter the labour market. Uses trainee/ILM support workers in delivery	Transitional employment	20	-	-	-	-	-	230*
TOTAL			697	60	510	0	30	0	1,204

* Sources of match funding not identified in returns.

Pathfinder: Western Isles									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Enterprise	Various community based projects including business start-ups, training and overcoming barriers	Advice and Guidance	450	82	65	90	626	-	864
TOTAL			450	82	65	90	626	-	864

Pathfinder: Dumfries & Galloway Older People									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
Care at Home Training Consortium	A comprehensive programme designed to develop and train carers in order to improve the quality and extend the types of care and support offered to older people	Vocational Training	258	-	-	-	10	-	10
TOTAL			258				10		10

Pathfinder: North Lanarkshire									
Project	Description	Type	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)
PartSIPate	To provide sustainable employment, education and training opportunities for disengaged young people	Supporting the Transition to Employment	125	-	-	-	-	-	-
Mavisbank School Grounds ILM	Transform the grounds of Mavisbank School whilst providing work and training for a number of young people from the local community	Transitional employment	129	-	-	-	-	-	-
TOTAL			254						

SUMMARY OF PATHFINDER EMPLOYABILITY EXPENDITURE – BNSF AND OTHER FUNDING								
Pathfinder	BNSF Yrs 1-3 (‘000s)	Council (‘000s)	EU (‘000s)	Scottish Enterprise (‘000s)	Other (‘000s)	In-kind (‘000s)	Total match funding (‘000s)	
Glasgow	6,104	40	1,194	-	2,304	-	3,539	
Inverclyde	1,515	-	79	-	32	-	111	
West Dunbartonshire	564		162	520	1,199	186	2,070	
North Ayrshire	697	60	510	0	30	0	1,204	
Western Isles	450	82	65	90	626	-	864	
Dumfries and Galloway Older People	258	-	-	-	10	-	10	
North Lanarkshire	254	-	-	-	-	-	-	
TOTAL	9,842	182	2,010	610	4,201	186	7,798	

