



## **PATHFINDER GRANT 2007 - 2009**

### **Introduction**

Edinburgh's Job Strategy consortium was awarded the following allocations by DWP:

2007/08	2008/09	TOTAL
£522,807	£404,744	£927,551

The allocation for 2007/08 was enhanced by the inclusion of a Deprived Areas Fund underspend from the previous year of £128,704. The guidance on grant usage was that the grant should be used as flexibly as possible to assist persons domiciled in Edinburgh to train for, obtain, and retain employment and support the achievement of outcomes, targets and indicators as agreed with DWP.

### **Budget 2007/09**

A funding workshop was held to begin the process partners agreed that the budget would be allocated to 3 areas of work:

- An area focus project
- Projects to foster joint working between employability services and the NHS
- Project pool – individual projects to be selected via an application and scoring process

### **Decision making process**

An application, scoring, and decision making process was agreed and standard documentation created. Applications were brought forward or sponsored by strategic partners and scored independently by two members of the Funding Panel. The moderated score and recommendation was discussed at a full meeting of the panel and a consensual decision reached. Recommended projects costing more than £15k were referred to Job Strategy Group for endorsement. A total of 42 project applications were scored and of these 14 were approved for funding.

### **Other funding contributions**

A number of the projects listed below were supported by other funding sources. Total additional funding amounted to £1,068,279 which was made up as follows:

Private Sector	£168,000
Voluntary Sector	£193,219
Scottish & Local Government	£159,399
Other statutory agencies	£45,500
European funding	£492,161
DWP Seedcorn	£10,000

## Outcomes

Over the 2 year period 1814 clients were registered on programmes, 650 people were supported into work, and 125 into other positive destinations (education, training or volunteering). In work support helped 86 people stay in work; and 414 jobs were created.

## Allocations

- Area focus projects  
An area focus project concentrates on a limited area, attempting to engage with all households. The area for a pilot was selected on the basis of the deprivation indicators and in consultation with neighbourhood planning partnerships. The initial area selected was 3 datazones in Muirhouse. Additional funding was obtained via the city's ES/ERDF funded programme and this enabled the launch of a second project covering 3 specific datazones in Craigmillar.
- Employability services and the NHS  
3 projects were funded under this heading each developing different aspect of this work. In addition, funding was used to pay for a secondee from the NHS who is working to raise awareness of employability among health professionals.
- Project Pool  
Under this heading, grants were approved for a number of smaller projects. Five projects were selected via a Challenge Fund which invited proposals which would move city strategy priority clients into work. An element of employer engagement was required. Twenty-five applications were submitted and of these 5 were funded with a total value of just under £200k. Three projects were designed specifically for lone parents and the remaining two targeted long-term unemployed and hard to help clients.

## Summary of projects 2007/09

For the purposes of summarising the funded projects, these have been grouped into 3 broad categories: client, learning and infrastructure.

### Client focussed

These projects are primarily about obtaining client outcomes - either job entries or progress towards job entry. Some also have some element of innovative practice:

- Area Focus (Contractor: Community Renewal) - this contract was awarded via open competitive tender. The Project focuses on 3 datazones in Muirhouse, using community engagement techniques to engage with all households and providing holistic support to assist individuals to progress to work. A contribution from Capital City Partnership's programme fund has enabled the second year contract to be extended to end of June 2010. The project is now part of the Edinburgh's ESF/ERDF funded programme, thus enabling the funding of a second area focus in Craigmillar which started operation at the beginning of 2009. The Muirhouse project has been externally evaluated as part of the pathfinder evaluation.
- Academy at St James Shopping (Contractor: Employment Enterprise) - a contribution was made to the cost of establishing the service. It is now fully established and is one of the employment hubs being developed as part of the ESF/ERDF funded programme.
- Pre GRFW and Brighter Futures (Contractor: City of Edinburgh Council, sub-contracted to a number of providers) - also part of the ESF/ERDF programme. Both activities target young people at risk of leaving school without a positive destination.
- High Support Needs Consortium (Contractors: Forth Sector, Action Group, Into Work) - the Jobs Strategy Partnership and City of Edinburgh Council contributed gap funding to the consortium in order to maintain support to clients both in work and progressing towards work. The consortium is now funded via the ESF/ERDF programme and is working to establish a sustainable structure.
- CORE (Contractor: Foursquare) - funding was awarded for the development of case management for prison leavers.
- Social Care Academy (Contractor: Places for People) - three 6 week courses providing training in health and social care were funded. The package included work tasters and pre and post employment support to assist participants into work.
- Get Ready for Work (Contractor: Right Track Ltd) - Skills Development Scotland managed project providing additional places in Edinburgh for the MCMC group.
- Business Incubator (Contractor: Edinburgh Business Development) – a contribution was made to developing business incubation support in the city which assists people into self-employment, bringing together the 3 incubators in Craigmillar, North Edinburgh and Wester Hailes to be run together with one-stop shops covering business start-up, incubation and aftercare.
- Lone Parent Childminders (Contractor: Edinburgh Business Development) - this project assisted participants to establish themselves as self-employed registered childminders. Specialist business advisers provided regular 1-1 sessions with participants to guide them through the complex legal, business and personal implications of setting up a childminding business. Each participant also benefitted from a £250 grant to assist with specific set up costs, ensuring compliance with the safety requirements specified by the Care Commission. (*Challenge Fund project*)

- Lone Parent programme (Contractor: Remploy) - project used the existing Remploy Vocational Development Programme with a different target group. Lone parents were supported to progress along the employability Pathway via a 12 week vocational development programme which included development of the key skills identified by employers for effective employees i.e. team working, problem solving, communication and positive approach. The VDP also provided support in job search including , Job Action Groups, CV writing, interview skills, application assistance, “Dress for Success”, team building activities , employer visits, mock interviews , work trials, job matching and in-work support. (*Challenge Fund project*)
- Lone Parent returners (Contractor: PCT): - project provided a 20 week part time training programme for lone parents to enable them to secure employment in an office environment. The programme included ICT tuition, job search skills and a work placement and provided a mix of structured teaching and 1-1 support. Good quality work placements were an important part of the provision. (*Challenge Fund project*)
- WEACT for Employers (Contractor: West Edinburgh Action) - given its location in west Edinburgh, project originally intended to focus on financial sector jobs. These plans were disrupted by the current difficulties in that sector, so project successfully switched focus to other sectors including retail and distribution. (*Challenge Fund project*)
- WATCH (Contractor: Worktrack) – a series of 5 week Care Training Courses was offered primarily for the benefit of the City of Edinburgh Council run care homes. Features of the course were agreed with the employer and included Criminal disclosure checks and a combination of motivational generic core skill development together with specific vocational training demonstrated on a range of work placement opportunities. (*Challenge Fund project*)

### Learning

Although these projects had some client outcomes, they were focussed on trialling new approaches or services. All were formally evaluated.

- Money Advice (Contractor: CHAI) - part-funded by ESF, this project delivers employability related money advice to the clients of six services (the three area based intermediaries, Passport, and the two area focus projects). The budget provides for an external evaluation which has been commissioned via open competitive tender.

Three projects come under the heading of health/employability and aim to develop successful programmes for clients with severe and enduring mental health problems. These projects were evaluated by CCP’s Monitoring and Evaluation Officer.

- Voluntary Work Coach (Contractor: Edinburgh Volunteer Centre) – project supports key jobs strategy priority groups into sustained volunteering and ultimately into work. Focus is on ‘hard to reach’ clients facing barriers to employment including mental health problems, physical and learning disabilities and substance misuse issues.

- Programme for women with complex mental health problems (Contractor: Women onto Work) - Pathfinder provided the match for WOW's own ESF funded programme. The project aimed to develop partnership working between Penumbra which specialises in the support of women with mental health issues, and WOW which has expertise in moving women into work. A cohort of women undertook a 13 week course and received ongoing individual support to progress.
- Forth Bridge (Contractor: Forth Sector) - the purpose of this project was to develop Forth Sector's work with its client group so that work in the organisation's social firms is used to move clients into open employment. The project was supported by an occupational therapist on secondment from NHS Lothian.

### Infrastructure

The main investment in infrastructure development has been in the secondment post from the NHS. The post holder joined the Job Strategy Team in February and a work plan has been developed. The project's objective is to increase the number of referrals to employability services from the NHS. A programme of employability training for frontline staff in the NHS started in late summer 2009. It is expected that in the region of 800 staff will be trained across the city. The increase in referrals will be captured via Caselink.

A total of £29,700 was spent on communications: advertorial in the 3 community newspapers which are distributed in deprived areas; development work on the JUFJ website; and a contribution to the Guide to Adult Learning and Employability. The Guide is distributed via the GAP network and the NHS; and an evaluation questionnaire will be sent to recipients later in the year.