

Cashback for Communities – Positive Choices

Annual Report – Year 3

2016-2017

Introduction

This is our third and final year of the Phase 3 Cashback for Communities partnership. Action for Children has been contracted to deliver targeted progression pathways to young people aged 16-25 years from specific geographical areas through our Positive Choices programmes. These pathways include offering work preparation and skills training for young people designed to attract, enable, empower and inspire young people furthest removed from the labour market and progress them into positive outcomes. Our programmes offer flexible support readily tailored to individual needs, ensuring that each young person accesses the right support at the right time and the right pace for them. While the exact type, intensity and duration of interventions are needs-led, all young people benefit from a dedicated key worker for personalised support, action planning and planned exits to increase positive outcomes.

Year 3 - Summary

We have delivered across 3 local authority areas this year - North Lanarkshire, South Lanarkshire and West Dunbartonshire. We delivered both the Steps to the Future programme and Entry to Construction programmes.

Financial Overview

Expenditure Summary 2016-17

Actual Expenditure

Description	Annual Spend	Q1	Q2	Q3	Q4
	April - March £	Apr - Jun £	July - Sep £	Oct- Dec £	Jan - March £
PX 2 Training	9,318	4,137	2,340	3,217	1,910
Y.Build Oil & Gas	16,488	14,943	6,755	4,594	2,396
Sports Youth Work	1,000	0	0	0	0
Management & Marketing	11,754	2,939	2,939	2,939	2,939
Staffing Costs	100,497	26,918	26,122	26,905	18,165
Property & Equipment Costs	5,284	1,321	1,894	2,136	978
Sidekix P. Ship Pymt	6,000	0	0		0
External Evaluation	10,000	0	4,610	7,423	0
Total	160,341	50,258	44,660	47,214	26,388

Programme Delivery

In North Lanarkshire, we engaged with 12 young people from Cumbernauld, Airdrie and Coatbridge. The programme was delivered from Cornerstone House in Cumbernauld. The 12 young people participated in the Steps to the Future programme which is a personal development programme and then progressed onto the Entry to Construction targeted pathway. We worked in partnership with Sanctuary Housing Association and Cruden who were working in the area and gave the young people the opportunity to participate in practical sessions on live construction sites and to sit their CITB test which allows them to be considered for apprenticeships.



In South Lanarkshire, we engaged with 12 young people from the Lanark and Biggar area as it was identified by a number of partner agencies that there was a lack of employability provision for young people in this area. The programme was delivered from Universal Connections in Lanark. Three of the young people travelled through from Glasgow as they were keen to attend the training and gain the certification on offer and due to low referrals from the surrounding area, we offered them a place on the programme. The 12 young people participated in the Steps to the Future programme which is a personal development programme and then progressed onto the Entry to Construction targeted pathway.

All the young people gained their PX2 certificate and construction certification/qualifications including:

- SQA – SCQF Level 4 – Health & Safety in a Construction Environment
- CSCS Green Card
- UKATA Asbestos Awareness – CAT A
- Abrasive Wheels
- Vehicle Reversing Marshall
- Manual Handling
- PASMA
- Safety Awareness
- Work @ Height



In West Dunbartonshire we delivered the Steps to the Future programme at Centre 81 in Clydebank. This included the PX2 training and we also piloted the delivery of SQA – Introduction to Work Place Skills qualification.

We worked in partnership with Working4U who were able to offer a wage subsidy to employers if young people moved onto employment at the end of the programme. 11 young people started the programme and 9 completed. Two sisters had to leave the programme as they were from a travelling family and had to move out with the area as they were fleeing violence. The remaining 9 young people completed both PX2 and SQA – Introduction to Workplace Skills Award.



Outcomes

North Lanarkshire

Our Entry to Construction programme started with 12 young people with all young people completing the programme. All young people were offered an opportunity of a trial leading to employment. Some young people did not complete their trial or were paid off and offered another opportunity. Breakdown of final destinations as follows:

5 x Started Apprenticeships:

- Spectrum Decorating (2 Young People)
- Warehousing (BCF)
- Alarm Company
- Dullater Golf Course

4 x Started Employment:

- MDSI
- Clyde Scaffolding
- McDonalds
- Core Drilling Services

3 x Started Training:

- Cumbernauld HUB
- EF Stage 3
- Albion Rovers

South Lanarkshire

Our Entry to construction programme started with 12 young people, all male. All young people were offered an opportunity of a trial leading to employment. Some young people did not complete their trial or were paid off and offered another opportunity. Breakdown of final destinations as follows:

7 x Started Employment:

- Ematt Construction
- Interserve
- SKK Fencing
- Whitefield Builders
- Weldon Engineering
- Allied Interiors
- Universal Scaffolding

1 x Started Training:

- NPA Construction Course

2 x Not kept on at the end of trial due to timekeeping and attendance (Paterson's & Interserve)

2 x Offered 3 different placements and refused for various reasons – disengaged

West Dunbartonshire

Our Steps to the Future programme started with 11 young people, 5 females and 6 males. The young people that were referred to the programme were identified to be far from the labour market and not job-ready. Two sisters had to leave the programme as they were from an Irish travelling family and had to move out with the area as they were fleeing violence. The remaining 9 young people completed the programme:

5 x Started Employment:

- Intu Call Centre
- E Energy
- Asensus
- Clarence Care Home
- Community Working Partnership (CWP)

2 x Started Training:

- Princes Trust Programme x 2

2 x Started Work Trials but were not kept on:

- McGonigles
- Birds of Prey

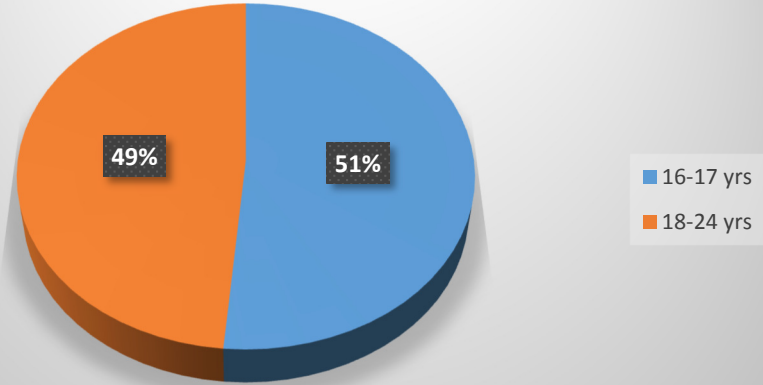
Equalities

Our blended programme model intends to offer maximum choice of options, activities and support to attract, engage and retain the interest of the full spectrum of young people. We recognise the prevalence of male youth unemployment and this is reflected in our target sectors e.g. oil and gas, sports coaching and construction. Options are designed to appeal equally to young females – broadening ambitions and job goals, and opening up access and opportunities e.g. social care and youth work.

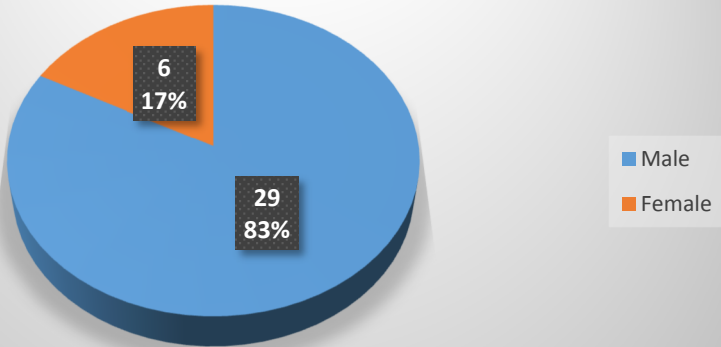
This year our main focus has been to establish our programmes and to link with employers regarding possible future opportunities. We are keen to actively support the inclusion of all groups on our programmes and therefore have engaged with a range of other providers to promote our programmes as widely as possible. We have had an increase in females this year for the Steps to the Future programme but no females were referred for the Construction programmes.

The charts below show some information on gender, ethnicity, age range and the barriers young people were facing on our programmes this year:

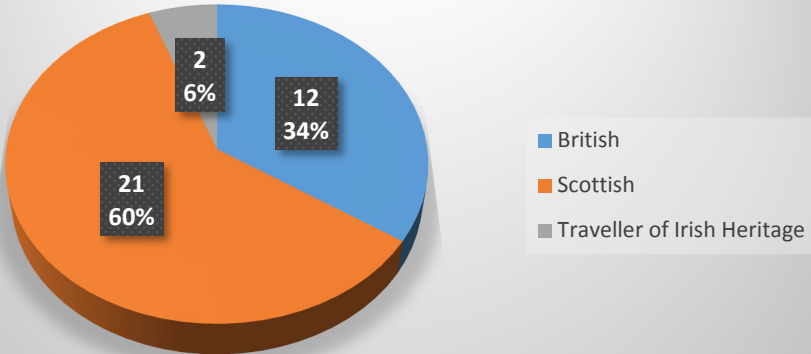
Age Category

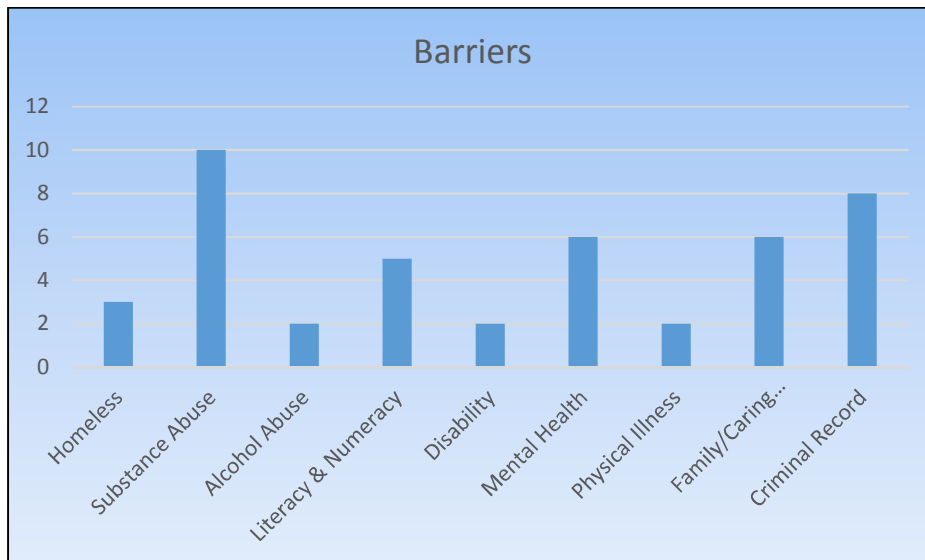


Gender



Ethnicity





Evaluation

We continue to work with Research Scotland to pull together our final evaluation report. This has been a positive partnership and learning from the process has been implemented across our programme delivery. It is hoped that this will be available for wider circulation in June 2017.

Maria Williamson

Children's Services Manager

May 2017

