

Appendix 2
1.0 Current Funded Activity 2009 – 2011 (rolling programme)

A total of 7 projects have been awarded funding since the rolling programme began. The total amount of funding awarded across all 7 totals - £178,000 which is (14%) of the total fund. 4 of the projects are targeted specifically at geographical areas of deprivation and community groups of interest.

Transitional funding awards including MCMC Provision totalled (£195,159.00 – (15% of the fund). This activity was focused entirely on young people in relation to employability, health information and improving networking. The breakdown of the projects currently funded in terms of FSF priorities, links with the theme groups and target groups is detailed in Table 1.

Table 1

PROJECT	FSF PRIORITY	CPP THEME GROUP	TARGET GROUP	ACTIVITY	PERIOD OF ACTIVITY	AWARD
GIRFEC Coordinator	Communities of interest – children and young people. Improving life chances – information and advice. Development project	SMARTER PROCESS AND INFRASTRUCTURE	Children and Young people	Existing staff post Process improvement, development of infrastructure and building capacity of partner agencies. National agenda.	June 2009 – March 2010	£33,750 (100%)
Domestic Abuse	Development project	SAFER AND STRONGER	Vulnerable adults and children	Pilot project – 2 part time staff posts	November 2009 – 31 st October	£30,000 (100%)

	<p>Communities of interest – victims of domestic abuse.</p> <p>Geographic communities – Focus on Elgin Cathedral area.</p>	<p>DOMESTIC ABUSE</p>		<p>Early intervention Direct delivery Partnership capacity building</p> <p>Aim – to provide an early intervention service to victims of youth crime and reduce repeat instances. Improve confidence and encourage positive progression.</p>	<p>2010</p>	
<p>Milton Drive Community Project</p>	<p>Community Engagement – interest of geographic communities – Buckie Millbank.</p> <p>Improving employability – vulnerable adults</p>	<p>SAFER AND STRONGER COMMUNITIES</p>	<p>All disadvantaged groups</p> <p>Geographical focus</p>	<p>One off feasibility study Community based project Partnership capacity building</p> <p>Aim – establish potential advantages of moving to larger premises to develop provision.</p>	<p>September 2009 – March 2010</p>	<p>£10,000 (50%)</p>
<p>Elgin High School</p>	<p>Improving life chances – improving</p>	<p>SMARTER ACHIEVEMENT</p>	<p>Young People not meeting criteria for</p>	<p>Pilot project Keyworker service Direct delivery.</p>	<p>1st November 2009 – 30th</p>	<p>£20,000 (75%)</p>

	employability – early intervention. Development project – low attainment. Geographically targeted - Elgin South	AND ATTAINMENT	specialist services. Geographical focus	Aim – Ensure continued engagement of vulnerable young people in education and achieve positive progression. Influence future styles of delivery and mainstream resources.	June 2010	
Youth Justice/Anti Social Behaviour	Development project offending behaviour	SAFER AND STRONGER YOUTH OFFENDING	Young people	Partnership project Staff post Early intervention Direct delivery Aim - Reduce youth offending and increase services to victims of youth crime	To be confirmed duration for 12 months	£40,000 (100%)
Mobile Information Bus	Geographic communities – key areas deprivation Information and advice	HEALTHIER HEALTH INEQUALITIES INFORMATION	All disadvantaged groups Geographical focus	Provision of information and advice. Partnership resource based Community provision	Ongoing provision- date to be agreed	£12,000 (50%)
NHS	Improving life	HEALTHIER	Children and	Early Intervention	Start date	£30,630

<p>Grampian – Speech and Language</p>	<p>– chances communication.</p>	<p>HEALTH INEQUALITIES COMMUNICATION</p>	<p>disadvantaged families</p>	<p>Training for staff Partnership building Raising awareness Empowering families</p>	<p>to be confirmed 3 years funding</p>	<p>(50%)</p>
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2.0 Employability tender (summary)

The Moray Council Fairer Scotland Fund through the Community Planning Partnership is seeking to procure a service to increase the provision of holistic employability provision targeted at all unemployed client groups and those 'at risk'.

This will be achieved through the development of a generic keyworker service which will be expected to support a minimum of 60 clients at any one time.

There are two broad outcomes to be achieved:

- An increase in the provision of flexible holistic support to the individual in order that they are able to progress from inactivity into positive activity such as employment, training, mainstream employability provision such as New Deal, Training for Work, Get Ready for Work and other Jobcentre plus provision. This will compliment other existing keyworker services.

and

- Contribution to the development of a sustainable service delivery infrastructure which can ensure effective co-ordination and collaboration between agencies.

The Fairer Scotland Fund is designed to be utilised as a catalyst to influence future service planning and delivery and therefore it is important that through this provision a process can be developed which will be lasting and improve the way things are currently done.

The target group for this service will be individuals of working age who are not able, due to the barriers they face, to undertake existing mainstream provision at the time of referral, or who are in mainstream employability provision at time of referral but are 'at risk' of unemployment or who are in employment at the time of referral but are 'at risk' of unemployment

Although the specification stipulates that the service should be available to all target groups, it is envisaged that the service will prioritise a greater degree of the resource to individuals living within the key geographical areas in Moray which are suffering from multiple disadvantage.

In addition it is expected that the service would prioritise support to certain priority groups and those where there is limited provision. Interested parties should also consider the affects of the recession and the different client groups entering the labour market who may require support including training to increase their skill levels.

The level and type of support provided through the service can vary depending on the individual needs. However as a guide, core activities will include engaging with and supporting the individual from referral stage, undertaking an appropriate assessment to identify barriers faced, developing an action plan which will set achievable actions and milestones. The service

will be responsible for ensuring that **appropriate interventions** are in place to assist the individual to meet his/her goals.

These interventions will be client led and flexible in order to meet the changing needs of the clients as they progress. They should include the developments of transferable skills and the opportunity to undertake accredited learning.

3.0 Moray Assisted Recruitment Scheme (key points):

Moray Assisted Recruitment Scheme has been developed by the Fairer Scotland Fund which aims to tackle the root causes of poverty and fronted by the Moray Council. It is based on the results of extensive consultations and research with key stakeholders and current labour market conditions.

The target group:

- Young people aged 16 – 24 residing in Moray.
- Young people who face difficulties in successfully entering the labour market due to their disadvantage which includes care leavers, young people with low attainment and/or a lack of work experience.
- The young people will be those who have been identified initially, by a range of services as suitable for the scheme in terms of readiness to undertake this form of training and ability sustain full time employment. Ongoing support will be provided to the young person by the referring agency in the initial stages of employment where appropriate.

The jobs

- Each job will run for duration of 2 years with the opportunity to train up to SVQ level 2 or 3 qualification appropriate to the occupation sector.
- The jobs will developed with employers across the public, private, voluntary and social enterprise sectors.
- Jobs created should not displace existing employees and preference will be given to employers who indicate a commitment to retaining the young people for a further year. In the case where this is not possible support will be provided by the development officer to the young person to source alternative employment. The aim is to achieve long term sustainable employment.

Funding:

- Funding is sought to pay for the wages for the young person for the 2 years, a flexible intervention fund, the cost of the SVQ training and a part time development officer.
- The flexible intervention fund will cover initial costs associated with the young person entering and progressing through employment and where there is no other alternative mainstream funding.
- The development officer will provide support throughout the duration of the 2 years to both the young person and the employer as required.

Progress so far:

Employers across Moray have been notified of the scheme and asked to indicate their interest. So far 140 employers have indicated their interest in being involved.

The second stage will cover further detailed consultation, providing more detail of the scheme, the target group and gain employer commitment to providing employment opportunities.

The scheme is due to be implemented on the 1st May 2010.

4.0 Financial Inclusion Strategy key priorities:

The Moray financial inclusion strategy and key actions have been developed from the results of collective research including surveys, consultation with local communities and commissioned research.

Taking into consideration the results of this research and the national and local context **5 key strategic priorities** have been identified as being key in addressing financial exclusion in Moray. There is also significant focus on an early intervention approach in order to reduce the numbers who are at risk of falling into financial exclusion in Moray.

The Strategy will address the following 5 strategic priorities through a number of proposed actions:

Establish a structure to achieve a coordinated and integrated approach to financial inclusion.

In today's climate of budget restraints it is vital that service efficiencies can be realised, duplication can be reduced and individuals are still able to access a high quality appropriate service. This requires an integrated and coordinated approach. Thus integral to all the proposed actions is a focus on co-ordination and collaboration.

Increase the availability of and access to financial information and advice;

The focus is on addressing in the short term, current demand on local services while in the long term achieving sustainable infrastructure through an integrated approach which ultimately will reduce demand on local services. The actions will address the development of a holistic approach to support, increasing awareness of services through promotion and marketing, and increase community based provision.

Support in the delivery of financial education provision:

Recognition that financial education is a vital early intervention approach in order to reduce, in the long term, numbers who face financial exclusion. This priority will address initiatives to increase financial education provision to all groups Financial Education will also be built into a holistic approach to support.

Increase awareness of and access to financial services:

There is a need to increase capacity and awareness of the Credit Unions. Many vulnerable individuals will access high cost loan providers further increasing risk of facing financial exclusion and multiple debts. Credit unions are able to offer a workable solution to this and can also work with individuals to encourage savings. As part of a holistic approach credit unions can also support engagement with other services. Financial establishments also play a significant part and it is suggested that working with them issues often faced by vulnerable individuals including suitable ID to open a bank account will be addressed.

Identify those not accessing services and seek to reduce the numbers at risk of Financial Exclusion:

Instances of financial exclusion can be hidden particularly within rural and remote areas such as Moray. It is essential that if we are to really address financial exclusion activities to engage with the most isolated and vulnerable are developed.

5.0 Support to partnerships:

The FSF team are supporting the work of other groups and partnership including:

- Supporting the development of the Employability action group (Formerly the More Choices More Chances Strategy and Workforce plus)
- Developing networking co-ordination and information on Poverty issues
- Providing support for the 16+ initiative in Moray
- Supporting the development of the Social Inclusion Strategy in Moray and the Social Inclusion Implementation Group
- Supporting Community Engagement structures to ensure effective engagement of the most disadvantaged groups