

APPENDIX 3

**National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens**

Local Outcome 9 – More young people will develop to be successful adults

<b>KEY ACTION</b>	<b>More Choices, More Chances</b>
<b>SMART Targets for Key Action</b>	
<p>As part of More Choices, More Chances the following targets and actions have been agreed -</p> <ul style="list-style-type: none"> <li>• Increased number of unemployed 16 to19 year old clients receiving personal support through case management to secure training, work or learning opportunities (Baseline 2008/09: Moray accounts for 2% of national total: maximum <u>target</u> of 3.125% - even percentage share for all local authorities).</li> <li>• Increased number of unemployed young people aged 16 to19 who Skills Development Scotland supported to progress into a positive outcome i.e. employment, education or training (baseline 20078/98 = 74.2%).</li> <li>• Increased number of unemployed young people aged 16 to19 Skills Development Scotland supported, who have sustained their positive outcome for at least 3 months (baseline 2008/09 = 81.6%)</li> <li>• Target of no more than 12% of 2009/10 school leavers to be More Choices More Chances group (baseline currently 13.4%)</li> </ul> <p>The following actions are to be complete by the end of 2009/10 as work towards the above targets (which are not measureable until 2010/11):</p> <ul style="list-style-type: none"> <li>• Finalise Employability Action Plan</li> <li>• Finalise Employability Strategy</li> <li>• Development of additional flexible interventions (methods to get people into work that allows an approach tailored to the individual) for young people from the MCMC target group in line with 16+ Learning Choices and Fairer Scotland Fund.</li> <li>• Hold multi agency training courses (one per quarter) as identified through the MCMC skills survey</li> <li>• Complete employability tendering process, award bids.</li> <li>• Hold young people's Pathways mapping event and review results.</li> </ul>	
<b>Quarter 1 Milestone</b>	<b>Date</b>
<ul style="list-style-type: none"> <li>○ Employability Action Group (EAG) to meet and agree revised employability structure (MCMC, Workforce+). Set up Strategy Group. Draft of Employability Action Plan.</li> <li>○ EAG, 16+ Strategy Group and Fairer Scotland Fund Team investigate additional flexible interventions.</li> <li>○ Review planned training sessions for Quarters 2-4 and feedback to EAG.</li> <li>○ EAG to agree employability specification for tendering (applications for</li> </ul>	30 June 2009

Fairer Scotland funding).	
Quarter 2 Milestone	Date
<ul style="list-style-type: none"> <li>○ EAG to finalise Employability Action Plan. Circulate to Community Planning Partners.</li> <li>○ EAG Strategy Group draft Employability Strategy.</li> <li>○ Complete review of MCMC voucher scheme. Funding task group through EAG established. Funding task group to identify funding opportunities to develop flexible interventions for young people to support them into employment/training.</li> <li>○ Funding application submitted through 16+ group for flexible pot of funding to enhance interventions developed through 16+ developments</li> <li>○ Hold welfare benefits training for front line workers, working with vulnerable groups .</li> <li>○ FSF Employability tender process underway. Feedback to EAG.</li> <li>○ Planning for young people's "Pathways" mapping event.</li> </ul>	<p>30 July 2009</p> <p>30 Sept 2009 30 Sept 2009</p> <p>30 Sept 2009</p> <p>30 Sept 2009</p> <p>30 Sept 2009 30 August 2009</p>
Quarter 3 Milestone	Date
<ul style="list-style-type: none"> <li>○ EAG review Employability Action Plan. Set milestones for Quarter 4. Circulate feedback to Community Planning Partners.</li> <li>○ EAG Strategy Group finalise Employability Strategy and circulate to Community Planning Partners.</li> <li>○ Feedback through EAG task group on funding proposals to FSF and development of interventions. 16+ Learning Choices Development Officer appointed and developing additional flexible interventions.</li> <li>○ Employability Awareness training for front line workers working with vulnerable groups.</li> <li>○ Employability bids awarded.</li> <li>○ Implement FSF employability service. Service developed, monitored and evaluation in place.</li> <li>○ Hold young peoples "Pathways" mapping event (October 2009). Review results of young people's "Pathways" mapping event and circulate to EAG and appropriate parties.</li> </ul>	<p>31 Dec 2009</p> <p>04 Oct 2009</p> <p>31 Dec 2009</p> <p>31 Oct 2009 (event) 31 Dec 2009 (Feedback)</p>
Quarter 4 Milestone	Date
<ul style="list-style-type: none"> <li>○ Milestones set at Quarter 3 once plan finalised. EAG review Employability Action Plan – review of all actions completed in Quarters 1-3. Set targets for 2010/11. Circulate feedback to Community Planning Partners.</li> <li>○ Feedback through EAG Funding Task Group on interventions developments</li> <li>○ 16+ Learning Choices Development Officer to feedback to EAG on flexible interventions. EAG to set targets for flexible interventions for 2010/11.</li> <li>○ Hold Disability Service Provision and Equalities/Disability Discrimination Act Awareness Training for front line workers working with vulnerable groups. Complete review of interagency training and feedback to EAG.</li> <li>○ Obtain quarterly monitoring report from FSF employability service.</li> </ul>	<p>March 2010</p>

<b>Expected outcome/contribution to the local and national outcome</b>	
<p>There will be an increase in the number of young people entering positive destinations and improved employability service provision in Moray. Local services will have improved knowledge of key areas around employability, such as welfare benefits, disabilities and legislation. Mapping exercises will identify areas for improvement in employability service provision for young people. 2010/11 targets will be more specific and better informed.</p> <p>This will contribute towards Local Outcome 9 – More young people will develop to be successful adults, National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p> <p>It can also be considered to contribute towards Local Outcome 6 - The community will develop and improve their learning and qualifications, National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation, Local Outcome 14 Inequalities in Moray will be addressed; ; National Outcome 7 – We have tackled the significant inequalities in Scottish society, Local Outcome 25- Agencies will work together and individually to improve services, National Outcome 15 – Our public services are high quality, continually improving, efficient and responsive to local people's needs.</p>	
<b>Resources</b>	
<p>All resources are from existing departmental budget and the Fairer Scotland Fund.: Employability Action Group. Fairer Scotland Fund Team 16+ Learning Choices Development officer</p>	
<b>Lead Officer, including contact details</b>	<b>John Ferguson The Moray Council x 3404</b>