

++++++ IT ALL ADDS UP ++++++

A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

PROJECT NAME Developing North Ayrshire Intermediate Labour Market programme 1998 - 2002

PROJECT SPONSOR Developing North Ayrshire

PROJECT ORIGIN AND DEVELOPMENT

Following a local conference in August 1997 the Initiative established the Three Towns ILM programme in 1998 with guidance on good practice from Bob Marshall of Glasgow Works. The Initiative took the lead role in co-ordinating, managing, monitoring and evaluating the programme leaving experienced project providers to deliver the key human resource development elements of the programme. North Ayrshire Social Inclusion Partnership, for whom the programme is a central plank in their Regeneration Strategy, provided core match funding to establish the programme – at a level of £220,000 per annum over 3 years. Developing North Ayrshire superseded the Three Towns Initiative in April 1999 and inherited its ILM projects in North Ayrshire.

PROJECT ACTIVITIES

Since 1998 the various ILM projects delivered under the umbrella of Developing North Ayrshire's ILM programme have delivered a range of activities. These have included the provision of 104 after school childcare places, the development of WWW content for community organisations, environmental improvements to Housing Association estate and

job coaching for people with learning disabilities.

A new activity currently being undertaken involves our Transitional Opportunities Programme - Vermiculture (Worm' R' Us) project. As well as an unusual name the Worms'

R' Us Vermiculture project is innovative in its design and objectives of increasing the knowledge and capacity for waste recycling in North Ayrshire.

Funded by ESF Objective 2, Scottish Enterprise Ayrshire, The New Deal 18 – 24 Year Old

Environmental Task Force and Fresh Futures, the project will provide 12 ILM opportunities

for SIP residents. The beneficiaries will access training and experiential learning in a wide

range of activities related to the collection, storage and treatment of food and paper based

waste products. Based within the Melvin House facility in Kilwinning, Ayrshire, the project

will provide modular training in aspects of community liaison, waste management and health and safety. The project is also developing an appropriate and specific VQ level 2 programme for submission to SQA for appropriate accreditation.

The overall aim of DNA's ILM programme has been to 'Create integrated pathways back into employment for the long term unemployed'. This has included the development of

- A quality programme of integrated training and work experience
- Targeting places on LTU residents of NASIP areas with few qualifications
- Raising qualification and core skill levels
- Creating successful pathways into sustainable employment.

- Delivering additional services which fit with SIP/Local strategies

As part of the work experience elements of the project beneficiaries will be involved in a wide range of activities and duties including: -

- Collection, proper storage and recording of food and paper waste brought into the project
- Safe and appropriate treatment of the waste including shredding, weighing and mixing of the waste prior to inclusion into the Vermiculture element of the project
- Management, maintenance and monitoring of high Tech composting equipment (Thermophilic Composter) and Low Tech Vermiculture equipment (Worm Bunkers)
- Management and maintenance of appropriate environmental conditions required by the Vermiculture elements of the project (worms and their well being)
- Storage, recording and subsequent usage of value added products (Compost, Worm casts etc.), within a Horticultural environment
- Promotion of project to visitors and guests including organised tours by schools, college's etc.

PROJECT STRUCTURE

DNA's ILM programme has included the following 6 projects over the last 4 years:

Childcare in the Community delivered by One Plus (1998 – Present) – with 22 ILM beneficiaries

Cybernews delivered by DNA (1998 – 2001) – with 15 places

Mayfield Environmental ILM delivered by Wise Group (1999 – 2000) – 15 places

Job Coaching ILM delivered by the Wise Group (2000) – with 5 places

Transitional Opportunities ICT delivered by DNA (2002 – Present) – with 12 places

Transitional Opportunities Vermiculture (2002 – Present) – with 12 places

Developing North Ayrshire are responsible for the ongoing development, co-ordination and

management of the programme. This involves the assembly of funding packages, coordination

of projects within an agreed delivery framework; the establishment of monitoring and evaluation systems; programme marketing; financial management; and facilitation of new project development.

Individual project deliverers are responsible for the human resource management elements of the programme - recruitment and selection; induction; delivery and management of work experience, training and personal development; provision of ongoing

guidance, counselling and exit job search support.

PROJECT FINANCE

Funding Partners Over the last 4 years funding has been levered in from 12 different sources to support ILM activity including North Ayrshire SIP, Scottish Enterprise Ayrshire, ESF Obj2, ESF Obj 3, Scottish Homes, New Deal, TFW, Ayrshire and Arran Health Board, Cunninghame Housing Association, Forward Scotland, North Ayrshire Council and income generation by the projects through selling services.

Total Costs (£) £2.43 million in total has been levered in to support 215 ILM beneficiaries since 1998.

PROJECT PERFORMANCE

As at December 2001 across the projects within our ILM programme the key performance

indicators are as follows:

- 80% with 6 months plus tenure on the programme
- 100% unemployed > 6 months, 65% > 12 months and 44% unemployed > 24 months
- 85% were NASIP residents
- 68% achieving full SVQ's
- 56% into jobs, of which 61% still working 6 months later
- 8% into FE
- Cost per beneficiary c£11300, cost per place c£13,500, cost per positive outcome c£17100 and cost per job c£20000

PROJECT FUTURE

Key Issues at the moment include:

- Through North Ayrshire SIP DNA is currently asking partners to consider the role of ILM in a flat labour market and to look at the scale of ILM provision in North Ayrshire. Currently 700 people in 'hardcore' unemployed category – i.e over 25 and unemployed > 12 months or 18-24 and unemployed > 6 months. Is a 60 place ILM programme sufficient for the scale of the problem?
- DNA is also working with North Ayrshire Council to look at ways of adapting the ILM model. One project – with a working title of JIGSAW – may be piloted through the EQUAL programme. This will run with 15 places with DNA offering up to 9 months work opportunities for SIP residents – particularly targeting workless households to gain employment within the care sector (including residential facilities, nursing homes and private households). DNA would act as an intermediary offering a guaranteed wage of £80 for a 16 hour week with beneficiaries assisted to claim in work benefits. Any additional hours worked will be paid at £5 per hour. Care recipients would pay DNA an hourly rate for all work undertaken. Initial work done indicates that clients would be as well off financially under this approach than on a more conventional £140/£150 per week ILM. We are currently examining how DNA can harvest the work required from the care sector. The idea for the project is to address the issue of mismatch between the nature labour market demand (P/T, temporary work) and labour market supply (the benefits system in particular being a big disincentive to people taking short term work).

PROJECT CONTACT

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