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**A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND**

<b>Project Title</b>	Equal Access Development Partnership
<b>Lead Partner</b>	North Lanarkshire Council

**Background**

EQUAL Access is a Scottish Development Partnership under the Theme A of the Equal Programme, *'Helping people to be integrated or reintegrated into the labour market'*

The DP operated both in Round 1 and in Round 2 of the Equal Programme  
 In Round 1 the DP comprised 14 delivery partners and 9 in Round 2. Partner organisations are drawn from across the central belt of Scotland and include Local Authorities, Universities, Voluntary Organisations

**Project Aims and Objectives**

In Round 1 of the Equal Programme (2002 – 2005) the DP aimed to support collaborative activity to combat discrimination experienced by disadvantaged groups in the labour market by developing new models of intervention in working with disadvantaged groups to facilitate the transfer from benefits to employment.

Building on this experience, in Round 2 (2004 – 2007).the Development Partnership is seeking to support those who want to return to work, by testing different engagement models and then ensuring the appropriate health, social and employability services are provided. To reach its objectives, the DP identified three main areas of activities: Integration of health and employability services; promoting the role of the Case Manager a means of operationalising service integration; promoting the involvement of service users in employability services

**DP Outcomes**

Both in Round 1 and Round 2 the DP achieved very successful in embedding the lessons learned into policy and practice. Examples from Round 1 include the pilot led by DWP that designed and delivered a series of awareness raising activity throughout Scotland to promote the value of an age diverse workforce. The activity was in preparation for the legal enforcement of Age Discrimination Legislation in 2006.

The pilot led by Scottish Development Centre of mental Health aiming to address exclusion of people with mental health problems from the labour market, develop a toolkit fro employers to improve their ability to recruit and retain this group in the workplace. The Toolkit has been integrated into the Scottish Health at Work Programme.

Outcomes from the Round 2 11 projects are starting to emerge. To provide an example, the pilot led by Glasgow Caledonian University aims to develop a DP-wide integrated approach to user involvement at both the strategic and day-to-day levels of service planning and to provide a means whereby service users' opinions can inform the development of Scottish Executive's employability strategies.

The project findings were presented to a practioners audience in March 07; the panel included representatives from the Employability Team of Scottish Executive, EQUAL ACCESS Glasgow, and Communities Scotland.

Reports and other documentation of the project can be found in the recently launched SUI website: [www.serviceuser.org](http://www.serviceuser.org)

## Finance

	Round 1	Round 2
<b>Total Eligible costs</b>	<b>5,204,240</b>	<b>3,569,104</b>
<b>Total ESF Award</b>	<b>2,602,120</b>	<b>1,784,552</b>
<b>Title</b>	Re: Focus Development Partnership	
<b>Lead Partner</b>	Glasgow City Council	

## Background

Re: Focus is a Scottish Development Partnership under the Theme A of the Equal Programme, *'Helping people to be integrated or reintegrated into the labour market'*

The DP comprises 27 partners drawn from across the Greater Glasgow area

## DP Aims and Objectives

The DP was established in Round 2 of the Equal Programme (2004 – 2007) to pilot innovative ways of delivering joined up, locally-based services to ensure that people at a distance from the labour market are able to enter and sustain employment.

The main activities and innovations focus on:

- Creation of new models of service delivery by utilising mainstream services in new ways
- Increasing access to mainstream provision for people who have health/social care needs
- Supporting employers,
- Creating pathways to employment
- Changing the focus of welfare benefits advice to in work support
- Creation of city wide tracking system.

## DP Outcomes

The DP piloted 22 projects in the Greater Glasgow area to provide different target groups furthest from the labour market with tailored support to move into work. The target groups include People with learning disabilities, people with physical disabilities, people with addiction problems, people with mental health problems, homeless people, care leavers, ex-offenders, carers, people on incapacity benefits who have health and social care need.

The DP also successfully piloted innovative projects with small and large employers and with the front line staff of health housing and social care agencies in order to promote a cultural change towards engaging with disadvantaged groups. The results of the research are now available via the City Council website.

The successful DP outcomes include the development of a comprehensive Service User Database/Tracking System to monitor and track the movement of employability and health related service users in Glasgow and illustrate their pathway to employment and sustainability. The system has been developed by researching and analysing the effectiveness of current systems used in the city and is intended to be used by all organisations.

The pilot project will be embedded in the Equal Access to Employment City Strategy; the Scottish Executive expressed a strong interest in the system and discussions are ongoing to share system and lessons learned with other local authorities

**Finance**

**Round 2**

<b>Total Eligible costs</b>	<b>1,387,653</b>
<b>Total ESF Award</b>	<b>2,775,306</b>

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**A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND**

<b>Project Title</b>	Equal Employability Development Partnership
<b>Lead Partner</b>	Ayr College

**Background**

Equal Employability is a Scottish Development Partnership under the Theme A of the Equal Programme, *'Helping people to be integrated or reintegrated into the labour market'*

The partnership comprises six FE Colleges, six voluntary organisations and one HE institution, drawn from both rural and urban areas across Scotland.

**DP Aims and Objectives**

The EQUAL Employability Project addresses aims to develop and test inclusive and innovative models of delivering training and employment related support to the most disadvantaged individuals at each stage of the route from chaotic life-styles through to supported employment. It brings together organisations, which do not normally work closely together and provides cohesion of services and clarity of objectives through a strong working network.

The main aim of the Equal Employability Project is develop and test a variety of innovative models of training and employment-related support to aid return of target groups to the labour market and use these to inform National and EU Policy debate on employability. These target groups are at different points on the 'Pathway to Employment' and include those with special educational needs, the NEET group, ex offenders, people with health problems who are on incapacity benefit and those with chaotic lifestyles who 'cycle' through existing active labour market programmes.

This work will be benchmarked against comparable innovative projects with three transnational partners organisations

**DP Outcomes**

The DP developed a series of new approaches and methods to increase the employability of those furthest from the labour market. Examples include; a new qualification developed by Paisley University and now available in the University portfolio, for employment advisors and mentors working with specific target groups; a new interview process for autistic people piloted by Prospects, another DP partner organisation, and currently adopted by two large employer in Scotland; A new service for Colleges and Universities to train HR staff and enable them to deal with people with special needs, again piloted by Prospects and transferable to HE and FE Institutions as well as Local Authorities.

The Lennox Partnership has piloted the STRIVE Scotland project. STRIVE (Support and Training Result in Valuable Employees) was created in East Harlem in 1985 to help people who face significant barriers to employment achieve economic independence through work. The main component of the project is a three week intensive "job readiness" programme that focuses on the all important soft skills that are needed to succeed in the world of work. On completion of the workshop candidates are linked to a Job Support Officer who will provide them with intensive one to one support and guidance in their attempts to secure employment. Responsibility to the candidates does not end when they find employment. Further support in the form of an aftercare service is provided for at least two years to help with any problems in successfully adjusting to the demands of the workplace

**Finance**

**Round 2**

<b>Total Eligible costs</b>	<b>3,885,988</b>
<b>Total ESF Award</b>	<b>1,942,994</b>

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## A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

<b>Project Title</b>	Empower Scotland
<b>Lead Partner</b>	Empower Scotland Ltd

### Background

Empower Scotland is a Scottish Development Partnership under the Theme B of the Equal Programme. The priority under Theme B is '*Combating discrimination in relation to the world of work*'

The DP operated both in Round 1 (2002 – 2005) and Round 2 (2004 – 2007) of the Equal Programme

The DP comprises organisations engaging mainly with BEM people from the across the central belt of Scotland.

### DP Aims and Objectives

In Round 1 of Equal the Empower Scotland DP was established to develop and implement new ways of combating discrimination and inequality in the labour market through different innovative approaches applied locally, nationally and across Europe beside providing opportunities to promote economical and social potential for ethnic minorities.

Learning from the Round 1 experience, in Round 2 of the DP objectives focused on contributing to the positive portrayal of ethnic minority communities and to highlight their skills and contribution to Scotland. Focusing on the positive impact and mutual advantage of the work force diversity to the Scottish labour market.

### DP Outcomes

In Round 1 the DP achieved very successful outcomes. Some examples include the first Scottish Empowerment Awards promoted as an opportunity for Black Minority Ethnic individuals, organisations and business to be recognised and rewarded for their contribution to Scotland and its economy.

Still in Round 1 the DP developed the 'Managing Ethnic Diversity in the workplace' training that has successfully created new opportunities for BME communities to access the Environment and Heritage sectors.

One of most successful outcomes achieved in the 2nd Round is the 'DiverCity' pilot project. The DiverCity project aims to creating a network of Diverse Cities throughout Europe who can support each other to ensure continuous improvement in providing equality for their citizens and visitors. Members of the network will be able to exchange ideas and resources.

### Finance

	Round 1	Round 2
<b>Total Eligible costs</b>	<b>1,835,074</b>	<b>2,856,894</b>
<b>Total ESF Award</b>	<b>917,537</b>	<b>1,428,447</b>

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**A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND**

<b>Project Title</b>	Equal Enterprise Scotland Development Partnership
<b>Lead Partner</b>	Kilmarnock College

**Background**

Equal Enterprise Scotland is a Scottish Development Partnership under the Theme C of the Equal Programme. The priority under Theme C is *'Opening up business creation to all'*.

The DP operated both in Round 1(2002 – 2005) and in Round 2 (2004 – 2007) of the Equal Programme with 8 partner organisations in Round 1 and 10 in Round 2 including Colleges, Local Authorities, Voluntary Organisations and private sector.

**DP Aims and Objectives**

The Development partnership from the first round has developed a regional framework to boost entrepreneurial potential. Working within the principles of EQUAL and the pillar of Entrepreneurship, the DP aims to develop a hub and spoke model to stimulate and support entrepreneurial dynamism by targeting those most at risk of exclusion (young people, older people, disabled and rural excluded) to access mainstream business support services and support Framework for Economic Development priority of infrastructure and learning skills.

In the second Round the DP also aims to support the European Entrepreneurship Action plan and Scottish Enterprise strategy "Generating Entrepreneurial Dynamism" through centres established in first round (Centre for Entrepreneurship and Creativity; Centre for Social and Entrepreneurial Activity) by developing and promoting intervention strategies and sustainable support structures, which will enhance localised capacity to provide continued development towards unlocking people personal potential and enhancing competitiveness.

**DP Outcomes**

In the first Round of Equal the DP was extremely successful in embedding the projects outcomes into practices. A Centre for Social and Entrepreneurial Activity has been established and piloted by Clackmannanshire Council. The Centre provides Social Enterprise clients with advice on market research, business and financial planning. The support element of the project attracted funding from ERFD. Other successful outcomes from Round 1 are the European Centre for Creativity piloted to devise and develop sustainable processes, networks and practices to facilitate entrepreneurial mind set in young people from disadvantaged backgrounds; and the Working with Offenders programme aiming to develop entrepreneurial skills within Scottish Prisons and currently funded by the Scottish Executive.

Some of the outcomes emerging from Round 2 include;  
 The 'Young Chambers' piloted by the Glasgow Chamber of Commerce. The best practices of the project are now being shared between Scotland/England in incorporating enterprise skills development into school curriculum. A representative of Scottish Chamber of Commerce is attending the U.K. British Chambers Advisory Group to assist in developing a national strategy for an effective Young Chambers network.  
 The Kilncraigs Incubator Unit, piloted by Clackmannanshire Council, developed a holistic start-up and aftercare, resource-intensive workspace and outreach service that combine the needs of Social Enterprises with every SMEs.

### Finance

	Round 1	Round 2
<b>Total Eligible costs</b>	<b>2,305,298</b>	<b>1,459,552</b>
<b>Total ESF Award</b>	<b>1,152,649</b>	<b>729,776</b>
<b>Title</b>	ICONS Development Partnership	
<b>Lead Partner</b>	Napier University	

### Background

Icons is a Scottish Development Partnership under the Theme C of the Equal Programme. The priority under Theme C is '*Opening up business creation to all*'.

Icons DP was established in the first Round of the Equal Programme (2004 – 2007) by 9 organisations from Further and Higher Education; Local Authorities; Voluntary and private sector, across the central belt of Scotland.

### DP Aims and Objectives

Through 4 of the 5 projects the ICONS DP aims to pilot a range of interventions to help remove the barriers to business creation for target groups of Black and Ethnic Minority (BME), Refugee, new migrants and excluded individuals.

A sectoral focus on the Creative Industries will be a significant part of this Partnership together with the development of creative techniques to enhance business creation in Rural areas.

In one project the ICONS DP will also research and establish benchmarks at a national and international level in relation to the potential for Iconic Branding with particular relevance to cultural tourism. The ICONS project will create a research methodology that presents a direct link between iconic features and business creation opportunities. The findings from this process will be used to engage in debate with these organisations and smaller local partners in order to proposed further development and implementation opportunities.

### DP Outcomes

The 'Integration Through Enterprise' business start-up programme for refugees and migrants has been extremely successful with 97 clients attracted, and six new businesses been set up.

The project developed a new model to support BEM people, refugees and new migrants to start up their own business and was piloted by Business Gateway Glasgow.

The Icons Branding Project by Glasgow Caledonian University established a network of 100 micro enterprises in South Lanarkshire, together with a website to feature the businesses and profile them alongside established local heritage icons. The project is currently being piloted in Spain and Germany.

The 'Creative Business' has been piloted by Adam Smith College at the Creative Business Centre at The Roundhouse in Kirkcaldy. Support to new businesses was extended to 22 individuals in 15 different companies. Businesses range from youth music theatre, web design, artists, illustrators, a creative writer, internet media portal and video production companies.

One beneficiary from The Creative Interactions pilot, Nafees, released a new mix CD "THE ART OF KEEPING IT (SUR)REAL", featuring sounds from folk and rock to house, electronica and rap. The CD was launched in Glasgow in January at the Cube Nightclub and launches in London this month at Deal Real. While a second beneficiary on the project Sarmed Mirza, launched his first tele-film project, offering three 'Creative Interactions' beneficiaries hands-on training as production runner, make up/stylist and second assistant director.

## Finance

### Round 2

<b>Total Eligible costs</b>	<b>1,453,338</b>
<b>Total ESF Award</b>	<b>726,669</b>

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**A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND**

<b>Project Title</b>	Social Economy Scotland Development Partnership
<b>Lead Partner</b>	Scottish Council for Voluntary Organisations

**Background**

Social Economy Scotland is a Scottish Development Partnership under the Theme D of the Equal Programme, '*Strengthening the social economy*'

The DP operated both in Round 1(2002 – 2005) and in Round 2 (2004 – 2007) of the Equal Programme with 7 partners in the first Round and 12 partners in the second Round, drawn from Voluntary, Public and Private sectors.

**DP Aims and Objectives**

In the first Round of the Equal Programme the DP aimed to:

- Establish a framework to foster the development of an 'entrepreneurial and enterprise culture' within the social economy.
- Provide the capacity for future growth and sustainability, leading to improvements in job quality in the sector.
- Significantly enhancing the cohesion, visibility and credibility of the social economy at local, national and transnational levels.

Building on the lessons learned in the first Round of Equal in the second Round the DP aims to support the social economy to increase its role in the delivery of innovative, high quality services, thereby enhancing its contribution to community regeneration, sustainable economic development and labour market integration in Scotland, towards a greater participation of the social economy in the delivery of the Scottish Executive's priorities as outlined in Partnership for a Better Scotland. Five priority themes have been selected in the second Round; **Partnership and Procurement, Access to Finance, Quality and Impact, Skills and Professionalism, Raising the Profile.**

**DP Outcomes**

The DP has been very successful in both Round 1 and Round 2. Outcomes from Round 1 include;

Local Social Economy Partnerships (LSEPs) emerged during Action 3 based on the success of Social Economy Zones piloted in Action 2. Communities Scotland supported the pilot Zones and is now charged with establishing LSEPs across the country. LSEPs have been rolled out across the country as part of the Futurebuilders Scotland Support Programme which sets the context for the Scottish Executive's commitment to supporting and promoting the social economy.

Highlands and Islands Enterprise Zone (HISEZ) - a pilot project supported by the DP with key contributions from Highlands & Islands Enterprise and Communities Scotland. HISEZ continues to be developed under Equal Round 2 with the new legal form of a Community Interest Company (CIC), the first example in Scotland.

In the second Round of Equal the DP piloted several innovative projects. Among these the Public Social Partnership model, a consortium involving local authorities and social enterprises to identify a need for a service and then deliver it at high quality level. Three PSPs have been created during Equal in the following areas; developing services for older people in Renfrewshire. A community-based recycling service in North Lanarkshire and creating jobs for homeless in Edinburgh. The

PSPs together with other outcomes and lessons learned from the 2<sup>nd</sup> Round of Equal have been embedded in the Better Business, the Social Economy Strategy launched on 29<sup>th</sup> March 2007 by the Scottish Executive.

**Finance**

	<b>Round 1</b>	<b>Round 2</b>
<b>Total Eligible costs</b>	<b>2,082,730</b>	<b>3,011,548</b>
<b>Total ESF Award</b>	<b>1,041,365</b>	<b>1,505,774</b>

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**A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND**

<b>Title</b>	Creating Opportunities for Ongoing Learning (COOL) DP
<b>Lead Partner</b>	Scottish Further Education Unit

**Background**

COOL is a Scottish Development Partnership under the Theme E of the Equal Programme, *'Promoting Lifelong Learning and inclusive work practices'*

The DP operated in Round 1 of the Equal Programme (2002 – 2005) under the name of SWELL Development Partnership and in Round 2 (2004 – 2007) with 15 partners in the first Round and 7 partners in the second Round, drawn from Further and Higher Education, Theatre and Trade Unions.

**DP Aims and Objectives**

In the first Round of Equal the SWELL Development Partnership worked to develop sustainable rural and urban partnerships consisting of employers, unions, education providers and support agencies from private, public, voluntary and educational sector to eliminate barriers to career progress for people who are disadvantaged by learning difficulties, disability, race, sexual orientation.

In the second Round the COOL DP, embedding the lessons learned from SWELL, aims to engage non-traditional learners using a variety of innovative activities and techniques that empower the individual to learn. The DP also aims to create a culture of inclusion that will accommodate learning.

**DP Outcomes**

The successful mainstreaming outcomes from Round 1 include;  
The pilot developed by the Scottish Qualifications Authority, a Scottish Progression Award (SPA) in Enterprise. SQA's SPA in Enterprise is a fully accredited new qualification available through colleges and schools in Scotland.

One Workplace Equal Rights project piloted by the Scottish Trades Union Congress aiming to develop training in Equalities legislation and good practice for trade union representatives. The training was mainstreamed through TUC education.

Scottish Enterprise Lanarkshire developed the Creativity Content, a methodology to recognise skills of older workers and provide learning advice and guidance. The methodology has also been validated as Creative Thinking & Goal Setting as an NQ unit at Int 2 level and added to the SQA catalogue.

In the second Round to engage with non-traditional learners, the DP implemented different methods, including theatre, new qualifications and courses. All these approaches resulted in successful products that are currently being mainstreamed at national and transnational level. As an example, the Theatre Workshop, through the 'Empowerment through the Arts project' is launching a video film, completely produced by beneficiaries, who also featured in the film. The production will participate at the next BAFTA Awards.

The Strathclyde University developed a new degree level qualification, Certificate in Applied Language Study (CALs) that recognises professional competence in language at work. The pilot initially targeted trainees following national workforce development programmes, and refugees who have language skills appropriate to the labour market demands but who have no formal recognition of these. Course materials have designed to date to support the delivery of CALs in French, Italian and Spanish. CALs is currently available in the curriculum of the Strathclyde University.

**Finance**

	<b>Round 1</b>	<b>Round 2</b>
<b>Total Eligible costs</b>	<b>2,338,570</b>	<b>2,095,016</b>
<b>Total ESF Award</b>	<b>1,169,285</b>	<b>1,047,508</b>

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A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

<b>Project Title</b>	Hi Hopes in the Highlands and Islands Development Partnership
<b>Lead Partner</b>	UHI Millennium Institute

## Background

Hi Hopes in the Highlands and Islands is a Scottish Development Partnership under the Theme E of the Equal Programme, *'Promoting Lifelong Learning and inclusive work practices'*

The DP has been established in Round 2 of the Equal Programme (2004 – 2007) by 15 partners organisations, drawn from Further and Higher Education, Voluntary Organisations, Public and Private sectors across the Scottish Highlands and Islands.

## DP Aims and Objectives

The DP will test new models of supported learning and social enterprise development, as well as transferring good practice across DP partners and communities. New on-line tools and support will be developed, learning from good practice in other communities.

Hi Hopes' aim is to extend provision of lifelong learning opportunities in H&I, and improve equity of access to these opportunities, thereby assisting everyone living and working in the area to achieve their potential. Sparse population and difficult geography present significant barriers to lifelong learning provision and access, and this DP will test new models to overcome these obstacles, thus reducing discrimination and inequalities in the H&I labour market.

- The DP will work towards this aim by:  
Supporting the most vulnerable and socially-excluded members of the community, enabling them to progress their lives, skills, abilities and active citizenship through participation in the labour market;
- Recruiting and retaining people in target professions experiencing, or anticipating, shortages of skilled workers by the provision of adequate lifelong learning and Continued Professional Development (CPD).

## DP Outcomes

The DP has focused on the development of a broad range of lifelong learning programmes, tools and frameworks, aimed at improving equity of access, and assisting individuals living and working in the region to reach their full potential.

By working together within the Equal partners have been able to share new ideas, build capacity and access new areas of expertise, all of which have helped support a number of successful outcomes, which include; the development of 15 new post graduate CPD modules (continuing professional development); the completion of social enterprise associate tutor training, involving practitioners grounded in local networks; the establishment of 3 new social enterprises offering training opportunities within rural communities; the production of a range of new ESOL learning materials; the development of new cross partnership networks focusing on quality provision; the development of two transnational CPD modules utilizing comparative case studies

Working Groups have taken forward specific areas of responsibility, leading to a strong emphasis on developing new and innovative approaches and methodologies - use of ICT, VC,

and on-line learning as a means of combating barriers created by geographic location.

**Finance**

**Round 2**

<b>Total Eligible costs</b>	<b>2,225,070</b>
<b>Total ESF Award</b>	<b>1,112,535</b>

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A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

<b>Project Title</b>	Worklife Adaptability Partnership (WAP)
<b>Lead Partner</b>	Adam Smith College

## Background

WAP is a Scottish Development Partnership under the Theme F of the Equal Programme, *'Helping firms and employers to adapt to structural economic change'*

The DP operated in Round 1 of the Equal Programme (2002 – 2005) and in Round 2 (2004 – 2007) and comprises 9 partners in the first Round and 12 partners in the second Round, such as from Universities, FE Colleges, Economic Development Agencies, Local Authorities and Employers.

## DP Aims and Objectives

In Round 1 of Equal the DP aimed to develop and disseminate a range of tested methods/practices to help firms improve adaptability by adopting new practices for work/life balance and utilising new technologies to support this process. Projects operated in both urban and rural environments.

In the second Round the DP aims to develop pilots that engage both employers and employees in challenging traditional workplace practices: projects that encourage innovation, thereby promoting equality in the workplace and ultimately contribute to Social Justice and allow the SME base to operate more competitively in the European and World Market places. The objective include; to create future sustainability for SMEs by establishing collaborative networks with emerging clusters; promoting cultural changes in the workplace towards a better worklife balance, through innovative business practices i.e. remote/flexible working; test positive actions for employers to reduce discrimination against employees from black and ethnic minority groups and enhance their career progression prospects; addressing rural and urban regeneration by promoting ICT (including wireless and mobile technologies).

## DP Outcomes

In the First Round of Equal WAP DP piloted the use of **MOLI (Mobile Interactive Learning Initiative)**, a broadband enabled, fully IT equipped mobile bus. MOLI has been instrumental in triggering broadband exchanges throughout Scotland. It has 'toured' Scotland promoting the business benefits of Broadband to SMEs and has been particularly successful raising awareness in rural areas. The project has been credited with contributing the over 90% of Scotland being Broadband enabled. British Telecom subsequently committed to increasing this to 100%. Glasgow Caledonian University developed and piloted The **'Virtual College'** methodology that has now been adopted by NHS Scotland for nurse training. Ad hoc funding has been received for staff salaries for one year until mainstream funding becomes available.

In the second Round the DP developed 9 innovative projects that targeted both employers and employees. The results that are starting to emerge demonstrate that, from the point of view of the impact on business, the pilot projects increased profitability, improved competitiveness, improved procedures for managing change, improved efficiency and customer service. At the same time, from the point of view of the impact on individuals, the projects demonstrate to have improved

management skills and the ability to contribute to business strategy; increased competence and confidence as well as ability to work at a more senior organizational level and created among employees a desire for further training.

**Finance**

	<b>Round 1</b>	<b>Round 2</b>
<b>Total Eligible costs</b>	<b>3,161,244</b>	<b>3,554,416</b>
<b>Total ESF Award</b>	<b>1,580,622</b>	<b>1,777,208</b>

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**A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND**

<b>Project Title</b>	Genderwise Scotland
<b>Lead Partner</b>	Glasgow Caledonian University

**Background**

Genderwise Scotland is a Scottish Development Partnership under the Theme H of the Equal Programme, *'Reducing gender gaps and supporting job desegregation'*

The DP has been established in Round 2 of the Equal Programme (2004 – 2007) by 3 Scottish Universities, 1 Further Education College plus 5 among Strategic Partners & Community-based Organisations

**DP Aims and Objectives**

The DP operates Scotland wide and aims to combat gender poverty and disadvantage through engendering policy and piloting innovative interventions to promote vertical and horizontal desegregation in the labour market and demonstrate the economic advantages of good equal opportunities strategies. Close contact will be maintained during Action 2 with main policy areas of the Scottish Executive and other organisations that influence the policy agenda with a view to mainstreaming the outputs from the Genderwise work programme.

The principal areas of interest of the DP are:

- Gender mainstreaming within the main regeneration agencies involved in the community planning process.
- Policies and organisational cultures relating to care in the workplace, with a particular focus upon older women workers (aged 50 and over).
- The effects of care responsibilities of (mainly) women on their subsequent career paths.
- Enhancing the career opportunities (vertical desegregation) of care workers for the elderly.
- Identifying and overcoming the barriers faced by disadvantaged women with children who wish to enter further and higher education and piloting family systems

**DP Outcomes**

To reducing gender gaps and support job desegregation the DP undertook 8 innovative projects (Family Friendly Colleges, Text 2 Learn, Gender Action Project, Advancing Women's Employability, South Lanarkshire Council Regeneration project, Engendering Policy in Dundee City and Inverclyde Councils, Business Case) that engaged with older workers, lone parents, and people with care responsibility as well as academic staff.

Among the successful outcomes starting to emerge from Genderwise Activity, Genderwise Scotland's Advancing Women's Employability (AWE) project at the University of Strathclyde's Senior Studies institute (SSI) has developed innovative methods to engage and support women aged 50+ in developing new careers in higher level jobs in growth areas of the local and Scottish economy. Operating in Glasgow, South Lanarkshire and Lochaber, the project assisted these women to explore options, acquire learning, develop new skills, and increase future employability. Information from this project contributed to a report by the SSI which found that older women and those living in rural areas of Scotland face significant problems finding or retaining employment.

The South Lanarkshire Council Regeneration project worked with policy makers around the theme of worklessness to demonstrate the advantages of engendering policies in terms of more effective service delivery. This was supported with the training of women in the community to work

constructively with policy makers to communicate their needs and opinions.

**Finance**

**Round 2**

<b>Total Eligible costs</b>	<b>1,894,940</b>
<b>Total ESF Award</b>	<b>947,470</b>

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A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

<b>Project Title</b>	Close the Gap
<b>Lead Partner</b>	Equal Opportunities Commission

## Background

Close the Gap is a Scottish Development Partnership under the Theme H of the Equal Programme, *'Reducing gender gaps and supporting job desegregation'*

The DP operated in the first Round of the Equal Programme (2002 – 2005) with 7 partner organisations drawn from across Scotland including Highlands and Islands.

## DP Aims and Objectives

The Close the Gap DP will work towards addressing the gender pay gap in employment opportunities and impact positively on job desegregation mainly by developing cross-sectoral action which will contribute to raise the awareness among both employers and employees. DP recognised that to have a real impact in the national policy it must engage with two target groups: those with responsibility and power to address the issue and those who are directly affected by it.

## DP Outcomes

The Close the Gap DP has made significant numbers of employees who were previously unaware of the existence of a gender pay gap and that they themselves may be suffering because of it. Recent Executive figures state that the full time gender pay gap in Scotland, which was 19% prior to the work of this DP, has now reduced to 15%. "What Century is this?" awareness-raising campaign launched by the DP has been the first outdoor advertising campaign on the pay gap in Scotland.

The Close the Gap project has continued beyond the end of the Equal funding supported by the Scottish Executive, the Scottish Trade Union Congress (STUC) and Equal Opportunities Commission. Partners for the second phase of the project are Scottish Executive, Scottish Trades Union Congress, Scottish Enterprise, and Equal Opportunities Commission. The project will continue to work with trades unions and SMEs, but will have as particular focuses large private finance sector organisations, and staff within the FE and HE sector. It will continue to undertake demand-led awareness raising, and will use materials developed during the first phase of the project.

## Finance

### Round 1

<b>Total Eligible costs</b>	<b>1,060,876</b>
<b>Total ESF Award</b>	<b>530,438</b>