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A CELEBRATION OF 20 YEARS OF EUROPEAN FUNDS IN WESTERN SCOTLAND

PROJECT NAME Glasgow Employment Multiplier

PROJECT SPONSOR Glasgow City Council

PROJECT ORIGIN AND DEVELOPMENT

The Glasgow Employment Multiplier (GEM) Project is the result of a unique partnership between Glasgow City Council's Social Work and Development & Regeneration Services, John Wheatley College and Langside College.

The GEM project was pro actively developed in response to a combination of four very significant factors:

- a) evidence from employment forecasts that the care sector is a burgeoning economic growth sector within the city;
- b) evidence that Social Work Services, in common with the organisations from which it currently purchases community care services, is experiencing substantial recruitment difficulties;
- c) indications that the qualifications required to access jobs in the care sector would be determined by the Regulation of Care Act (Scotland) 2001 through the Scottish Social Service Council inaugurated on October 2001;
- d) indications that SIP residents, who are unlikely to have these qualifications, will not, without intervention, have access either to jobs in the care sector or to the longer-term career paths to which these jobs provide routes.

Based on the successful classroom assistants initiative, the GEM Project was initiated to provide innovative employment opportunities in the social care field for people living in 5 of the 8 area based Social Inclusion Partnerships within the city of Glasgow and for people from black and ethnic minority communities.

PROJECT AIMS AND OBJECTIVES

The GEM project aimed to target socially excluded adults, defined as those living in the 5 target SIP areas: Greater Easterhouse, East End, Greater Pollok, Toryglen and Castlemilk, as well as members of the black and ethnic minority community covered by the thematic SIP, GARA. It aimed to equip them to access job and education opportunities being developed in the wider economy.

Forecast outcomes were:

- The acquisition by 180 SIP residents and members of black and ethnic minority communities, of core transferable skills which are, and will be, at a premium in the city's labour market.
- The development of an appropriately trained workforce for the growing care sector.
- A beneficial impact on the development of the social economy in SIP areas from the conjunction of a growing care sector and suitably qualified local residents.
- 180 beneficiaries to undertake access by 2004
- 100 beneficiaries to achieve full GSVQ 3 by 2004
- 50 beneficiaries to achieve part GSVQ 3 by 2004
- 30 beneficiaries to achieve full HNC in social care by 2004
- 30 beneficiaries to achieve part HNC in social care by 2004

PROJECT ACTIVITIES

The programme provided 3 tiers of vocationally based education and training which equipped beneficiaries with competencies and qualifications relevant to employment in Social Care with a wide variety of local providers of such care. It allowed beneficiaries to access the programme at the stage which best meets their existing competencies/qualifications and allowed them to exit at a variety of points with recognized competencies and qualifications in Social Care.

Stage 1 was a pre-access course targeted at beneficiaries who were required to develop skills and confidence in learning. This was based upon NQ units and cover Developing Literacy Skills; use of IT; Human Development; Communication; Working in Teams and Organisations; and, observational visits to work places.

Stage 2 was the GSVQ 3. This included: Vocational skills; IT; Communications; Numeracy; Problem Solving; Working as a team. This element also incorporated an award in food hygiene (REHIS) and experience of Moving and Handling. These elements were at a level which moves on from the pre-access course and provides beneficiaries with competencies which employers in community care settings require for posts such as Home Carer or Care Assistant. Upon completion, students were required to meet the selection criteria for consideration for stage 3.

Stage 3 was the Higher National Certificate (HNC) in Social Care qualification. The HNC in Social Care also provided participants with the underpinning knowledge for the mandatory units in the Scottish Vocational Qualification (SVQ) Level 3 'Care', SVQ Level 3 'Caring for Children and Young People' Award and the SVQ Level 3 'Promoting Independence' Award.

Consultation was undertaken to assess the required qualification levels for care staff in the future. SVQ Level 2 and SVQ Level 3 are specified by the Scottish Social Services Council (SSSC) as likely to be a future requirement for employment in Social Care Residential and Day Care Services. In line with the Regulation of Care (Scotland) Act 2001 all staff are required to hold a relevant qualification to be placed on The Social Work Register. Phase 1 of this register came into force as of April 2003.

PROJECT STRUCTURE

The programme was delivered on a part-time basis of 16 hours per week. Stage 1 was based on a one term model with stages 2 & 3 taking 3 terms each. The student's time on the programme varied from 1 to 3 years. The beneficiaries were based at one of the two participating FE institutions. At each stage they participated in a programme of college-based teaching and learning delivered by teaching staff. At stage 1 they visited social care establishments and meet with care providers who were invited to the classroom. At stage 2 and 3, the beneficiaries were placed in a work place where an experienced care worker, from the unit the beneficiary is placed within, provided guidance and support on everyday work practice, procedures and standards throughout the duration of the placement. The beneficiary undertook a range of social care tasks under their mentor's supervision, and were assessed in their competencies against HNC/GSVQ 3 criteria by college based staff who had previous experience in social care practice.

Regular three way meetings with beneficiary, tutor and mentor were built in. This process provided them both with academic skills/qualification and the direct evidence of a range of competencies in delivering care services which employees are seeking. During class time they meet with care providers and careers guidance staff. The project also established a Programme Team in each stage of

the project – pre-access, GSVQ 3 and HNC. The group reviewed each element in each college base.

PROJECT FINANCE

Funding Partners Glasgow City Council, Langside College,
John Wheatley College
Eligible Costs (£) £1,030,794
ERDF/ESF Support (£) £463,857
Priority/Measure Priority 3, Measure 3.2 Routes to opportunity

PROJECT PERFORMANCE

Key Project Outputs/Results	Target	Achievement	% of target achieve
No. of beneficiaries aged over 25 unemployed for less than 6 months	9	17	188.89%
No. of beneficiaries aged over 25 unemployed for more than 12 months	144	115	79.86%
No. of beneficiaries given guidance or advice	180	170	94.44%
No. of beneficiaries who are women	144	135	93.75%
No. working towards a qualification	180	170	94.44%
Total no. of beneficiaries	180	170	94.44%

PROJECT CONTACT

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