



Working for Fife:

A Survey of Third Sector Employability Services in Fife, 2013

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Contents	Page
Executive Summary	4
1. Survey Context	5
2. Fife Context	6
2.1 Economy	6
2.2 Employment	6
2.3 Unemployment	6
2.4 Clients Accessing Employment Services	7
2.5 Fife Employability Pathway	8
3. Organisational Information	9
4. Project Information	10
4.1 Coverage of the Fife Employability Pathway	10
4.2 Target Groups	12
4.3 Geographic Coverage	14
4.4 Service Provision	14
5. Outcomes Data for 2012/13	17
5.1 Positive Outcomes	17
5.2 Outcomes Sustained at 6 Months	18
5.3 Soft Outcomes	18
6. Financial Information	19
7. Qualitative Feedback	20
8. Conclusion	21
9. References	22

Executive Summary

This report presents the findings from data gathered from 28 employability projects delivered by 17 third sector organisations in Fife. It also includes findings from interviews with service providers and desk-based research.

The Fife economy is recovering. Manufacturing remains the top generator of economic output whilst the public sector employs the largest proportion of the workforce. Only 5% of businesses employ over 250 people with 92% employing less than 50. A significant proportion of the population remains unemployed with 9,080 people claiming JSA and 17,200 claiming ESA/IB in February 2013.

The 28 projects included in this report covered a range of client groups, stages of the Fife Employability Pathway and delivery models. Between them they employed a total of 62 full-time and 34 part-time staff.

In 2012/13, 21 (75%) of these projects served over 1,620 clients and supported 535 people (33%) into employment. A further 191 clients (12%) were supported into further education or training and 397 (25%) into other unwaged opportunity/apprenticeships. These rates are significantly higher than those achieved by the DWP's Work Programme to date.

There is a predominance (50%) of services targeting young people, and much less provision for people with disabilities; unemployed people over 25 or lone parents. No projects specifically targeted the needs of carers, and ex-offenders although a number indicated that their client group might have these as secondary 'characteristics'.

Although the Opportunities Fife Partnership wishes to target resources on clients from the 20% most deprived areas in Fife this does not appear to be reflected either through the geographical spread of services or through the percentage of clients from these areas registered on the Fife Online Referral and Tracking system (FORT). This is not an issue that is limited to third sector provision.

FORT is increasingly being used as a tool for strategic planning by the Opportunities Fife Partnership. At the moment it is under-utilised by most projects. There is a need for further support to enable projects, and the Partnership, to make the most of this information resource.

Third sector employability projects bring in significant, additional funding to Fife through charitable sources and contracts with national public bodies. Despite this, funding is insecure with over half reporting funding strands due to end in the summer of 2014. Projects, their staff and most importantly their clients suffer due to the short-term nature of much of the funding and the short notice given for many grants and contracts.

There is patchy knowledge of the range of employability services and financial support that is available in Fife. This is exacerbated by short-term funding which means that projects and initiatives come and go in relatively short time periods. This makes it harder for potential clients to know which services exist and are best placed to meet their particular needs. In addition to a more long-term approach to funding we recommend better awareness raising of the range of services through regular e-bulletins, development of a cross-sectoral employability forum and improved use of the Opportunities Fife website.

1. Survey Context

This report is produced by Fife Voluntary Action (FVA); the Third Sector Interface (TSI) for Fife, based on evidence gathered through interviews, desk-based research and survey data.

The report provides the most comprehensive picture of third sector employability services in Fife to date and sets these within the context of regional needs and priorities.

The research had four elements:

1. Identifying all third sector organisations active in the employability sector in Fife;
2. Distribution of a survey to gather information on all employability projects these organisations are delivering¹;
3. Undertaking semi-structured interviews with a selection of employability organisations;
4. Desk-based research.

A total of 19 organisations were identified and contacted, of which 17 replied to our survey - a response rate of 89%.

We requested that organisations complete 1 survey for each employability project they run. A total of 28 surveys were returned.

Semi-structured interviews were held with 10 organisations, further meetings will be held with others but we were unable to meet with all the organisations active in Fife before the deadline for this report.

Not covered by the report but of note is the third sector's significant contribution to employment outcomes for the people of Fife through:

- Engaging with harder to reach communities through frontline support services and community projects;
- Developing people's skills, confidence and wellbeing through a wide range of community engagement activities and service provision;
- Building employability skills through volunteering opportunities; and
- Acting as a significant employer and career destination in its own right.

¹ A copy of the survey is contained in appendix 1. The appendices document is available on request.

2. Distinctive Fife Regional Context

This section provides a brief overview of the Fife economy.

2.1. Economy

Between 2007-10 Fife saw an economic contraction of 1.2% this is almost double the contraction across Scotland. This was most significant between 2008-09. However it is reported that the Fife economy is recovering at a greater rate than the rest of Scotland; in 2010 growth was 1.3% compared to a 0.8% increase across Scotland².

Manufacturing remains the top sector in terms of economic output - contributing 3% of gross value added, whilst the public sector makes up the largest proportion of the work force at 28.3%³. The Fife Community Plan 2011-20 commits to targeting resources on the Renewables and Tourism sectors as priorities for future economic growth and to ensure economic resilience for the region⁴. These should be noted as priority sectors in terms of training needs and job opportunities for unemployed clients.

In 2012 there were 8,995 enterprises operating in Fife. This represents 5.6% of all businesses in Scotland with 62% of turnover coming from firms that employ over 250 employees. In total these enterprises employ an estimated 94,000 people. 5% of businesses employ over 250 people, 3% between 50-249 and 92% have under 50 employees². This leaves a relatively small pool of larger employers for employability services to be targeting for jobs, and a very large pool of smaller businesses who are generally more stretched in terms of management resource and so less able to take on employees who are not 'job ready'.

2.2. Employment

In 2011 38.3% of the working population in Fife were employed in professional positions an increase of nearly 4% from 2008 figures. Over the same period there has been a 0.5% reduction in those employed in sales, plant & elementary positions (29.6% in 2011)². Working patterns have also changed with a 5.8% increase in part-time working against an 8% decrease in full-time working³. Average earnings in Fife are less than the Scottish and UK figures at £479.10/week. Around 25% of Fife workers earn less than £7/hour.

This reinforces the importance of investing in Fife's workforce to ensure that people not only get sustainable jobs but that these are paid at the minimum living wage⁵ and investment is made in continuously developing skills.

Fife has had consistently lower rates of self-employment than the rest of Scotland⁶, this is despite resource being invested in encouraging self-employment initiatives.

Fife's population grew by 1% between 2006-10 whilst the number of jobs in the economy fell by 10% over the same period. Fife is, however, faring well compared to many other local authorities in Scotland and remains in the best performing third of local authorities on the measure of job density⁷.

2.3. Unemployment

Fife has a higher unemployment rate than the Scottish average⁶. In February 2013 the total number of people claiming benefits in Fife was 38,660 (16.3% of the working population)⁸.

² Fife Council, Enterprise, Planning and Protective Services, November 2012, Fife Business Base 2012.

³ Fife Council, The Fife Partnership, The State of Fife Report 2011-12

⁴ Fife Council, The Fife Partnership. Fife's Community Plan 2011-20.

⁵ The current minimum wage in the UK is £6.31 which is much lower than the minimum living wage of £7.45. The Living Wage is calculated based on the cost of living in the UK and is updated annually. Employers pay the minimum living wage voluntarily. Source: Living Wage Foundation. 2013. <http://www.livingwage.org.uk/> [accessed 30th October 2013].

⁶ Fife Council, The Fife Partnership, The State of Fife Report 2011-12

⁷ NOMIS Business Register and Employment Survey; Mid-Year Population Estimates

Table 1 Job Seekers Allowance (JSA) claimants by age and duration September 2013

Age	Fife count	%	% total claimants	Age	Fife count	%	% total claimants
Aged 16 to 64				Aged 25 to 49			
			100%				54%
Total	9,080	100%		Total	4,915	100%	
Up to 6 months	4,590	51%		Up to 6 months	2,285	46%	
Over 6 and up to 12 months	1,740	19%		Over 6 and up to 12 months	985	20%	
Over 12 months	2,750	30%		Over 12 months	1,640	33%	
Aged 18 to 24				Aged 50 to 64			
			28%				18%
Total	2,530	100%		Total	1,610	100%	
Up to 6 months	1,590	63%		Up to 6 months	695	43%	
Over 6 and up to 12 months	475	19%		Over 6 and up to 12 months	280	17%	
Over 12 months	470	19%		Over 12 months	640	40%	

Employment and Support Allowance (ESA), Incapacity Benefit (IB) and Other Benefits

In February 2013 ESA and incapacity benefits accounted for the largest number of benefit claims in Fife with a total of 17,200 claimants (44.5% of total benefit claims). Of these 63% (10,800) have claimed for 5 years or more. Only 6% of claims for ESA and IB are from those aged under 25 years⁹.

Carers represent 8% of the total benefit claimants in Fife¹⁰.

Lone parents represent 7% of these claims with a total of 2,950. This is a 17.4% reduction from 3,570 in 2011¹¹. This may well reflect recent changes in benefit rules.

2.4. Clients Accessing Employment Services

FORT (the Fife Online Referral Tracking system) captures data on a large portion of people accessing employment services in Fife; clients cited the following 'current circumstances' as reasons for accessing employability services.

Table 2: 'Current Circumstances' of Individuals Registered with Fife Employability Pathway (Programme Level) since July 2011¹².

Circumstance	No.	% of Total	Circumstance	No.	% of Total	Circumstance	No.	% of Total
Lack of work	3,086	37.9	Homeless	540	6.6	Ethnic	212	2.6
Family/caring	2,134	26.2	Physical	472	5.8	Care Leaver	182	2.2
Long term	1,670	20.5	Substance	315	3.9	Debt/money	153	1.9
No qualifications	1,557	19.1	Alcohol	305	3.7	Non- EU	92	1.1
Lone Parent	1,446	17.8	Other health	993	12.2	Seasonal	89	1.1
Literacy/Numeracy	1,351	16.6	Criminal	908	11.1	EU migrant	55	0.7
Mental Health	1,251	15.4	Young Person	907	11.1	Asylum	540	6.6
Young person at	1,006	12.3	Voluntary	689	8.5	Refugee	472	5.8
Disabilities	674	8.3						

⁸ NOMIS. 2013. Working-age client group—key benefit claimants (February 2013). Labour market profile Fife. <http://www.nomisweb.co.uk> [accessed 25th October 2013]. Table appendix 2

⁹ NOMIS. 2013. Fife Benefit claimants - working age client group - As at FEB 2013. Sent by Fife Council. Table appendix 2

¹⁰ NOMIS. 2013. Working-age client group—key benefit claimants(February 2013). Labour market profile Fife. <http://www.nomisweb.co.uk> [accessed 25th October 2013] Table appendix 2

¹¹ Fife Council. Monthly Economic Update August 2013

¹² FORT Opportunities Fife CRMS.

Lack of work experience, family/caring responsibilities and being long-term unemployed, lack of qualifications and being a lone parent are the top 5 barriers identified by clients on FORT. These clearly show a common theme of either absence of work experience/qualifications or implications of care through family commitments as being essential barriers to be addressed by future service commissioning.

2.5. Fife Employability Pathway

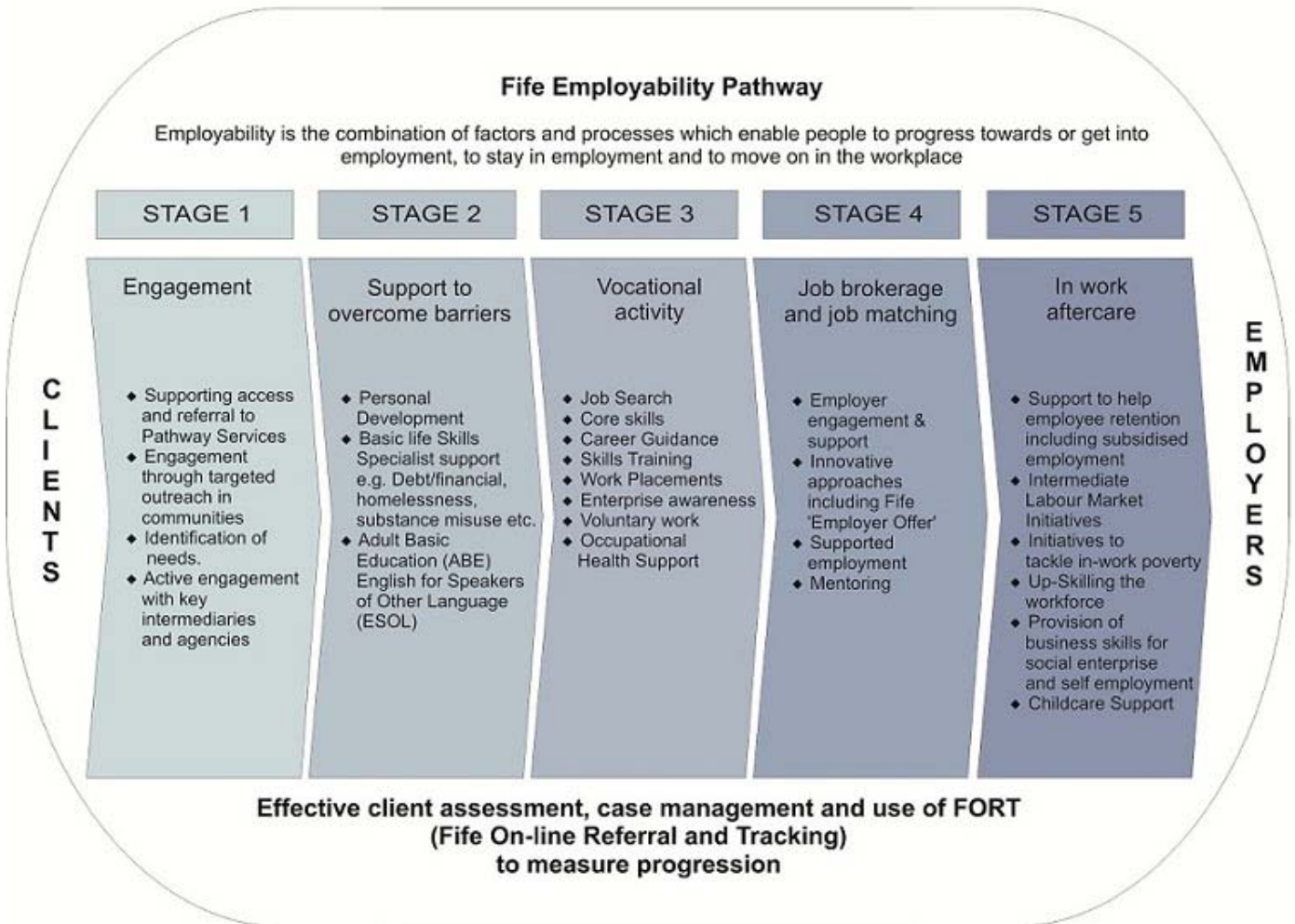


Figure 1 – The Fife Employability Pathway

The Opportunities Fife Partnership is the strategic local employability partnership for the region bringing together representatives of Fife Council, Job Centre Plus, Fife College, NHS Fife, Skills Development Scotland and the third sector. To help coordinate and map service provision the Partnership has developed the Fife Employability Pathway.

The Pathway has 5 stages showing the different phases of support that a client might need on their path from initial engagement through to sustained employment. Clients can move in and out of the pathway depending on their need. Primarily this is a tool for ensuring that Fife delivers the range and spread of services needed to ensure positive and sustained outcomes for those seeking to gain employment.

3. Organisational Information

Of the 17 organisations who responded 6 were national, 10 were local and 1 identified as being regional. Across all the organisations a total of 62 full-time and 34 part-time staff are employed in third sector employability services. We gathered information on 28 different projects ranging from the very recently commissioned to established services that had been running for several years.

Table 3: All projects with stages of Fife Employability Pathway (page 8) covered and their geographical area.

Local/ National	Origination Name	Project Name	Pathway Stages	Geographical Coverage
Local	BRAG	Social Enterprise Development	1, 2, 3, 4, 5	Fife Wide
		Sport Works	2, 3, 4	West Fife, Cowdenbeath, Kirkcaldy, Glenrothes, Levenmouth
		Youth and Community Dev.	1, 2, 3	West Fife, Dunfermline, Cowdenbeath
		Employer Programme	3, 4	Fife Wide
	Clued-up	CU Excel	1, 2, 3	Fife Wide
	Fife Migrants Forum	Fife Migrants Forum Employability	1, 2, 3	Fife Wide
	Fife Voluntary Action	Learning & Training in the Voluntary Sector	5	Fife Wide
		MCMC Supported Volunteering	3	Fife Wide
	Scottish Christian Alliance	Gilven Project	1, 2	Fife Wide
	Kingdom Housing	Fife Works	3, 4, 5	Fife Wide
	FEAT	Employ your mind	1, 2, 3, 4	Fife Wide
		Journey to work	1, 2, 3, 4, 5	Fife Wide
	West Fife Enterprise	Fast Track to Work	1, 3, 4	Central Fife, South West Fife, West Fife, Dunfermline, Cowdenbeath
		IT Skills for Work	2, 3, 4	South West Fife, West Fife, Dunfermline
		Quest for Employment	1, 2, 3, 4	Central Fife, South West Fife, West Fife, Dunfermline, Cowdenbeath
	Fife Gingerbread	Making it work	1, 2, 3, 4, 5	Cowdenbeath, Kirkcaldy
YMCA Glenrothes	Smart Moves at the Y	1	Glenrothes	
Regional <i>Fife, Angus & Dundee</i>	CornerStone	WorkChoice	1, 2, 3, 4, 5	North East Fife, South West Fife, Dunfermline
National	SAMH	Going Forth	1, 2, 3	Central Fife, West Fife, Cowdenbeath, Kirkcaldy
		Evergreen	1, 2, 3	Fife Wide
	SpringboardUK	Springboard	3, 4	Fife Wide
	Rathbone	Employability Fund	2, 3, 4	Fife Wide
	Enable	Works4U	2	Central Fife, South West Fife, Dunfermline, Cowdenbeath, Kirkcaldy, Glenrothes, Levenmouth
		Next Steps	1, 2, 3	Central Fife, North East Fife, South West Fife, Dunfermline, Kirkcaldy, Glenrothes, Levenmouth
	Capability Scotland	Work Choice	1, 2, 3, 4, 5	South West Fife, West Fife, Dunfermline, Cowdenbeath
	Momentum Skills	Pathways ESF Project	1, 2, 3, 4, 5	Central Fife, North East Fife, East Fife, South West Fife, West Fife, Dunfermline, Cowdenbeath, Kirkcaldy
		SDS Employability Fund Stage 2	1, 2 (and some 3)	Central Fife, North East Fife, East Fife, Kirkcaldy, Glenrothes, Levenmouth
		Work Choice	1, 2, 3, 4, 5	Central Fife, North East Fife, East Fife, South West Fife, Kirkcaldy, Glenrothes, Levenmouth

4. Project Information

4.1. Coverage of the Fife Employability Pathway & Client Group data

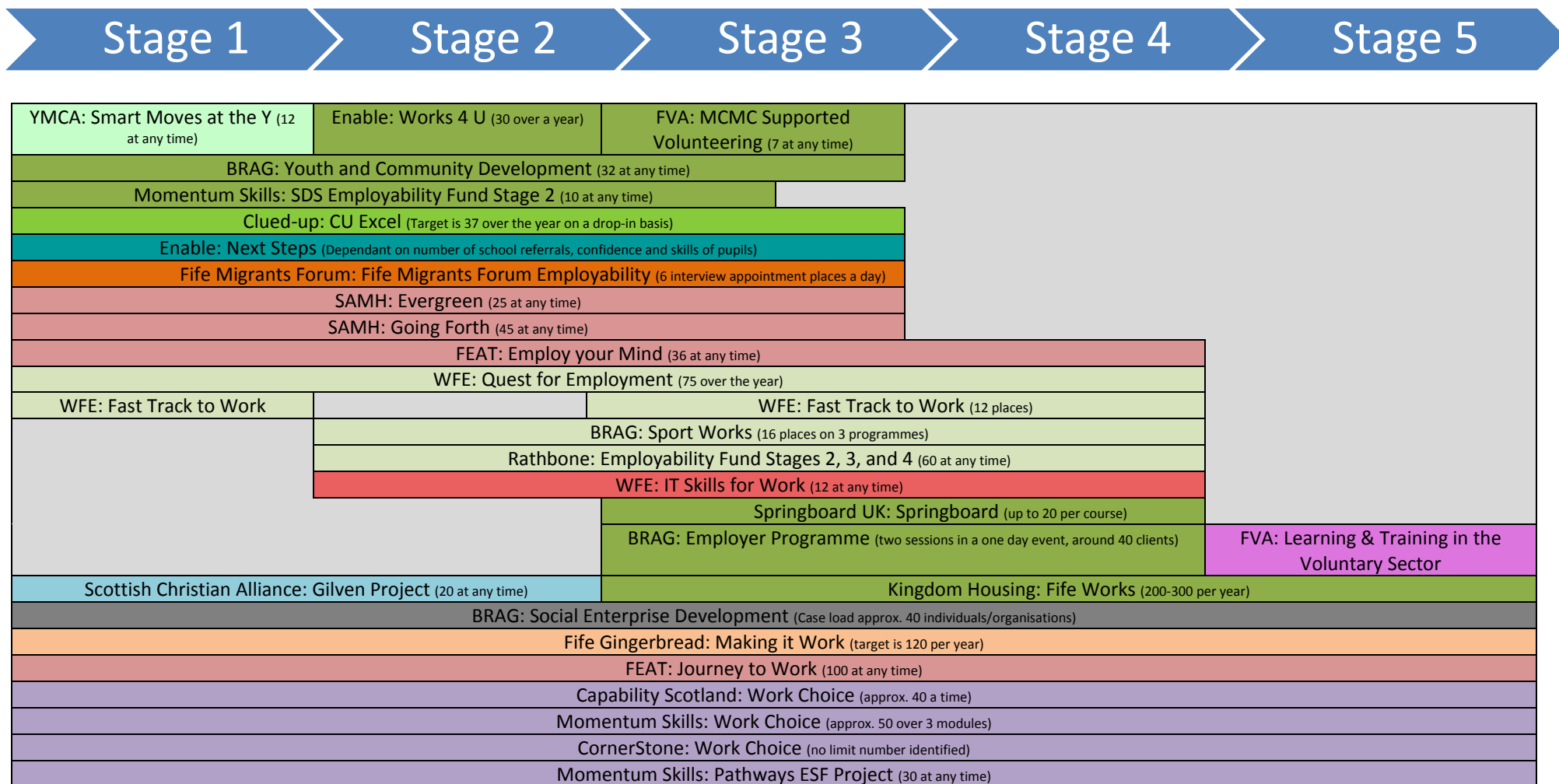
In the survey organisations were shown the Fife Employability Pathway (Page 8) and asked to determine which stages their project covered and a list of client characteristics to identify their project’s core client group.

Seven projects identified themselves as covering all 5 stages on the pathway. Six covered stages 1, 2 & 3 and one project covered 1, 2, 3 & 4. Three projects covered stages 2, 3 & 4. One project covered stages 1, 3 & 4. Only 1 project is solely focussed on stage 5: Fife Voluntary Action’s Learning and Training in the Voluntary Sector which focuses on up-skilling employees and volunteers in the sector, improving retention and progression.

Fig. 2 Colour Code Key to Target Client Groups in Fig. 3 below with total projects for each group.

Client Group	Projects	Client Group	Projects	Client Group	Projects
Young People (under 25 years)	4	Lone Parents	1	Voluntary Sector Organisations	1
Young People who are homeless and overcoming addictions	1	Homelessness	1	All Unemployed	1
Young People who are Overcoming Addictions	1	People with Mental Health Problems and Physical and Learning Disabilities	4	Any person wishing to start a social enterprise	1
Young People who are NEET	7	People with Mental Health Problems	4		
Young People who are NEET with Learning Disabilities	1	Ethnic Minorities	1		

Fig. 3 Projects mapped against stages of the Fife Employability Pathway and colour coded according to their target client group. Information in brackets shows the total number of spaces each project offers.



4.2 Target Groups

Young People

There is a clear predominance of services for young people under 25 with 14 projects (50%) targeting this client group although within that there is some specialism, for example Enable is working only with young people with learning disabilities. This strong focus on the young unemployed is something that is widely acknowledged as a reflection of current national and local policy and funding priorities.

Fife has traditionally had a higher rate of young people classified as not in employment, education or training (NEET) with a figure of 12% compared to the Scotland-wide average of just under 11%. 2011 figures shows this gap narrowing with the NEET rate at slightly below 10% for both Fife and Scotland but we do not yet know if this has sustained¹³. At September 2013 18-24yr olds made up 28% of JSA claimants.¹⁴

People with Disabilities

People with mental health problems and disabilities have been identified as a priority client group for Opportunities Fife Partnership going forward. They represent 23.7% of clients registered on FORT (table 2) since July 2011¹⁵. Most recent figures show ESA/IB recipients represent 44.5% (17,200) of benefit claimants in Fife and of these 63% (10,800) have been in receipt of benefits for 5 years or more¹⁶. ESA/IB clients are also recognised as the client group who is being least well served by the Work Programme with job outcome rates as low as 4% for new ESA claimants and 5% for ESA volunteers¹⁷.

At the moment the DWP funded Work Choice (supported employment) programmes and Momentum Skills Pathways ESF Programme are the only services which target people with 'any disability'. FEAT and SAMH between them run 4 projects which are particularly targeted at people with mental health problems.

Carers/those with family responsibilities

Lone parents accounted for 7% and carers for 8% of benefits claimants in Fife (as at February 2013)¹⁸.

Family/caring responsibilities were the second highest rated 'circumstance' identified by individuals registered on FORT accounting for 26.2% (2,134) of registrations since July 2011 and lone parents accounting for 17.8% (1,446)¹⁹. Clients were allowed to pick more than one circumstance so there

¹³ Fife Council. Level and rate of known NEET by local authority area 2003-2011. Graph provided by Fife Council. Appendix 2

¹⁴ NOMIS. 2013. Fife Benefit claimants - working age client group - As at FEB 2013. Sent by Fife Council. Table appendix 2

¹⁵ Fort Opportunities Fife CRMS (extracted via Zoho).

¹⁶ NOMIS. 2013. Fife Benefit claimants - working age client group - As at FEB 2013. Sent by Fife Council. Table appendix 2

¹⁷ Centre for Economic and Social Inclusion. Sept 2013. Work Programme statistics: *Inclusion* analysis

¹⁸ NOMIS. 2013. Working-age client group—key benefit claimants(February 2013). Labour market profile Fife. <http://www.nomisweb.co.uk> [accessed 25th October 2013] Table appendix 2

¹⁹ Fort Opportunities Fife CRMS (extracted via Zoho).

will be some overlap in these figures. Even bearing this in mind family/caring responsibilities accounts for significant barrier to supporting people into employment.

Only one project, Fife Gingerbread's Making It Work, targets lone parents. And none prioritise other carers. Given the size of this client group and the complexity of the issues they face this appears to be a key gap in provision.

Other Target Groups

Two projects, Clued Up and Gilven are aimed at homeless people. Both are Fife Wide and are engaging with people at the earlier stages of the Fife Employability Pathway.

Although no third sector services prioritised the following groups several indicated that some of their clients may fall into these groups as a matter of course:

- older people who are the JSA claimant group most likely to remain claiming beyond 12 months with 60% (640) of claimants in this category
- ex-offenders and ex-service men and women.

Data notes: Some organisations ticked a majority of the potential target group boxes. We contacted these projects by phone to clarify who their prime target groups were and it is this data that is included here. The option of 'all unemployed' was not included. One project, IT Skills for Work identified this as their client group.

4.3 Geographical Coverage

13 of the projects (46%) identified as operating across the whole of Fife.

The table below maps the numbers of projects active in each area against the number of datazones in the top 20% experiencing multiple deprivation, and also against the number of datazones which are in the top 20% most employment deprived according to SIMD data for 2012²⁰.

There is no correlation between the levels of either multiple or employment deprivation and the number of services or service user places active in that area. Levenmouth appears to be particularly poorly served given it has a high ranking against both these indicators.

Between July 2011 and June 2013 total client registrations on FORT showed that just over 36% of total registrations came from residents of the most deprived 20% of datazones.²¹ This rate varies across services, and although it does not include all third sector provision it does demonstrate that residents from these areas are, for the most part, not being well served by those employability services (across sectors) that use FORT.

Data notes: Projects were asked to select all the areas they work in. Certain projects selected all of the areas given and these have been categorised as “Fife wide”. It is worth noting that although some projects which technically have a Fife-wide coverage may predominantly source their clients from a smaller area. This can only be tested by analysis of client data which is beyond the scope of this mapping project.

Table 4: Geographical Coverage against SIMD Datazones 2012²²

Geographical Coverage	No. of projects	No Datazones in most deprived 20% 2012	No. of Datazones in 20% most employment deprived 2012
Fife Wide	13	90	90
South West Fife	9	7	8
City of Dunfermline	9	10	12
Cowdenbeath	9	19	18
North East Fife	5	1	1
Levenmouth	5	20	22
Kirkcaldy	8	21	16
Glenrothes	6	12	13

4.4 Service Provision

Organisations were given a tick list of key services provided and invited to provide information on additional services summarised in the table below. The majority of services cover a wide range of provision.

Data notes: Some projects provided large amounts of detail in the additional services column (appendix 4). This information has been summarised for the report and is included below.

²⁰ Scottish Government. SIMD. 2012. <http://simd.scotland.gov.uk/publication-2012/> [accessed 25th October 2013]. Table appendix 3

²¹ Fort Opportunities Fife CRMS.

²² Scottish Government. SIMD. 2012. <http://simd.scotland.gov.uk/publication-2012/> [accessed 25th October 2013].

Table 5 – Service Provision by Project

Organisation	Project	Developing interview skills	Developing Communication	Sector specific skills dev.	Personal development	Confidence building	Fife job clubs	Work placements	Volunteering opportunities	Help with CV writing	Help with job search	Supported employment	Literacy & numeracy skills	Additional Services
Enable	Works4U	✓	✓		✓	✓		✓	✓	✓				Project involves a community impact project led by the group. Young people have the opportunity to complete GOALS and SQA personal Dev't Award
Enable	Next Steps	✓	✓		✓	✓		✓		✓	✓			
BRAG	Social Enterprise Development			✓	✓	✓			✓					The programme for those looking to find out more about social enterprise with progression onto how to start up a social enterprise and support to achieve this.
BRAG	Sport Works	✓	✓		✓	✓		✓	✓	✓	✓		✓	The programme works with local football clubs to engage with unemployed people delivering coaching and teambuilding skills in addition to the job search activity. The sport element is the "hook" for engaging with the individual.
BRAG	Youth and Community Development	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	Also delivers a City and Guilds Employability programme; including awareness of employment behaviours and expectations of employers.
BRAG	Employer Programme	✓	✓	✓	✓	✓							✓	The programme is specifically designed around the pre-interview requests of employers. It screens and primes young people in readiness for an employer interview. The ½ day programme includes a literacy / numeracy test, a presentation and a mock interview. Individuals receive information on the employer and job role.
Clued-up	CU Excel	✓	✓		✓	✓				✓	✓		✓	Project supplied significant additional information too large to annotate here. This is included in appendix 4
Fife Voluntary Action	Learning & Training in the Voluntary Sector			✓	✓	✓								Targeted at staff and volunteers within the third sector in Fife: up-skilling, support employee retention and facilitate progression. It also develops business skills to support development of the third sector.
Fife Voluntary Action	MCMC Supported Volunteering				✓				✓					
Fife Gingerbread	Making it work	✓	✓		✓	✓		✓	✓	✓	✓			
Capability Scotland	Work Choice	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
SAMH	Evergreen	✓	✓	✓	✓	✓			✓	✓	✓			Horticulture/gardening
SAMH	Going Forth	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	Operate keyworker approach with personalised action plans and regular reviews. Further detail in appendix 4.
Kingdom Housing	Fife Works			✓				✓		✓	✓			job brokerage/ Employer engagement/ Job matching / training

Organisation	Project	Developing interview skills	Developing Communication	Sector specific skills dev.	Personal development	Confidence building	Fife job clubs	Work placements	Volunteering opportunities	Help with CV writing	Help with job search	Supported employment	Literacy & numeracy skills	Additional Services
FEAT	Employ your mind	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	Mindfulness, cognitive behavioural therapy, cognitive remediation therapy
FEAT	Journey to work	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	Mindfulness, cognitive behavioural therapy,
Momentum Skills	Work Choice	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Also Application Forms, Health & Safety, Equality and Diversity, Employment Rights, Team Building
Momentum Skills	Pathways ESF Project	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Momentum Skills	SDS Employability Fund Stage 2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
West Fife Enterprise	Fast Track to Work	✓	✓	✓		✓		✓		✓	✓			Industry Specific Qualifications: CSCS, REHIS, First Aid
West Fife Enterprise	IT Skills for Work	✓	✓		✓	✓				✓	✓		✓	Development of IT Skills for Job Searching
West Fife Enterprise	Quest for Employment	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	Accredited & Industry specific qualifications eg CSCS
CornerStone	Work Choice	✓				✓				✓	✓	✓		
Fife Migrants Forum	Fife Migrants Forum Employability	✓	✓		✓	✓	✓		✓	✓	✓		✓	Other services include Daily Advice Clinic, Monthly Citizen Advice and Right Fife (CARF) surgeries, Advice Link Project, Volunteering programme utilising language skills
YMCA Glenrothes	Smart Moves at the Y		✓		✓	✓		✓		✓				
Springboard UK	Springboard			✓				✓		✓				Target sector of hospitality & tourism. Run school career projects
Scottish Christian Alliance	Gilven Project		✓		✓	✓	✓		✓	✓	✓			GOALS 2 day course run regularly fife
Rathbone	Employability Fund Stages 2, 3, and 4	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	

5. Outcomes Data for 2012/13

Projects were asked to submit outcome data for 2012/13. Seven projects were unable to provide data because:

- The staff member completing the return did not have access to the relevant information:
 - Enable: Works 4 U
- The project was too new to have any outcome data to report:
 - Fife Gingerbread: Making it Work
 - Enable: Next Steps
 - BRAG: Sport Works
 - Rathbone: Employability Fund Stages 2, 3, and 4
 - Momentum Skills: SDS Employability Fund Stage 2
- The project had outcome markers other than employment e.g. the creation or development of a new business:
 - BRAG: Social Enterprise Development

In total 21 projects provided data we could include in the outcomes analysis. We committed to retain confidentiality for each project and so all data in this section has been aggregated. Between them these projects assisted a total of 1620 clients in 2012/13.

5.1 Positive Outcomes

A 'positive outcome' is defined as a move into either full or part-time employment or full or part-time education. 'Other outcomes' include moving into volunteering, onto a work placement or a modern apprenticeship.

The figures show 33% of clients moving into some form of employment. This is a significantly higher outcome rate than demonstrated by the Work Programme which has achieved employment outcomes of between 11 and 25% depending on the analysis²³.

A further 12% (191) of clients moved into some form of education or training and 25% (397) moved onto other employment related activity.

Data notes: One project was closed from October 2012 to February 2013. Figures supplied were from February 13 to March 13 we have not extrapolated these across the 12 month period but if we did so then the outcome figures would be even higher. Another project did not differentiate between full and part-time employment and education outcomes. In order to give the most accurate picture possible we have taken the average % split of fulltime and part-time outcomes for all the other projects and applied this apportionment to their outcome figures.

Table 6: Aggregated Project Outcomes 2012/13

Project Outcomes 2012/13	Client Numbers	%	Project Outcomes 2012/13	Client Numbers	%
Total number assisted	1,620	100%			
Full time employment	466	29%	Volunteering	158	10%
Part time employment	58	4%	Work placement	206	13%
Self employment	11	1%	Modern apprenticeship	33	2%
Total into employment	535	33%	Total into unwaged opportunity/apprenticeship	397	25%
Full time education/training	83	5%	Referred elsewhere	158	10%
Part time education/training	129	8%			
Total into education/training	191	12%			

²³ Centre for Economic and Social Inclusion. Sept 2013. Work Programme statistics: *Inclusion* analysis

5.2 Outcomes sustained at 6 months

8 projects provided data for sustained outcomes, the aggregated totals are given below. The rate of sustainment is very high for those that did respond, however it is disappointing that so few projects were readily able to supply this information.

Table 7: Aggregated data on sustained outcomes

Sustained Outcomes at 6 months	
Total into employment	406
Total into education	58
Total into unwaged opportunity/apprenticeship	190
Total Sustained at 6 months	295
% Sustained	45%

5.3 Soft Outcomes

Soft Outcomes “refers to outcomes from employability interventions, which cannot be measured directly, including achievements in self-confidence, personal relationships and life skills”²⁴.

A total of 27 projects responded to this question; of these 15 record soft outcomes and 12 do not.

Measures recommended include:

- Outcome Star Charts
- Employment Readiness Scale
- Rickter Scale (with or without adaptations)
- Organisations’ own tailored database systems

Out of the 12 projects that do not already measure soft outcomes reasons for not doing so included

- This is under development
- Covered by other documentation
- Not relevant to the project
- Not required by funders
- Don’t know enough about it
- Time limitations

5 projects said they would be interested in finding out more.

²⁴ Scottish Government. 2013. Employability Glossary. <http://www.scotland.gov.uk> [accessed 13th September 2013].

6 Financial Information

A total of 46 funding sources, amounts and end dates were given across the employability projects. All but one organisation provided the source of funding for their employability project. A total of 19 (68%) projects provided their funding amounts and all of these were accompanied by an end date. Some of the funding strands run for more than one year, others were funded on an outcomes basis and so these projects gave an approximate figure for projected income. For this reason it is difficult to extrapolate too much from these figures however we can see that these organisations lever in a large amount of additional funding to employment services in Fife both from charitable sources such as the Big Lottery but also from national public bodies.

Of the 46 funding sources given 28 will end by summer 2014 highlighting the vulnerability of many of these services.

Table 8: Aggregated funding sources and amounts for all projects

Funding Sources	Total Amount	Notes
Big Lottery	£2,395,282	some of these funding amounts are for 3 year periods
DWP	£1,519,000	This is Work Choice funding led by SHAW Trust, over 5 years
Fife Employability Pathway	£847,850	Combined ESF, FSF and Fife Council employment funding
Scottish Gov't People & Communities Fund	£179,500	
Small grants	£154,184	Combines a number of small grants and income generation
Other Fife Council	£147,683	
Scottish Gov't Challenge Fund	£43,175	
NHS	£35,560	
Schools	£25,000	
JC+	£6,675	
Employability Fund	<i>unknown</i>	Fife total unknown
ESF	<i>unknown</i>	This is national ESF funding, not part of Fife CPP
TOTAL	£5,353,909	

7 Qualitative Feedback

A number of people commented on the often short-term approach to funding provision as being a key barrier to developing strategic and established services and retaining staff and expertise. The requirement to regularly re-invent or re-develop successful services and the short notice often given for many funding opportunities did not create an environment which encourages strategic, long-term thinking, partnership working or coordinated approaches. It means that organisations have become very nimble and able to adapt to policy developments, demand and changes in provision.

Funding also does not cover the costs of organisations contributing staff time to policy development at a local and national level. Nor, when we factor in the funding sourced by organisations does this adequately reflect the added value they bring through management, organisational support, volunteer contributions and wider community benefit.

There is patchy knowledge of the full range of employability services and financial support available making it hard for services, let alone employers or clients to keep track of what is available. A regular e-bulletin with updates on new services and funding opportunities is identified as something that would be helpful. The Opportunities Fife website could play a useful role in sharing information and acting as a portal to different services.

This lack of knowledge is exacerbated by the short-term approach to funding mentioned above: Projects can come and go within a very short space of time. This makes it difficult for people to navigate the system and know where best to turn for which service.

The development of a regular cross-sectoral employability forum that would bring together frontline and middle/management staff from all employability services to improve networking and links was identified by most projects as being valuable. In addition to current service providers organisations suggested the following as useful contributors: Chambers of Commerce, recruitment companies, the police and NHS Fife.

Accommodation costs were identified by one project as an issue for clients in supported accommodation, whilst another identified pastoral care as a need for some of the harder to reach young people.

Almost all projects interviewed were required to use FORT for reporting. Projects reported a mixed experience with some finding FORT very useful and user friendly and others simply doing the basics to fulfil their funding requirements. There was a lack of awareness of the range of tools available on FORT, its ability to be adapted to different project needs and its uses as a project management tool in itself. This is clearly an area that would benefit from further resource and support particularly if FORT is to be the key tool for analysis of employability provision and outcomes by the Opportunities Fife Partnership in the future.

8 Conclusion

The third sector is clearly a significant provider in the employability sector with 28 projects employing a total of 96 staff. 75% (21) of these projects served 1620 clients in 2012/13 which would suggest that totals for 2013/14 could be in the region of 2000. Overall the sector is providing significantly better employment outcomes than the Work Programme with a success rate of 33% of clients moving into some form of employment.

There is a lack of coordination in terms of commissioning funding and provision with a predominance of services targeting young people and much less or no provision for other target groups such as disabled people, carers, ex-offenders and unemployed people over 25.

Although Opportunities Fife Partnership wishes to target resources on clients from the 20% most deprived areas in Fife this does not appear to be reflected either through the geographical spread of services or through the percentage of clients from these areas being registered on FORT. This is not an issue that is limited to third sector provision but is something for services and commissioners to take into consideration.

Despite the successes of the sector not enough projects were able to provide outcomes data easily. In particular monitoring of jobs sustained at 6 months should be considered a necessity.

As funding becomes more 'outcomes focussed' and in line with best practice for client-focussed delivery monitoring soft outcomes is increasingly important. This is particularly relevant for projects working at the earlier stages of the Fife Employability Pathway. This is an area where development work would serve both projects and clients well.

There is a need for better information sharing across the employability sector and this would be well facilitated by a regular e-bulletin, a regular cross-sectoral forum and improved use of the Opportunities Fife website.

The third sector is bringing in a significant amount of additional money to employability services in Fife from both charitable sources and national public bodies. Funding however remains very insecure with over half the funding strands due to end in the summer of 2014. Projects, their staff and most importantly their clients also suffer due to the short-term nature of much of the funding and the short notice given for many contracts.

Opportunities Fife Partnership members could help address some of these issues though a shared research-based commissioning approach and longer-term funding commitments.

References

¹ A copy of the survey is contained in the appendices document. This document is available on request.

² Fife Council Enterprise, Planning & Protective Services. Fife Business Base 2012. November 2012.

^{3,6} Fife Council, The Fife Partnership, The State of Fife Report 2011-12

⁴ Fife Council, The Fife Partnership. Fife's Community Plan 2011-20.

⁵ The current minimum wage in the UK is £6.31 which is much lower than the minimum living wage of £7.45. The Living Wage is calculated based on the cost of living in the UK and is updated annually. Employers pay the minimum living wage voluntarily. Source: Living Wage Foundation. 2013. <http://www.livingwage.org.uk/> [accessed 30th October 2013].

⁷ NOMIS Business Register and Employment Survey; Mid-Year Population Estimates

^{8, 10, 18} NOMIS. 2013. Working-age client group—key benefit claimants(February 2013). Labour market profile Fife. <http://www.nomisweb.co.uk> [accessed 25th October 2013]. Table appendix 2

^{9, 14, 16} NOMIS. 2013. Fife Benefit claimants - working age client group - As at FEB 2013. Sent by Fife Council. Table appendix 2

¹¹ Fife Council. Monthly Economic Update August 2013.

^{12, 15, 19, 21} Fort Opportunities Fife CRMS.

¹³ Fife Council. Level and rate of known NEET by local authority area 2003-2011. Graph provided by Fife Council. Appendix 2

^{17, 23} Centre for Economic and Social Inclusion. Sept 2013. Work Programme statistics: *Inclusion* analysis

²⁰ Scottish Government. SIMD. 2012. <http://simd.scotland.gov.uk/publication-2012/> [accessed 25th October 2013]. Table appendix 3

²² Scottish Government. SIMD. 2012. <http://simd.scotland.gov.uk/publication-2012/> [accessed 25th October 2013].

²⁴ Scottish Government. 2013. Employability Glossary. <http://www.scotland.gov.uk> [accessed 13th September 2013].