



**6 Monthly Monitoring Report of
Pre-Employability in Clackmannanshire**



Revised Final
9th Sept 2022

Executive Summary

This six monthly report sets out the further progress of the Pre Employability in Clackmannanshire (PEC) project. This period to end June 22 represents the original period of operation prior to a 6 month no cost extension being awarded to end Dec 22.

PEC Performance Against Targets as at 30 June 22 against Measures in original application

Participants	Target	Actual as at 30 June 22	% achieved
Economically inactive	83	92	111%
Unemployed	75	158	211%
Employed	7	86	1229%
Voluntary Sector Organisations	9	14	156%
Activity			
Direct Supports on 1 to 1	158	277	175%
Direct Supports 1 to many	167	746	447%
Outcome	Target	Actual as at 30 June 22	% achieved
People in Education or Training following support	27	6	22%
People gaining a qualification following (or within) support	50	57	114%
Economically inactive people now in employment or self employment following support	13	14	108%
Economically inactive people now newly engaged in job searching following support	13	17	131%
Economically inactive people who are now engaged in life skills supports following intervention	47	59	126%
Economically inactive people engaging with benefits system following support	41	78	190%

A report on performance against DWP defined targets is set out in section 8.

In this quarter, PEC has strengthened its performance and in particular has continued to recruit participants and implemented a redesign and delivery of a suite of supports which are popular and secure attendance. It has also managed to deliver a range of infrastructure supports including the Pilot College bus and an advisor support programme.

The performance of PEC has exceeded all its activity measures in the first 6 months of its operation and crucially has been successful at engaging the economically inactive. It's level of activity means it is now the largest employability programme in Clacks. PEC has also achieved most of its outcome measures, with the exception being the progression of participants to education and training. This may in part be due to the timing of this review.

PEC now moves into a new period with substantially reduced financial resources and a tighter consortium of deliverers until it stops operation in end Dec 22.

The priority will be to secure and retain ongoing engagement with all PEC participants, which will be an ongoing challenge with the limited resources of less than 1.5 key workers available to PEC.

While the outcome targets for the programme have already (largely) been met, a priority will be to continue to secure progression of these individuals towards employment.

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1 Introduction

1.1 Scope and Content of Review

As interim monitoring report after 3 months is a contractual requirement for the Community Renewal Fund. Following the no cost extension to the programme to end Dec 22, it has been agreed that a slightly expanded second interim report would be produced for the period to end June 22 and the full evaluation soon after end Dec 22.

This report builds on the previous interim report and where appropriate elements have not been replicated here.

The report includes as much quantitative information as possible and covers recruitment, participants, their planned and actual activities. Where available feedback from participants of the supports they have received to date is also reported.

In addition a qualitative evaluation is underway, but not complete and will be incorporated into subsequent evaluation report.

1.2 Pre Employability in Clackmannanshire (PEC)

PEC is a Community Renewal Fund project which has the overall aim to *address multiple barriers to employment*.

Its targets included in the application are:

Programme Targets

Participants	Target
Economically inactive	83
Unemployed	75
Employed	7
Voluntary Sector Organisations	9
Activity	
Direct Supports on 1 to 1	158
Direct Supports 1 to many	167
Outcome	
People in Education or Training following support	27
People gaining a qualification following (or within) support	50
Economically inactive people now in employment or self employment following support	13
Economically inactive people now newly engaged in job searching following support	13
Economically inactive who are now engaged in life skills supports following intervention	47
Economically inactive people engaging with benefits system following support	41

The target for qualifications attained was amended in March 22 from 170 to 50 to reflect the introduction of new definitions of a qualification and the shift of the programme away from all participants completing the SQA employability award.

The programme is designed to establish a range of supports which are structured into customised programmes of support for each individual to address their multiple barriers and to progress them to employment.

1.2 History and the Consortium

The original application for Community Renewal Fund was made in June 2021 with an expected start date of beginning August 2021. The original design proposed a start for participants from October 2021 to end March 2022. After extensive delays the programme started in Jan 22 with an end date of end June 22. In mid June 22, a no cost extension of the programme to end Dec 22 was offered and accepted.

The initial delays in contracts provided major challenges for the programme, particularly in the recruitment of staff (at that time on short term contracts) and the recruitment of participants onto the programme.

The initial timing challenges were however overcome and by March 22, the programme became fully operational.

The delivery of PEC has been through a consortium of ten third sector organisations. Each play different roles and deliver different elements. In addition further third and private sector organisations have been brought into the partnership to ensure the delivery of specialist services. These organisations are set out in Annex 1.

2 Recruitment

2.1 Awareness Raising, Marketing and Enquiries

A basic marketing structure was established in Dec 21 including a web site www.pec.scot a mobile number, email and social media accounts. A series of one to one presentations were held with organisations who could play a role in the referral of participants to PEC. Those contacted in Jan to March are set out in Annex 2.

During the April to June 22 quarter these one to one contacts continued and were extended to Triage Central, Woman returners project, BRS recruitment agency, Venture Trust Scotland, DWP Disability jobs fair, Enable Scotland, TCV, REHISS NHS, Hawkhill Young Person Project, Measuring Humanity Project, DWP Youth Hub, NHS Thrive to keep well Project, Volunteering Matters Scotland, AquaKlenz (employer), Home Energy Scotland, Womans Aid (Clacks), Self Support Living Project, Resonate Together, Social Security Scotland, Vital Spark Project and Wellbeing Scotland.

As the number of participants of PEC increased, they provided an important source of participants who found out about PEC through word of mouth

2.2 Registration and Sign Up

The drop in sessions continued until 27th April 2022. It was found that the registration process had become inefficient and at times a barrier to recruitment. In May 2022 the sign up process changed to:

- Allow an online completion of registration forms (previously all paper based)
- Initial discussions were held on a one to one basis, largely by phone.
- An online link provided to potential participants at the point of their enquiry. At times this link was provided directly by a referring organisation (eg DWP, ClacksWorks, SDS)
- After registration, a link to the optional equal opportunities form was provided.

After registration, the participants were asked to complete an “action plan” on line form which identified the barriers they faced and areas of PEC they were interested in. This formed the basis of a discussion with a key worker that produced a customised programme of support.

Timing of Recruitment

Week Beginning	Number	Cumulative
3rd Jan 22	6	6
10th Jan 22	0	6
17th Jan 22	2	8
24th Jan 22	0	8
31st Jan 22	4	12
7th Feb 22	7	19
14th Feb 22	9	28
21st Feb 22	9	37
28th Feb 22	15	52
7th March 22	22	74
14th March 22	24	98
21st March 22	26	124
28th March 22	6	130
4th April 22	11	141
11th April 22	24	165
18th April 22	10	175
25th April 22	10	185
2nd May 22	8	193
9th May 22	12	205
16th May 22	11	216
23rd May 22	7	223
30th May 22	9	232
6th June 22	6	238
13th June 22	8	246
20th June 22	3	249
27th June 22	1	250

Recruitment defined by registration form completed and received by CERT.

The speed of recruitment accelerated from Feb to May with on average more than 10 recruits per week. With the approach of the summer holidays, new registrations have slowed down.

PEC provision in July and August 2022 has been scaled back in line with school holidays, and we do not expect significant numbers of registrations to restart until end August, early Sept.

There is limited definitive information on the scale of the existing employability support in Clacks, but the programmes operated by the LEP and delivered via Clacks works and partners are:

Employability Supports	Average New Beneficiaries pa	Total beneficiaries 21/22
ESF Employability Pipeline	135	234
Fair Start	150	253
Parental Employability Support	45	Part of NOLB
No One Left Behind (incl Parental Employability Support, Young Person's Guarantee, Long Term Unemployed and PACE)	n/a	249
Jumpstart Employability Programme	30	30
Job Entry Targeted Support (JETS)	unknown	unknown
PACE (for redundant workers)	unknown	Part of NOLB
Total Employability Supports	360 plus	

Wage Subsidy/Placement	Average New beneficiaries pa	Total Beneficiaries 21/22
Kick Start	50	53
Long Term Unemployed Job Creation Scheme	14	Part of NOLB
Fair Work Incentive	45	Unknown
Intermediate Labour Market Scheme	8	Unknown
Total Wage Subsidies	117	

NB the same individual can participate/benefit in more than one programme. Participants in these programmes may also be registered with PEC. Participants can participate in more than one programme run by ClacksWorks and partners. It is estimated that c21% undertake more than one programme of support within the ClacksWorks suite of supports.

After 6 months of operation, currently more individuals are registered in PEC than the annual programme of mainstream ESF Employability support pipeline or the Fair Start programme (with many joint PEC/ClacksWorks clients). This is also greater than all clients of these programmes (excluding Fair Start) including the "carry over" clients who joined the programme in previous years and continue to receive support.

3 PEC Participants

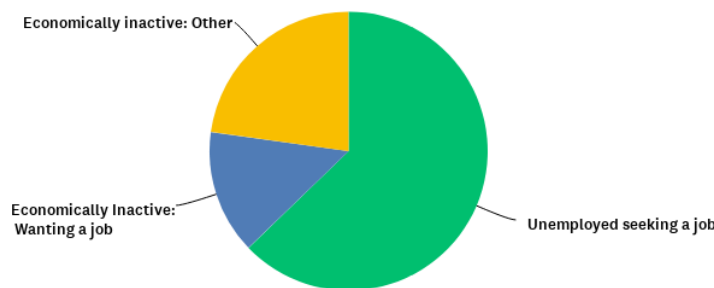
The analysis in this section draws from information on the PEC registration forms and the Equalities Monitoring Form. From April 22, when the completion of the registration forms moved to on line, and the equal opportunities form was issued separately to complete. The number of equal opportunities forms completed reduced significantly. Before, when the forms were completed face to face with a key worker, c100% of participants had completed these forms, when the process moved to on line, only 28% completed these forms.

Where analysis has been derived from the equal opportunities form these are noted. This analysis excludes those employed who have been supported by PEC largely through the advisor development programme.

Where there is a significant difference in the characteristics of participants recruited in April to June 22, compared to those from Jan to March 22, these are highlighted.

3.1 Economic Status

Q7 Current Employment Status



Base: 250 registrations Jan to end June 22

The majority, 62% are unemployed and seeking a job. The remainder are economically inactive. Overall 15% of participants are economically inactive and not currently seeking a job. This group who are economically inactive and not seeking a job are those who are furthest from the market, the “Pre-Pre-Employability” group. PEC is increasingly reaching this group: 22% of participants in Q1 fall in this group while a higher proportion, 27% in Q2.

PEC is increasing its reach into this most hard to reach group.

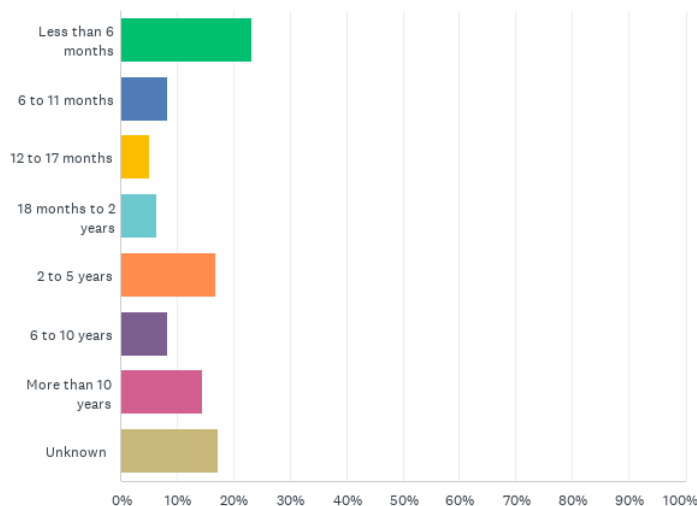
For context within Clacks, by far the largest group is those who are economically inactive and are not seeking a job (7,700).

	Total Clacks Jan 21 to Dec 21	PEC Participants	PEC Participants as % of Clacks
Working Population	31,800		
Unemployed	900	157	17.4%
Economically Inactive Wanting a Job	400	36	9.0%
Economically inactive: Other	7,700	58	0.8%

While PEC is reaching a large number of participants who are economically inactive and not seeking a job, this remains a very small proportion of this overall group, indicating that substantial additional effort is required to reach this group.

For those who are unemployed, 39% were previously unemployed for more than 2 years with a further 18% unemployed for an unknown length of time. 23% were short term unemployed of less than 6 months.

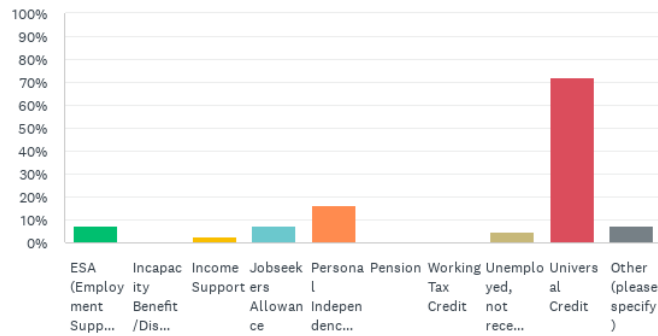
Q8 If previously unemployed, for how long in months



Base: 250 registrations Jan to end June 22

It is concluded that PEC is successfully and increasingly reaching those that are furthest from the labour market.

Q5 Are you in receipt of any of the following benefits

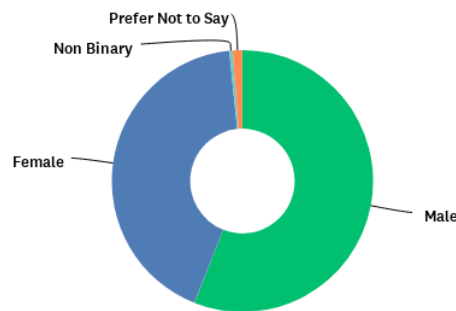


Base: 163 completed Equal Opportunities Monitoring Form as at 30th July 2022

89% of respondents are in receipt of one or more benefit. Of these, the majority (72%) are in receipt of Universal Credit, with a significant proportion (16%) in receipt of Personal Independence Allowance.

3.2 Gender

Q6 Gender



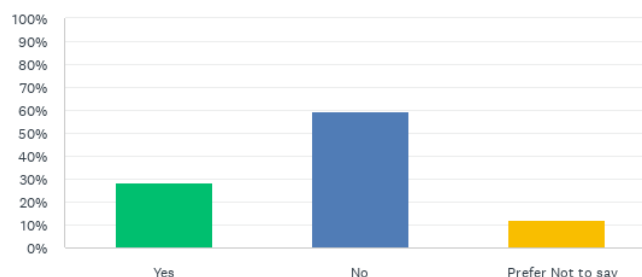
Base: 250 registrations Jan to end June 22

56% of participants are male and 42% female.

3.3 Disability

28% regard themselves as having a disability with a further 12% preferring not to say. This is significantly above the estimated average of 20% of the population in Scotland considering themselves as having a disability.

Q6 Do you consider yourself to have a disability?



Base: 163 completed Equal Opportunities Monitoring Form as at 30th June 2022

3.4 Age

To end June 22, PEC participants are spread across all age groups with the largest being 16 to 24 year olds at 34%.

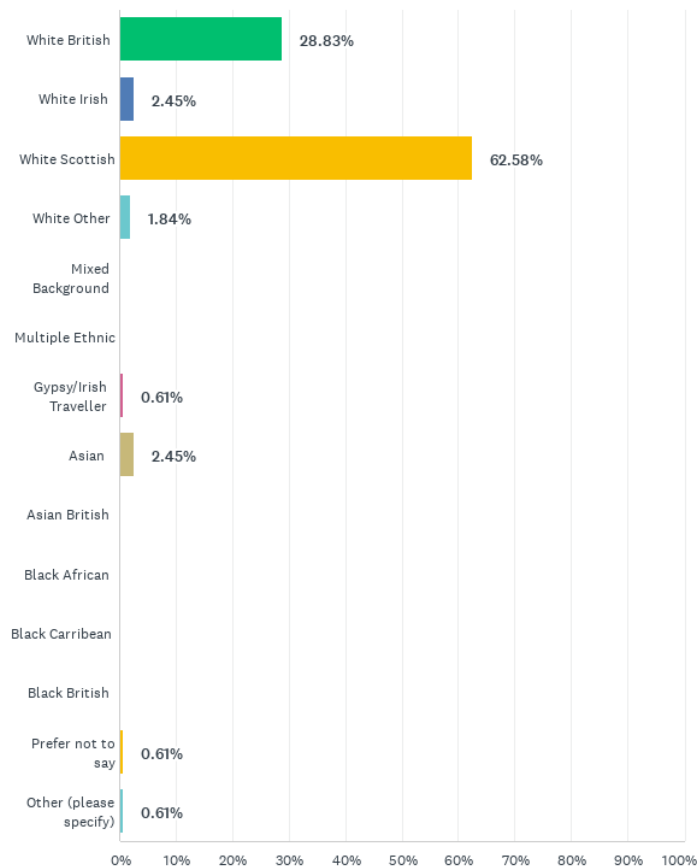
	Term 1		Term 2		Share Term 1 and 2
16 to 19	20	16%	23	18%	17%
20 to 24	20	16%	22	18%	17%
25 to 29	12	10%	14	11%	10%
30 to 34	16	13%	4	3%	8%
35 to 39	9	7%	21	17%	12%
40 to 44	13	10%	12	10%	10%
45 to 49	9	7%	8	6%	7%
50 to 54	9	7%	5	4%	6%
55 to 59	12	10%	5	4%	7%
60 to 64	4	3%	8	6%	5%
65 to 67	1	1%	2	2%	1%
Over 67		0%		0%	0%
Prefer not to say		0%	1	1%	0%
Total	125		125		

Source: PEC registrations.

It should be noted that this information has been drawn from a different source than that used in the end March 22 report, so information is not comparable with the March 22 report.

3.5 Ethnic Group

Q3 Ethnic Group



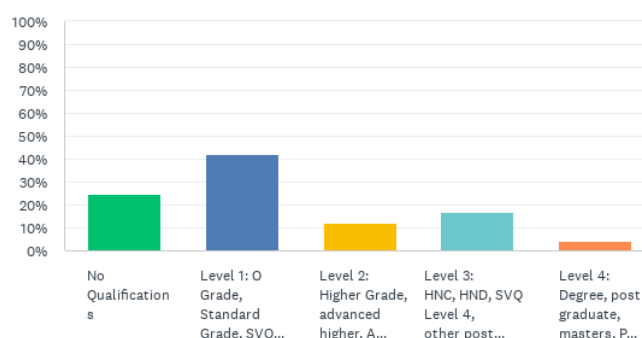
Base: 163 completed Equal Opportunities Monitoring Form as at 30th April 2022

96% regard themselves as White British, Irish, Scottish or Other.

3.6 Educational Attainment

The PEC participants have a low level of educational achievement. 25% of participants have no qualifications, a further 54% have school level qualifications and 21% have some post school qualification.

Q9 What is your highest level of educational achievement?



Base: 250 registrations Jan to end June 22

3.7 Area of Deprivation

An analysis has been undertaken to identify those that live in areas of particular deprivation. Those areas in SIMD decile 1 are those in the 10% most deprived areas.

Residence of Participants by Scottish Index of Multiple Deprivation (SIMD) Decile

SIMD Decile	PEC		Clackmannanshire
	Number Registrations	% of registrations	% of data zones
1	80	32%	11%
2	54	22%	13%
3	42	17%	19%
4	23	9%	7%
5	22	9%	11%
6	3	1%	8%
7	9	4%	4%
8	3	1%	11%
9	11	4%	10%
10	2	1%	6%
Total	249	100%	100%

*Missing SIMD for FK10 1BG

Base: 250 registrations Jan to end June 22

When compared to the share of Scottish population in each SIMD decile, PEC participants are almost three times more likely to be in the most deprived decile. This is caused in part by the take up/registration of PEC participants to the most deprived areas and in part because Clackmannanshire as a whole has more deprived areas when compared to Scotland as a whole.

PEC registrants are almost three times more likely to live in the most deprived areas compared to Clacks as a whole. 71% of PEC participants live in one of the 3 deciles of most deprived areas compared to 43% for Clackmannanshire's population overall.

3.8 Source of Referrals

When asked the source of any referral, there was a mixed response. In some cases the PEC participant indicated that they had been referred from more than one sources. The results show that c77% of participants have been referred by a public or third sector agency, reinforcing the interlinked nature of PEC to other existing supports.

Source of Referrals Jan to June 22

Organisation	Quarter 1 Jan to March 22		Q2 April to June 22		Q1 and Q2 Jan to June 22	
	Number	%	Number	%	Number	%
Clacksworks	52	37%	17	16%	69	27.60%
Self Referral	35	25%	23	21%	58	23.20%
DWP/Job Centre	25	18%	36	33%	61	24.40%
Skills Development Scotland	6	4%	2	2%	8	3.20%
Homestart	5	4%	4	4%	9	3.60%
Jumpstart Employability Program	4	3%	-	0%	4	1.60%
PEC Anxiety Workshop	3	2%	-	0%	3	1.20%
Welcome Scotland	2	1%	-	0%	2	0.80%
ACE	2	1%	1	1%	3	1.20%
Community Justice	2	1%	2	2%	4	1.60%
Forth Valley Recovery Community	2	1%	-	0%	2	0.80%
Action for Children	1	1%	2	2%	3	1.20%
Alloa High School	1	1%	-	0%	1	0.40%
Barnardo's	1	1%	-	0%	1	0.40%
DYW	1	1%	-	0%	1	0.40%
Citizens Advice Bureau		0%	1	1%	1	0.40%
Dollar Lunch Club		0%	1	1%	1	0.40%
Fairstart		0%	3	3%	3	1.20%
Facebook		0%	1	1%	1	0.40%
Shine		0%	4	4%	4	1.60%
GP Practice Mental Health Nurse		0%	1	1%	1	0.40%
CLD Team		0%	1	1%	1	0.40%
Youth Hub		0%	8	7%	8	3.20%
Clackmannanshire Schools Support Service		0%	1	1%	1	0.40%
Total	142	100%	108	100%	250	

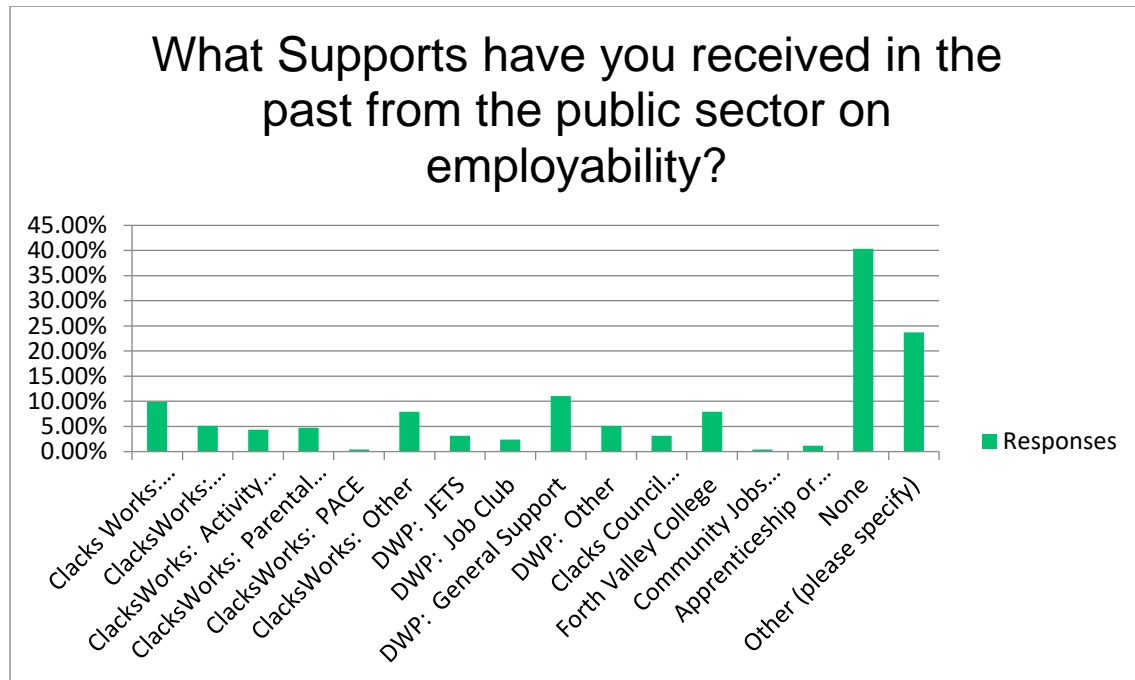
Compared to the Q1 period, a further 9 referral routes have been cited by registrants.

The source of referrals has changed substantially in Q2. While Clacksworks remain the largest source of referrals over the first 6 months of operation, their share of referrals has over halved from 37% to 16% of referrals while the referrals from DWP have increased substantially from 18% to 33% of referrals.

These figures should be taken with caution as this uses information provided by the registrant.

3.9 Other Supports Received

Participants were asked what supports they had already received from the public sector. The majority, 60% reported that they had already received at least one support. The table below shows the breadth of these.



Base: 250 registrations Jan to end June 22

Grouping the various supports offered by organisation, shows there is a dominance of supports from ClacksWorks and to a lesser extent DWP. Many of these supports have been received over a long period and are expected to be a result of the depth and length of supports ClacksWorks provides.

Source of Previous Supports received

Organisation	Number	% citing previous supports
ClacksWorks	82	48.5%
DWP	55	32.5%
CLD	8	4.7%
FVC	20	11.8%
Training	3	1.8%
CJS	1	0.6%
Total Receiving any Support	169	100.0%

Base: 250 registrations Jan to end June 22

Number of supports received per participant

Number of Supports	Q1 Jan to March 22		Q2 April to June 22		Q1 and Q2 Jan to June 22	
	No. Participants	% Registrations	No. Participants	% Registrations	No. Participants	% Registrations
0	55	39%	47	44%	102	41%
1	62	44%	38	35%	100	40%
2	17	12%	18	17%	35	14%
3	2	1%	3	3%	5	2%
4	3	2%	1	1%	4	2%
5	2	1%	1	1%	3	1%
6	1	1%	0	0%	1	0%
Total Participants	142		108		250	

Base: 250 registrations Jan to end June 22

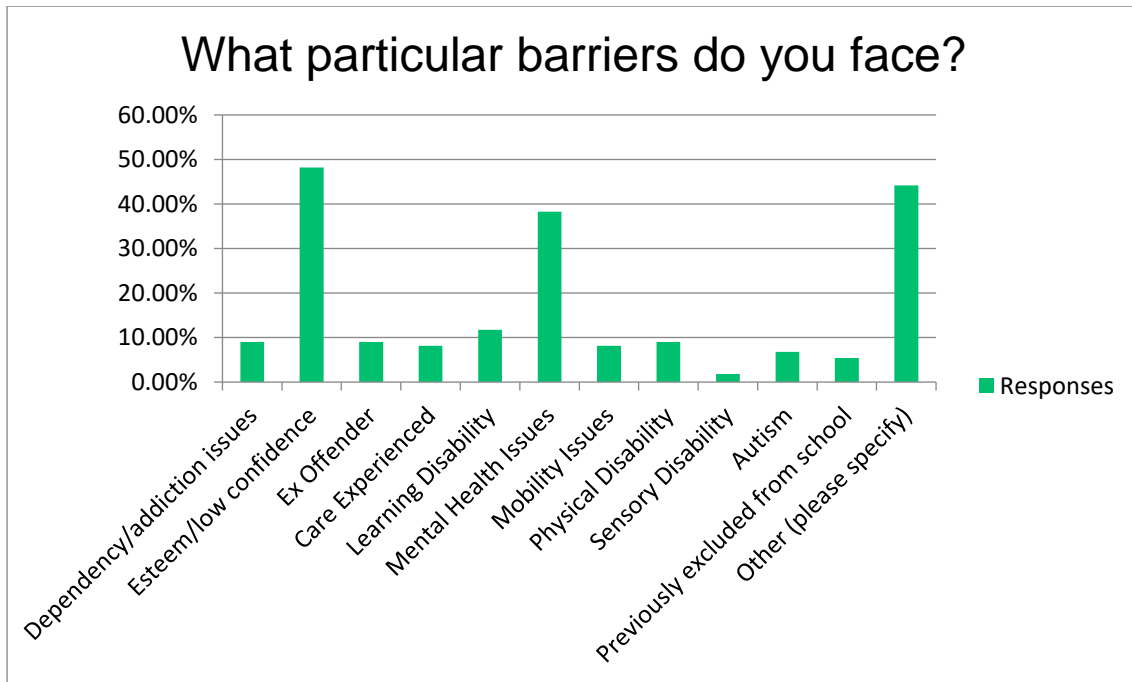
The pattern of supports previously received indicates that there is an intensity in supports for some participants.

41% of participants report that they have not received any previous support from the public sector. In quarter 2 the % of individuals who report not having received any support before has increased to 44% from 39% implying a gradual in-road to those who are less active in the labour market.

A small proportion 5% have reported they have received 3 or more supports.

3.10 Barriers Faced to Employment

Participants faced a wide range of barriers. The most common barriers identified continue to be mental health (38%) and self esteem/low confidence (48%). Other barriers commonly identified included anxiety and dyslexia.



Base: 250 registrations Jan to end June 22

3.11 Wellbeing

A baseline well being score has been taken using the Warwick Edinburgh Mental Wellbeing Scale (WEMWBS). For those new registrants in Term 2 who completed this voluntary survey the average score is 47.4 (median score 44), which is below the national norm of 51.6. This is identical to the score for Term 1 participants.

More meaningful analysis of these results will be made when a comparison of scores at the end of PEC will be made to identify any improvement in wellbeing.

5 Activities Delivered for Individual Participants

PEC delivers a range of activities to support participants. An overview of activity undertaken is set out in this section.

5.1 Training and Development

In quarter 2, PEC provided a range of 49 courses comprising a total of 75 sessions. In addition 3 courses were cancelled. One due to trainer illness and two due to non attendance due to on line delivery format.

The content and approach of the training and development in quarter 2 has been changed substantially on the basis of lessons learnt from the first quarter. Key changes are:

- (i) An overall adjustment of the training programme to reflect the needs and interests of participants
- (ii) A shift towards soft skills courses and in particular those on confidence and wellbeing and mental health areas
- (iii) A termination of employability award course (to reflect that this is activity which ClacksWorks provide on a one to one basis)
- (iv) Piloting of a small number of longer courses which are directly targeted at skill shortages: Forklift Training, Introduction to Hospitality
- (v) A gradual termination of courses delivered on line which struggled to secure attendance

Moves were also made to deliver courses in local communities, 5 courses covering first aid and wellbeing programmes were delivered at Bowmar Centre, Tullibody and HomeStart. This builds on other courses in Term 1 which were also delivered in Alva, Sauchie and Hawkhill. The extent to which this community level delivery is possible is determined by the nature of the course and in particular avoiding any specialist course and the strength of the linkages of the host organisation with their local community.

The courses are broadly split into five categories:

Category of Course	Title of Course
Basic Skills	Numeracy, IT, literacy (reported elsewhere)
Soft Skills	Personal Development, Confidence and Wellbeing, Tier and Tier Lite, Managing Anxiety, SMART recovery workshops, Autism Awareness, Suicide Prevention
Employability	SQA Employability Award
Vocational	PAT, 1 st Aid, Pediatric First Aid, First Aid at Work
Passport to Employment	CSCS, IOSH, Food Safety in Catering, Forklift Counter Balance, Introduction to Hospitality

PEC Courses by Category April to June 22

Course Category	Number of Courses	Number of Course Sessions
Basic: Literacy, numeracy, IT	5	5
Soft Skills: Personal Development, Tier, Managing Anxiety	19	31
Employability	2	9
Vocational: PAT, 1st Aid, Video	9	14
Passport to Employment: CSCS, IOSH, Food Safety in Catering, Enterprise, Virus and Infection Control	7	16
Total Courses	42	75

Annex 3 sets out a full report on training and development course including bookings and attendance.

These were a mixture of accredited and unaccredited courses.

5.1.1 Attendance

The management and delivery of the training programme has improved significantly in Terms 2, with 59% of the total capacity of courses being filled (this compares to only 30% in Term 1). This has been achieved in part through a more effective management and administrative process and in part through redesigning and structuring the programme to better meet the identified needs of participants, building on lessons learned in Term 1.

While roughly the same number of courses were held (42 in Term 2, 38 in Term 1), the huge difference was that no courses were cancelled due to lack of demand in Term 2, compared to 27 in Term 1. There were however 3 in Term 2 which were cancelled due to the sickness of the tutor and the challenge of securing attendance and engagement using on line courses.

Around a comparable number of PEC participants attended the Term 2 programme as the Term 1 activity and there was a significant number (63) of employees who attended events of PEC, largely the advisor skills programme.

However there remain a substantial proportion of PEC participants who did not attend any activity in Term 2. In some cases this is for positive reasons such as they have left PEC or have just joined PEC at the end of Term 2. However there is a significant number who have either not engaged for the first time or engaged in Term 1 but have not sustained their engagement. This should be a priority for Term 3.

Further analysis of attendance is provided below.

Places and Attendance of Term 2 PEC Courses.

	Courses	Places	Booked	Attendance	% attendance	% capacity
Basic: Literacy, numeracy, IT	5	45	53	8	15%	18%
Soft Skills: Personal Development, Tier, Managing Anxiety	19	207	252	150	60%	72%
Employability	2	80	47	35	74%	44%
Vocational: PAT, 1st Aid, Video	9	116	163	90	55%	78%
Passport to Employment: CSCS, IOSH, Food Safety in Catering, Enterprise, Virus and Infection Control	7	123	135	54	40%	44%
Total with Attendance Records	42	571	650	337	52%	59%
Courses with no attendance Records	7	187				
Total Courses	49	758				

Source: PEC Course Attendance Records for the Courses where attendance records have been provided

A total of 758 places were available on 49 courses covering 75 course sessions.

Unfortunately some of the providers have not provided attendance records. These have been excluded from this analysis. Attendance is 59% of the capacity offered by these courses.

This is a significant increase from 30% in Term 1. This is a result of improved systems to confirm and remind participants of their attendance; a readjustment of the course programme to reflect the needs/wants of the participants.

The level of drop out between bookings and attendance continues at around 50% drop out, however the introduction of an “overbooking” system for some courses has proven successful in maximising course places used.

By far the most popular courses were in soft skills including wellbeing followed by vocational and passport courses. Attendance was lowest in Basic, literacy and IT course. This reflects a very low attendance of IT courses.

5.1.2 Training and Development Attenders

The frequency of attendances varies across individuals and is set out below

Participants by the number of activities they have attended in Term 2

Term 2 Attendances incl all type of participants				Term 2 attendances excl employees		
Number of Attendances per person	No of People	% term 2 only	Number Attendances	No of People	% term 2 only	Number Attendances
1	63	44%	63	41	40%	41
2	26	18%	52	11	11%	22
3	14	10%	42	11	11%	33
4	10	7%	40	8	8%	32
5	6	4%	30	6	6%	30
6	2	1%	12	2	2%	12
7	6	4%	42	6	6%	42
8	0	0%	0	0	0%	0
9	5	3%	45	5	5%	45
10	1	1%	10	1	1%	10
11	3	2%	33	3	3%	33
12	2	1%	24	2	2%	24
13	1	1%	13	1	1%	13
14	3	2%	42	3	3%	42
15	0	0%	0	0	0%	0
16	1	1%	16	1	1%	16
17	0	0%	0	0	0%	0
18	1	1%	18	1	1%	18
Total	144	100%	482	102	100%	413

Source: PEC Attendance Records

In all 144 individuals attended one or more activities in PEC during Term 2, but this included 42 people who were employed – largely those attending one or more of the advisor programme events.

A substantial proportion – 106 (42% of PEC registrants) did not attend anything in Term 2. Although this will be the subject of further detailed analysis in the full evaluation. Initial analysis highlights that this group includes:

Rough Indication of PEC Registrant Groups who have not attended Term 2 activity

Those who have attended courses at those events where attendance records have yet to be received	Unknown
Those who have left PEC before they did any Term 2 activity	18
Those who were recent recruits at the end of the Term 2, where no activities were planned in the summer to suit their needs	36
Those who booked to events but did not attend	34
Those who attended activities in Term 1, but not Term 2	57

Continuing to engage with this group will be paramount. For those who registered late in Term 2, the key will be to establish relevant and valuable activities for these participants to benefit from, for those who registered months ago, a priority should be to re-engage and encourage future attendance. Finally securing attendance and avoiding drop out of events should continue to be a ongoing priority.

Attendance by type of course shows that soft skills are the highly used followed by basic skills which includes attendances at literacy.

Number of Attendances and Attendees by Type of Course in Term 2

	Basic	Soft Skills	Employability	Vocational	Passport to employment
Attendances	95	210	23	100	54
Number attending at least one course	27	88	12	43	24

Proportion of Course Session attendance by type of participant (excluding employees)

%	Basic	Soft Skills	Employability	Vocational	Passport to employment
Unemployed	52%	49%	92%	59%	83%
Economically Inactive wanting a job	16%	15%	8%	10%	4%
Economically inactive other	32%	32%	0%	29%	13%
Unknown/Not Registered	0%	4%	0%	2%	0%
Total	100%	100%	100%	100%	100%

Source: PEC Attendance Records

The unemployed are the most active group across all types of individuals. Only those who are unemployed or economically inactive and seeking employment have undertaken employability supports. The economically inactive are most active in basic and soft skills reflecting their initial steps to progress into employment. Where this group has undertaken vocational skills, these have been dominated by attendance at First Aid emergency courses, one of the most successful early access course.

5.1.3 Qualification

Some of the courses are externally accredited. To date a total of 57 qualifications have been achieved (excluding information pending from Forth Valley College). This exceeds the targets set for the programme.

Course	Number of Qualifications Achieved
PAT Testing	13
CSCS Card	19
IOSH	Pending
Mental Health 1st Aid	8
Emergency First Aid	Pending
First Aid at Work	Pending
Food Safety in Catering	8
SQA Employability Award	6
Industrial Cleaning	3
Total Qualifications Achieved	57

Further Qualifications pending from Forth Valley College

5.1.4 Feedback from Participants

After each course has been completed, a proportion of participants have been issued with a short electronic questionnaire via surveymonkey.

The responses to these surveys have been low with only 36 responses overall, representing a 42% response rate for those issued. A new approach to gathering initial feedback will be introduced for Term 3.

It would be inappropriate to draw detailed conclusions on the basis of such a small response rate, but it would appear that all courses are regarded as good to very good in all aspects and all have had at least a moderate impact on progression to employment.

Participants Initial Feedback. How do you rate the course in terms of:

Category of Course	Its Content (score out of 2)	Those Delivering It (score out of 2)	Its organisation and management (score out of 2)	Overall (score out of 2)	The extent is has helped progress to employment (score out of 4)	Number Responses
Basic	1.5	1.5	1.5	1.5	2	2
Soft Skills	1.4	1.6	1.6	1.6	2.3	7
Employability	1.7	2	2	2	2.7	3
Vocational	1.8	1.5	1.6	1.8	2.7	13
Passport to Employment	1.4	1.5	1.2	1.3	2.2	11

(1) Average where Very Poor = -2, Poor = 1, OK = 0, Good = 1 and Very Good = 2. Score out of 2

(2) Average for progression to employment where None at all = 0, A little = 1, A moderate amount = 2, A lot = 3, A great deal = 4. Score out of 4

5.2 Wellbeing Event

A wellbeing event was held on 28th June 2022 at Hawkhill Community Centre.

The event was designed to provide support for PEC participants to consider progression and engaging in other activities while at the same time learning about a range of social and community supports. The event also included family activities to allow attendance as the date fell in the school holidays.

In all c250 plus people attended and stalls were hosted by a range of organisations including:

- CTSI
- Resonate Together
- Clacks Works
- Wellbeing Scotland
- Self Directed Support Forth Valley
- NHS
- Home Energy Scotland
- The Wee County's Mens Shed
- Womens Aid
- Social Security Scotland
- Hawkhill community and youth groups
- Forth Valley College

The weather was not with the event and because the BBQ and lunch was moved indoors there was insufficient space to hold all the planned workshops however workshops were held by Wellbeing Scotland and Resonate Scotland with several information session workshops held by Home Energy Scotland throughout the day. A planned Goal setting for Personal Development was postponed and will be added to the training calendar for future PEC Activity.

5.3 Placements

Placements have been provided by All Cleaned Up and the Japanese Garden. The structure of the placements designed within PEC was the funding of staff within the host organisations who would work full time and supervise those undertaking the placements. Each supervisor would have up to 3 participants at a time, and with a structure of a day a week placement, each supervisor could be engaging with up to 15 individuals per week. This fit the initial design where all participants would undertake a day a week placement.

The delivery of placements have been hit with a number of challenges and the delivery of this element has failed to contribute significantly to PEC.

From March 2022 in all 45 individuals expressed an interest but the placement providers largely failed to deliver these.

In the Japanese Garden the first placements were arriving at the time of the beginning of growth in their visitor numbers. The introduction of placements at this time was a major administrative burden. The Japanese Gardens withdrew from offering placements from May 22.

In all 24 individuals were identified as participants for the Japanese Gardens.

All Cleaned Up provided a range of placement opportunities, with the first matched in March 2022. ACU held two induction sessions for participants prior to starting the placement. Unfortunately at around that time, the key member of staff who was managing the programme on behalf of All Cleaned Up left the organisation and there was little further progress.

From May 22, there was little activity and All Cleaned Up have withdrawn from offering placements from then.

In all 21 individuals were identified as participants for All Cleaned Up.

While the placements within PEC in the first 6 months have been largely a failure, the role of placements and volunteering opportunities is recognised as of great value in helping individuals progress towards employment.

Recognising this, a new placement programme has been established with The Conservation Volunteers (TCV) who will provide placements to 10 individuals for 18 weeks in ½ day a week working at Gartmorn Dam on a range of conservation and environmental activities. It is hoped that this more structured programme, in partnership with TCV who have extensive experience of working with this client group will more fully engage and deliver these opportunities.

5.4 Enterprise Programme

An Enterprise Programme was run in May 22. This comprised a series of six workshops:

Workshop Title	Number of Attendees
Making Self Employment an Option	9
Ideas Generation	8
Basics of Business	8
Confidence building	7
Are Entrepreneurs Born or Made	5
Route Planning	5

The programme started with 9 participants and with a drop out as the workshops progressed. This drop out was largely as participants considered whether starting a business was for them.

In addition one to one business counselling sessions were held with those who are progressing establishing businesses.

The feedback from the programme was very positive with 83% anticipating starting a business within 12 months.

	Very good	Good	Ok	Not useful
Did you find the sessions Useful?	84%	11%	5%	

	Very good	Good	Ok
Did you find the sessions Useful?	84%	11%	5%
	Yes	No	Not sure
Did this session help you to think about being self-employed?	88%	2%	10%
	Yes	No	Not sure
Do you anticipate starting your business within the next 12 months	83%	10%	7%
	Yes	No	Not Sure
Would you say this session has increased your confidence to take your business idea forward?	96%	2%	2%

Although early days, three individuals are pursuing setting up businesses in:

- Landscape gardening
- Driving
- Cleaning

The Enterprise programme has proven successful in helping participants to consider whether self employment would be appropriate for them. Currently there are no business start up programmes for those who are unemployed and economically inactive (other than the Princes Trust for up to 24 year olds).

This is an area which warrants further consideration to extend outwith the PEC programme.

5.5 Literacy Support

There has been a strong expressed interest for support in literacy 34 participants (13% of PEC participants). In practice this support covers general literacy and numeracy support. Of these 9 are in the process of setting up their first session and making an assessment of their needs. Around a third (12) have set up appointments, but have not attended or are no longer contactable.

Engagement with Literacy Support	Number
Regular	10
Once	2
Sporadic	1
No Show	10
No Response	2
Setting Up	9
Total	34

Of the remaining participants, 13 have received literacy supports. Of these 5 have received short term support:

- One was preparing for his CSCS card exam
- One was seeking support to prepare a personal statement for college
- Two where it was agreed that their literacy levels were such that they no longer required the support
- One is having a break over the summer due to child care and their ongoing need will be assessed later.

Two are unknown in terms of the length of their need as they have only attended one session and it is too early to assess their needs.

Six participants are expected to have ongoing literacy support needs. These individuals all face major challenges. Two have dyslexia and others have major mental health and additional learning needs. These individuals are all far from the labour market.

The identified need for literacy remains strong in PEC participants at 13% of participants, but the conversion of this recognition to attendance and participation in literacy supports is a challenge. This is thought to be in part due to stigma and efforts will continue to overcome this.

5.6 Specialist Supports

PEC has contracts to three organisations to provide specific additional services to PEC participants.

5.6.1 Addiction Support

Delivered by a consortium member – Addiction Support Counselling (now Recovery Scotland) – this service was designed to support PEC participants with addiction issues or who are being affected by those with addiction. This included the appointment of two addiction support workers.

As with the first quarter, there was very limited demand. In a review of the service, the support from Recovery Scotland has been restructured to better suit the needs of PEC and its participants.

This included the establishment of three SMART recovery workshops, held in May and June 22. These Self Management and Recovery Training workshops covered aspects of:

- Building and maintaining motivation
- Coping with urges
- Managing Thoughts, feeling and behaviours
- Living a balanced life.

In all 23 booked for these workshops and 13 attended these.

5.6.2 Debt and Money Advice

Clacks Citizens Advice Bureau has been contracted to provide debt and money advice to participants directly. The level of interest in this support has been low, but is picking up as the number of PEC participants grow.

By end June there have been 6 referrals.

Given the low level of demand, the provision of this support has been reduced each week and the service has been extended to Nov 22.

5.6.3 Autism Assessment and Support

Scottish Autism has been contracted to provide additional support and assessment to PEC participants who present with Autism. This service has been provided on a one to one basis with PEC participants and has helped identify additional needs and supports that would be useful to participants.

By end June, 9 referrals have been made. This support will continue until the contracted 12 participants are supported.

6 Pilot College Bus

Alongside the mainstream PEC activity and in response to transport challenges for those travelling from Clackmannanshire to Falkirk and to a lesser extent Stirling, a pilot college bus has been established by PEC.

This bus is run by Dial-a-Journey and travels from the Hillfoots villages to Forth Valley College Alloa campus and then on to FVC’s Falkirk campus with a second bus running to the Stirling campus.

The college bus has run in challenging circumstances.

- In most of January, because of Covid, the college only ran a limited number of courses at the campuses and the majority were delivered online.
- On the week commencing 14th February the college was closed for half term

The performance of the buses over the 6 months of operation are set out below.

Stirling Bus

A total of 189 passenger trips were made on the Stirling bus. These were by 8 passengers, taking on average 24 trips. It was found that most students do not need to be on campus full time either because the course is part time or because they are using a blended learning course.

	Stirling			
	AM	PM	No of Passenger trips	Average passenger trips per day
Jan	4	7	11	0.73
Feb	10	5	19	1.27
Mar	37	21	58	2.32
Apr	10	5	15	1.50
May	35	26	61	2.77
Jun	14	11	25	3.57
		Total	189	2.01

In April, after the easter break, the route of the Stirling bus changed. In the first term it ran Menstrie, Alva, Tillicoultry, Sauchie, Alloa Campus, Tullibody and Stirling Campus. This gave rise to long journeys for those in the hillfoots by travelling via Alloa. The route was changed to be Alloa Campus, Sauchie, Tillicoultry, Alva, Menstrie, Stirling Campus.

This change did not give rise to a noticeable increase in passengers.

The passengers' pick up points were equally split between Alloa and the hillfoots villages:

Pick Up Point	No. Passengers
Alloa Campus	4
Sauchie	1
Tillicoultry	1
Alva	1
Menstrie	1
Total	8

Falkirk Bus

The demand for the Falkirk bus was almost twice that of the Stirling bus.

	Falkirk			
	AM	PM	No of Passenger trips	Average passenger trips per day
Jan	12	9	21	1.40
Feb	23	20	64	4.27
Mar	75	62	145	2.32
Apr	20	12	32	3.20
May	56	40	91	4.14
Jun	11	8	19	2.71
		Total	372	3.96

A total of 16 passengers used the Falkirk bus each taking an average of 23 trips.

Of the 16 passengers, they were picked up from locations largely split between the hillfoots and Alloa.

Pick Up Point	No. Passengers
Alloa Campus	9
Sauchie	2
Tillicoultry	2
Alva	2
Menstrie	1
Total	16

In both buses, demand in June reduced as students moved to self study in advance of their exams.

Japanese Gardens

There was a small number of trips which were made to the Japanese Garden in the month that it offered placements.

FVC Evening Classes bus

Outwith PEC, Forth Valley College established a programme of evening classes in digital skills. With the assistance of PEC, these places were filled and Dial-a-Journey offered and provided a bus service for the students.

Evaluation

Unfortunately contact details of the passengers were not kept by Dial-a-Journey. We are currently attempting to find contact details of the passengers through other routes to complete research to secure their views of the value of the bus service and the extent to which it has changed their behaviour in studying.

7 Infrastructure Supports

As well as the mainstream supports which are assisting individual PEC participants, PEC is funding a number of initiatives which will support the programme as a whole and/or support the improvement of the overall employability support infrastructure in Clackmannanshire.

6.1 Mapping of Existing Provision

An interactive and searchable database of the existing employability support provision is underway. The delivery of PEC has highlighted that wider wellbeing issues are fundamental to the progression of individuals towards employment and therefore the database will be extended to cover this wider group of wellbeing and community support programmes.

The database will be searchable by a number of factors including beneficiary, location and type of support.

As well as basic descriptions of the programme, this will also record levels of activities and performance of supports. It is designed so that individual programme deliverers can update their own entry.

At the time of this report over 100 programmes and projects have already been logged, run by over 60 organisations. The development of the database has been substantially delayed, but it is hoped that the database will be launched in August.

Once launched, the information included will be provided to programme managers and they will have an opportunity to review and amend the entry as well as highlight other activities which are underway.

The database will also have the ability to provide a range of reports on the scale and type of activity in place in Clacks.

6.2 Video

A video is underway which will provide:

- A short 30 second video targeted at potential PEC participants
- A 20 minute video for funders, stakeholders and policy makers providing an overview of the programme, its rationale and benefits
- A shorter, overview, 5 minute video for funders, stakeholders and policy makers

7 Advisor Support Programme

PEC included two courses to increase the skills of those delivering PC (Supervisor Skills and Mental Health First Aid). Following the positive feedback from these, a short market research programme was undertaken to identify the level of demand for training for others working in Clackmannanshire to support our client group.

Following the market research, five courses were established and run in April to June 22.

- Mental Health First Aid
- ASIST suicide prevention
- Awareness of Autism
- Working with Clients with Anxiety
- Trauma informed practice

7.1 Bookings and Attendance

Demand for the programme was substantial and bookings were received from 95 individuals from 23 organisations.

Bookings for Advisor Support Programme

Course	Number Individuals	Number organisations
Mental Health First Aid	11	9
ASIST suicide prevention	16	9
Awareness of Autism	14	7
Working with Clients with Anxiety	31	13
Trauma informed practice	22	10
Total	95	23

The organisations who participated were drawn from a wide range of organisations delivering support for the PEC client group. These are drawn from the public, third sector and private sector. Attendees were drawn from:

- Action for Children
- Apex Scotland
- Clackmannanshire Economic Regeneration Trust (CERT)
- Clackmannanshire and Stirling Health Care Partnership
- Clacks Citizens Advice Bureau (CAB)
- Clackmannanshire Council Economic Development
- Clackmannanshire Council Housing
- Clackmannanshire Council Clacks Works

Clackmannanshire Council Community Learning and Development
 Clackmannanshire Womens' Aid
 Clackmannanshire Third Sector Interface (CTSi)
 Department of Work and Pension (DWP)
 DWP Youth Hub
 Developing Young Workforce
 Scottish Prison Service – Glenochil Prison
 Scottish Prison Service
 Includem
 Reach Out with Arts in Mind
 Resonate Together
 Resilience Learning Partnership
 Skills Development Scotland
 Triage Central
 Volunteering Matters

Attendances for the courses was much lower, anecdotally due to work pressures and holidays.

Attendances for Advisor Support Programme

Course	Number Individual	Number Organisations
Mental Health First Aid	4	3
ASIST: Suicide First Aid	6	5
Awareness of Autism	9	6
Working with Clients with Anxiety	21	11
Trauma Informed Practice	8	5
Total	48	

Disappointingly there was a 50% drop out between bookings and attendance.

7.2 Feedback from Participants

A short survey was issued to all participants on the completion of the course. 16 responses were received and are set out in the table below.

Although small numbers of responses, all courses were rated, in all aspects, as good or better. The course which performed highest was the 2 day ASIST suicide prevention training programme with Trauma Informed Practice performing well.

ASIST training followed by Mental Health First Aid (although with very small number of responses) were seen to have the greatest impact on improvement in skills for participants.

Participants Initial Feedback. How do you rate the course in terms of:

Advisory Course	Its Content (score out of 2)	Those Delivering It (score out of 2)	Its organisation and management (score out of 2)	Overall (score out of 2)	The extent is has helped improved your skills (score out of 4)	Number Responses
Mental Health First Aid	1	1	1	1.5	3.5	2
ASIST Suicide Prevention Training	2	2	1.8	1.8	3.8	4
Autism Awareness	1.5	1.5	1	1.5	3	2
Working with Clients with Anxiety	1.5	1.5	1.5	1.5	1.5	2
Trauma Informed Practice	1.7	2	1.7	1.8	2.7	6
All Advisory Programme	1.6	1.8	1.5	1.7	2.9	16

(1) Average where Very Poor = -2, Poor = 1, OK = 0, Good = 1 and Very Good = 2. Score out of 2

(2) Average for progression to employment where None at all = 0, A little = 1, A moderate amount = 2, A lot = 3, A great deal = 4. Score out of 4

8 Progression and Outcomes

8.1 Progression from PEC

PEC has now been operating for 6 months. Working with the PEC participants and understanding the breadth of challenges they face and often the long distance they are from being able to join the labour market the PEC programme has adjusted as far as possible to suit these needs.

As part of this, PEC has decided that no participant will be asked to leave PEC or will be regarded as having "completed" PEC. This approach has shown that many of the economically inactive who are furthest from the labour market may register and take some time before they engage in a PEC activity, there are many instances where someone was active early in PEC then disengaged, but then re-engaged.

Throughout the key worker structure of PEC ensures that regular contact is made where possible.

There is a category of participants who are now regarded as having left PEC. These 67 individuals are those who have reported some form of progression, asked to be removed from PEC communications or they have become uncontactable.

At the end of June 22, 68 participants have voluntarily left PEC, representing 27% of registrants.

As part of an ongoing programme of key worker contact, their outcomes are:

Current Status of Leavers, by economic status at start of PEC as at 30 June 22

	Unemployed	Economically Inactive	Total	% of positive destination
In Employment or Self Employment	19	14	33	63%
In Education or Training	6		6	12%
In Employability Supports	6	2	8	15%
In Volunteering	2	3	5	10%
Wishes Removed from PEC	7	2	9	
Uncontactable	3	4	7	
Total	43	25	68	
% in Positive Progression	77%	76%	76%	

Recognising the nature of the client group, PEC has a policy that no one is removed from PEC, but rather they can continue to engage as long as they wish, or disengage and re-engaged at a later time.

Overall only 0.4% of registrants no longer wish to engage with PEC. Another 0.28% are uncontactable with the remainder indicating a strong and ongoing engagement with PEC.

Of those who have progressed from PEC, the majority (76%) have moved into a positive destination (including further employability supports). The most common positive destination is movement to employment or self employment, representing 63% of positive destinations. This is for both those who were unemployed (57%) and economically inactive (74%)

Employment or self employment is the most common progression from PEC, for both those who were unemployed or economically inactive at the start of PEC. Performance against progression to education or training is low but this may be due to the timing of this report, with this increasing when the next academic year and other training programmes starting in the Autumn.

A more structured progression support programme is being implemented and further developed. At the core is the key worker structure where one to one discussions with participants developing action plans including progression from the programme.

Progression to Employability Supports has started in quarter 2. Participants were identified who reported that they were ready to seek work. This list of 43 names was provided to ClacksWorks. After a process where ClacksWorks identified and removed current and past clients, 25 clients were identified who would be suitable for ClacksWorks support. 11 of the 25 identified were previous clients who can re engage with ClacksWorks if they wanted to.

It has been challenging to ensure a transition to ClacksWorks support. Clacksworks were reluctant to contact the 25 target clients directly.

Subsequently one-to -one meetings were established and held on 1st June 2022. The 14 PEC participants who had not previously worked with ClacksWorks were invited for these meetings but only 1 attended. Informal feedback on the low attendance was a reluctance to engage with the Council, for whatever reason, a lack of value or understanding of the supports available or that the date was unsuitable.

Helping to encourage participants to value and engage with ClacksWorks will be an ongoing challenge and priority for PEC in the next period. One suggestions is PEC/ClacksWorks collaboration on “employability” focused sessions such as CV workshops or attendance at Wellbeing sessions.

Of those moving towards employment, either by directly moving to employment or through progressing to employability supports, the majority - 80% reach employment/self employment without further employability supports.

8.2 Outcomes

At the point of application for CRF, PEC selected indicators from a range of potential measures and set targets. These are set out below. The target for qualifications were adjusted to 50 to reflect the definition of qualification which emerged after the award of the funding.

Below is a report on progress against outcome targets as at end June 2022. For many measures, the definition remains unclear. For the purpose of the reporting the following definitions have been used:

- Engaging in life skills following intervention. Given the ongoing nature of engagement with PEC, defined as those engaging in any basic, soft or employability skills and those now in employment or volunteering
- Newly engaged in job searching. Those who are moving to employability supports or those who are now in employment or self employment
- Engaged with the benefits system. This is hard to interpret as the vast majority of PEC participants are engaged with the benefit system at the start of PEC. This measure is therefore interpreted as those who are active on PEC and indicated they were in benefits at the start of PEC LESS those who have moved to a positive destination of employment or self employment. It is recognised that this approach is imprecise, and it is hoped that CRF will provide greater clarity of their definition of this measure which will be used in the full evaluation

By the end of June 22, the original timescales for the PEC project before the no cost extension was provided, all but one target has been met and exceeded/

Progression to education and training following support has not been achieved and this is expected to be largely due to the timing of this review and it is expected these figures will increase when the academic year commences in August/Sept 22.

The original application and regular DWP reporting have different measures. Both are reported here.

Outcome of PEC Against Programme Measures 30 June 22 as per application form

Participants	Target	Actual as at 30 June 22	% achieved
Economically inactive	83	92	111%
Unemployed	75	158	211%
Employed	7	86	1229%
Voluntary Sector Organisations	9	14	156%
Activity			
Direct Supports on 1 to 1	158	277	175%
Direct Supports 1 to many	167	746	447%
Outcome	Target	Actual as at 30 June 22	% achieved
People in Education or Training following support	27	6	22%
People gaining a qualification following (or within) support	50	57	114%
Economically inactive people now in employment or self employment following support	13	14	108%
Economically inactive people now newly engaged in job searching following support	13	17	131%
Economically inactive people who are now engaged in life skills supports following intervention	47	59	126%
Economically inactive people engaging with benefits system following support	41	78	190%

Qualifications pending information from Forth Valley College

People who are now engaged in life skills supports defined as those who have undertaken basic, soft or employability skills

Economically inactive people engaged with the benefit system following support defined as all economically inactive supported (as all engaged with benefit system)

Newly engaged in job searching defined as those subsequently in employment plus those receiving employability supports either during or after PEC

Direct Supports 1 to many is group work.

DWP have set out a series of measures on which PEC reports monthly, including many which are not specific to the economically inactive, these are reported out below.

Outcome of PEC Against DWP Programme Measures 30 June 22

Participants	Target	Actual as at 30 June 22	% achieved
Economically inactive	83	92	111%
Unemployed	75	158	211%
Employed	7	86	1229%
Voluntary Sector Organisations	9	14	156%
Activity			
Direct Supports on 1 to 1	158	277	175%
Direct Supports 1 to many	167	746	447%
Outcome	Target	Actual as at 30 June 22	% achieved
People in Education or Training following support	27	6	22%
People gaining a qualification following (or within) support	50	57	114%
People now in employment or self employment following support	13	33	254%
People now newly engaged in job searching following support	13	41	315%
People who are now engaged in life skills supports following intervention	47	168	357%
Economically inactive people engaging with benefits system following support	41	78	190%

9 Lessons from Quarter 2

The programme in quarter 2 was substantially amended from quarter 1, building on the lessons learnt. In particular:

- An introduction of a series of health and wellbeing courses building on the needs of participants
- Courses which were of limited interest to PEC participants were withdrawn or redesigned
- A withdrawal of employability courses, recognising that ClacksWorks can complete this
- Introduction and implementation of efficient course and client management programmes.
- The level of provision and content of PEC continues to be high with 75 course sessions in Term 2. (72 in Term 1)
- Attendance at courses has increased from 30% of capacity to 59% in Term 2.
- An adjustment to the addiction support programme to reduce funding and to reallocate resources to SMART workshops
- A reduction then termination of on line provision
- A detailed consideration was made on the content and profile of the programme to allow an extension to end Dec 22. The programme proposed for July to Dec 22 is set out in a subsequent section.
- The recruitment and client management programme has continued to be strong with 250 participant registrations by end June 22 (against a programme target of 158).
- Initial progress has been made to establish a programme to secure progression from PEC to other positive destinations.

However

- The placement programmes as initially designed have not delivered. Both providers have stopped operating early in the programme. PEC has now contracted another placement provider – The Conservation Volunteers to offer placements from August 22.
- Proactive outreach activities are required to reach the economically inactive. This is time consuming.
- The development of the database of existing provision has taken longer than expected
- Securing and sustaining active engagement in PEC is the greatest challenge for Term 3. The progression of participants to seeking employability supports from ClacksWorks is challenging and innovative approaches are required to encourage clients to want to engage with ClacksWorks and to ensure a warm handover.

These lessons are being taken forward in the design of Term 3.

10 Future Activities and Forward Programme July to Dec 22

Throughout the first two quarter lessons were learnt and these have been used to establish the July to Dec 22 programme.

To take account of summer holidays and in particular child care challenges that this represents, no PEC activity is planned in July and August at this time. This may be supplemented with some wellbeing workshops depending on the feedback from participants.

The PEC programme has substantially less finances available for its second 6 months of operation. This period has 29% of the overall funding to fund the mainstream element of PEC including core staffing, training courses, placements, literacy provision. This also includes money advice and autism support where the level of support has been “stretched” to cover a longer period.

10.1 Core Staff Team

A smaller staff team of:

- A project Manager (employed by CERT)
- One key worker (down from 2) (employed by CERT)
- A part time administrator (employed by CERT)
- A part time (1 day per week) financial administrator (employed by CTSI)

This team will be responsible for the promotion of PEC, the recruitment to the programme, working with each individual to identify their needs and develop support programmes, regular contact with all participants to identify ongoing needs and challenges, working with participants to secure engagement, administering all training courses and activities and completing appropriate financial administration of the PEC programme contract overall.

The key workers work closely with each participants to support progression along and from the programme.

10.2 Recruitment and Outreach

PEC has been successful at exceeding all its activity and recruitment targets. The largest group of those not in work are the economically inactive who are not currently seeking employment (currently 7,700) in Clackmannanshire. These are the groups which have the most significant barriers to seeking employment and are the Pre-Pre Employment group where it is anticipated that only slow and gradual steps can be taken to progress this group towards the ultimate goal of a positive destination.

This group is the target of PEC and of the forthcoming Shared Prosperity Fund programme. This is the group which is less likely to be engaged with any employability supports and are on non work related benefits. As such they are a group who are not well engaged with any employability support programme.

A priority for PEC will be to target and engage this group. A key mechanism is to further explore and strengthen links to the NHS, GPs and schools.

10.3 Training and Workshop Programme

A more focused training course programme. When the no cost extension to the programme was announced in March, a detailed review of the Term 2 (April to June 22) plans were made and the training programme was cut back to allow a meaningful extension to end Dec 22.

The programme for July to Dec 22 has been established which draws on the most popular courses, the successful wellbeing programmes and further passport courses which are directed at areas of job vacancies. These provide more in depth and longer term support for participants.

The programme (at the time of writing) will include:

- A series of health and wellbeing courses delivered by CERT staff
- A core of popular programme on CSCS Construction card (3), IT for Employment (3), Emergency First Aid (2), Paediatric First Aid, Food safety in Catering, Introduction to Customer Services
- New longer programmes targeted at areas of job vacancy:
 - Routes to Retail
 - Pathways to Childcare
 - Routes to Hospitality
- A pilot programme will be established for Janitorial and Caretaking, where a 2 week course is established to provide a range of essential skills including 3 day site safety targeted at this group, PAT Testing, Working at Heights, First Aid and soft skills. This will be followed by a 2 week placement with an employer in exchange for a Job Interview Guarantee.
- A specific programme targeted at young participants 16 to 25.

10.4 Placement Programme

A placement programme has been established with The Conservation Volunteers to provide ½ day work placements at Gartmorn Dam in a range of environmental and conservation activities.

It is hoped that other placement providers can be identified in the coming weeks to provide a wider range of opportunities.

10.5 Wider Supports for Participants

Other wider supports will continue to the end of Dec 22:

- One to one literacy support
- Money advice
- Autism advice and support

10.6 Progression

For some PEC participants, it is appropriate for them to progress onwards to either a positive destination of employment, self employment, education or training or volunteering. For others, as they move towards employment it is appropriate that they move to more intensive employability support as provided by ClacksWorks and their subcontractors. For others they will require only a light touch to secure progression such as that provided by DWP and job searching.

It will be a priority for the next period to work with each participant on a one to one basis to establish a progression plan. It is acknowledged that for many participants that progression will be within PEC, participating in supports such as placements or passport courses which will help them move towards employment.

10.7 Infrastructure Supports

With the extension of the PEC programme to the end of Dec 22, the timetables of all infrastructure support programmes was revised accordingly. These will be complete in the second half of the programme and will include:

- Quantitative evaluation
- Qualitative evaluation
- Video
- Database of existing supports.

10.8 Partnership and non PEC Activities

PEC have formed strong relationships with organisations who are delivering non PEC support in Clacks. These include existing consortium members as well as wider partners such as the NHS and organisations who are based outwith Clacks but who want to operate programmes in the area.

PEC will work with these organisations to broaden the offering of supports to PEC participants. This includes helping recruit participants to other programmes:

- Forth Valley Colleges' evening classes in basic IT
- NHS THRIVE to keep well
- Overdose Awareness and intervention training including Naloxone administration

- SDS Women Returners Project
- Triage Central's Next Steps Programme
- Volunteering Matter's Equip Mentoring
- Enable Scotland's programme for those with additional support needs

Efforts will be made to identify more of these activities to extend the offer to PEC participants.

In addition employers from outwith Clacks have approached us to recruit or recommend their vacancies to our clients.

10.9 Discontinued elements of PEC

Unfortunately elements of PEC which will not be extended to July to Dec 22 will be:

- Enterprise Programme due to lack of funding
- College Bus, due to lack of funding and a misalignment between the timing of PEC (to end Dec 22) with the next academic year (to end June 23)
- Addiction Support Counselling, due to lack of demand
- Placements at Japanese Garden and All Cleaned Up, due to withdrawals from each organisation in part due to changes in staffing at All Cleaned Up
- TIER programme, due to lack of funding

10.10 Evaluation and Monitoring

The programme will continue its monitoring and at the completion of the programme in Dec 22, an evaluation will be undertaken for the full programme. This full evaluation will include:

- Surveys of participants to ascertain their view of PEC and the extent to which they feel it has progressed them towards employment
- A revisit of the WEMWEBS wellbeing survey to identify improvements in wellbeing
- A completion of the qualitative evaluation currently underway.

Particular challenges will be securing feedback from the users of the College Bus (where contact details are still being pursued) and engaging with those who have left PEC.

Recognising the complexities, these surveys will start in Dec 22 with PEC leavers and continue into January for those still active in PEC.

It is recommended that given the revised structure of the programme where no one is asked to leave, that the follow up evaluation is adjusted to include a 1 month and 3 month follow up for those who are known to have left in the first 6 months and a 1 month follow up for all other participants.

11 Review and Recommendations for July to December 2022

PEC is now fully operational. Substantial lessons were learnt from the first quarter of operation and towards the end of the first quarter and during the second quarter major adjustments were made to the design, content and operation of PEC.

This has led to continued improvements in performance of PEC including:

- Progression to exceed recruitment targets
- Becoming the largest employability programme in Clacks
- Achieving all its output targets within 6 months of the now extended 12 month programme. (except progression to education/training)

These adjustments will be continued into the next period of operation. The operation in the next 6 months is substantially reduced in scale due to the limited financial resources and as a result is more focused, with fewer active consortium members.

Where possible, efforts will be made to identify other funds to allow the continuation of some elements of the PEC programme which have been sacrificed for the July to Dec 22 period.

Areas of weakness or challenge which should be addressed in the next period are:

- (i) Managing the “back end” of the programme including appropriate onward referrals
- (ii) Working with all participants to deliver sustained engagement with PEC
- (iii) Establish broader recruitment routes including with GPs, schools and community groups to better target the hard to reach economically inactive who are not (currently) seeking a job
- (iv) Adjustment of the programme to reduce any duplications identified
- (v) Establishing and delivering the evaluation of PEC

Jean E Hamilton
Chair CERT
1st August 22

Consortium Members and Deliverers

Organisation	Role	Legal Relationship
Clackmannanshire Third Sector Interface (CTSI)	Project Deliverer; contract lead with the council; financial management and strategic oversight	Lead Consortium Member
CERT (Clackmannanshire Economic Regeneration Trust)	Overall project manager of PEC; development of mapping of existing provision; evaluation of the programme; awareness raising and recruitment to PEC; PEC administration; advisor support programme. From February 2022 this has included key worker support for management.	Consortium Member
Apex Scotland	Recruitment and registration of participants; key worker support (seconded to CERT in end February 2022); delivery of training including CSCS cards, PAT, Food Safety in Catering; and Employability Awards	Consortium Member
Forth Valley College	Provider of training including personal development; IT; barista skills; customer care; First Aid and Health and Safety	Consortium Member
Ceteris (Scotland) Limited	Enterprise support programme	Consortium Member
Resilience Learning Partnership	Spaces on their TIER programme	Consortium Member
Japanese Garden	Placement opportunities	Consortium Member
All Cleaned Up	Placement opportunities	Consortium Member
Addiction Support Counselling/Recovery Scotland	Addiction recovery support plus additional Literacy Support	Consortium Member
Dial-a-Journey	Operator of pilot College Bus Transport to the Japanese Garden Transport of students to Digital evening classes at FVC	Consortium Member

Since the start of the programme, further specialist activities have been established to meet the needs of PEC participants, the organisations who are engaged to deliver these are (as at end June 2022):

Organisation	Role	Legal Relationship
CITB	Provider of Scaffolding Training	Subcontractor to CERT
Springboard	Provider of Hospitality Training	Subcontractor to CTSI
Sibbald Training	Provider of Forklift Driver Training	Subcontractor to CTSI
Wellbeing Scotland	Deliverer of Managing Anxiety Workshops	Partner
Jean Hamilton Limited	Evaluation	Subcontractor to CERT
Rebecca McFarlane Limited	Qualitative Evaluation	Subcontractor to CERT
Mirko Moro, University of Stirling	Independent Reviewer of Evaluation	Subcontractor to CERT
MTC Media	Developers of Database for mapping of provision	Subcontractor to CERT
GlassBullet	Production of a video of PEC; workshops for PEC participants to learn video making skills	Subcontractor to CTSI
Scottish Autism	Provision of specialist support for PEC candidates with Autism	Subcontractor to CTSI
Clacks CAB	Provision of debt and money advice	Subcontractor to CTSI

Further contractors are being appointed to assist in the delivery of PEC in August to Dec 22.

Organisations Engaged with Marketing and Awareness of PEC

- Referring organisations such as ClacksWorks, SDS, DWP
- Recovery Community
- Community Justice Partnership
- Clackmannanshire Women’s Aid
- Alloa South & East events
- Forth Valley CAMHS
- Forth Valley NHS
- Clackmannanshire School’s Support Service
- SPS – Glenochil, Polmont, Lowmoss and Barlinnie prisons
- Bernardo’s
- Hawkhill community group
- Bowmar community events
- DYW (Developing Young Workforce) Clackmannanshire
- Thrive
- Stirling and Clackmannanshire City Region Deal Inclusion Project worker
- Homestart Scotland

Term 2: April 22 to end June 22							
Week Begin	Course Name	Course Type	Places	Booked	Attendance	Attendance (of	% of capacity
05-Apr	Tier Lite: 4 of 5	Soft	10	4	3	75%	30%
07-Apr	SQA Employability 1 of 4	Employability	10	9	8	89%	80%
07-Apr	Employability SQA Cohort 2 4 of 4	Employability	10	2	2	100%	20%
12-Apr	Tier Lite: 5 of 5	Soft	10	4	3	75%	30%
13-Apr	First Aid Emergency	Vocational	9	9	9	100%	100%
14-Apr	SQA Employability 2 of 4	Employability	10	9	6	67%	60%
19-Apr	Personal Development FVC Cohort 4 1 of 4	Soft	9	n/a	n/a		
19-Apr	Personal Development FVC Recovery Cafe	Soft	9	n/a	n/a		
19-Apr	Health and Safety IOSH	Passport	12	n/a	n/a		
19-Apr	CSCS	Passport	10	12	3	25%	30%
20-Apr	PAT Testing	Vocational	8	10	6	60%	75%
21-Apr	SQA Employability 3 of 4	Employability	10	n/a	n/a		
21-Apr	Personal Development FVC Cohort 3 3 of 4	Soft	9	n/a	n/a		
21-Apr	First Aid Emergency. HomeStart	Vocational	9	n/a	n/a		
22-Apr	IT for Social Media	Basic	9	11	2	18%	22%
25-Apr	IT for Social Media	Basic	9	10	2	20%	22%
26-Apr	First Aid Emergency	Vocational	9	13	8	62%	89%
26-Apr	Introduction to Hospitality 1 of 5	Passport	12	14	4	29%	33%
26-Apr	Personal Development FVC Cohort 4: 2 of 4	Soft	9	n/a	n/a		
26-Apr	Personal Development FVC Recovery Cafe	Soft	9	n/a	n/a		
27-Apr	IT for Employment	Basic	9	13	1	8%	11%
28-Apr	SQA Employability 4 of 4	Employability	10	15	7	47%	70%
28-Apr	Self Esteem for Life	Soft	15	20	11	55%	73%
28-Apr	Personal Development FVC Cohort 3, 4 of 4	Soft	9	n/a	n/a		
29-Apr	Build Your Confidence	Soft	15	22	10	45%	67%
02-May	Personal Development FVC Bowmar Centre	Soft	9	n/a	n/a		
03-May	Introduction to Hospitality 2 of 5	Passport	12	14	4	29%	33%
04-May	SQA Employability for Tier 1 of 4	Employability	10	3	3	100%	30%
05-May	Food Safety in Catering	Passport	8	13	4	31%	50%
05-May	Wonderful Wellbeing	Soft	15	23	16	70%	107%
09-May	Paediatric First Aid	Vocational	9	5	5	100%	56%
09-May	SMART Recovery	Soft	10	8	5	63%	50%
10-May	Introduction to Hospitality 3 of 5	Passport	12	14	4	29%	33%
11-May	SQA Employability for Tier 2 of 4	Employability	10	3	3	100%	30%
11-May	Understanding Stress	Soft	15	22	11	50%	73%

Term 2 provision Cont'd

Week Beginning	Course Name	Course Type	Places	Booked	Attendance	% Attendance (of booking)	% of capacity
12-May	Personal Development FVC Cohort 4: 3 of 4	Soft	9	n/a	n/a		
12-May	Wellbeing Programme Bowmar 1 of 5	Soft	15	n/a	n/a		
16-May	Enterprise Workshops 1 of 3	Vocational	9	15	9	60%	100%
16-May	Counter Balance Forklift Driver Training 1 of 5	Passport	3	3	3	100%	100%
16-May	Managing Anxiety	Soft	12	8	3	38%	25%
17-May	Counter Balance Forklift Driver Training 2 of 5	Passport	3	3	3	100%	100%
17-May	Introduction to Hospitality 4 of 5	Passport	12	14	4	29%	33%
18-May	SQA Employability for Tier 3 of 4	Employability	10	3	3	100%	30%
18-May	Enterprise Workshops 2 of 3	Vocational	9	15	8	53%	89%
18-May	IT for Employment	Basic	9	9	0	0%	0%
18-May	Counter Balance Forklift Driver Training 3 of 5	Passport	3	3	3	100%	100%
18-May	Autism Awareness	Soft	5	5	4	80%	80%
19-May	Counter Balance Forklift Driver Training 4 of 5	Passport	3	3	3	100%	100%
19-May	Personal Development FVC Cohort 4: 4 of 4	Soft	9	n/a	n/a		
19-May	Wellbeing Programme Bowmar 2 of 5	Soft	15	n/a	n/a		
20-May	Counter Balance Forklift Driver Training 5 of 5	Passport	3	3	3	100%	100%
23-May	Enterprise Workshops 3 of 3	Vocational	9	8	8	100%	89%
23-May	SMART Recovery	Soft	10	8	4	50%	40%
24-May	First Aid at Work 1 of 3	Vocational	9	22	8	36%	89%
24-May	Introduction to Hospitality 5 of 5	Passport	12	14	4	29%	33%
25-May	SQA Employability for Tier 4 of 4	Employability	10	3	3	100%	30%
25-May	First Aid at Work 2 of 3	Vocational	9	22	7	32%	78%
26-May	Wellbeing Programme Bowmar 3 of 5	Soft	15	n/a	n/a		
27-May	First Aid at Work 3 of 3	Vocational	9	22	7	32%	78%
31-May	CSCS	Passport	10	10	6	60%	60%
31-May	ASIST Suicide Training 1 of 2	Soft	10	31	17	55%	170%
01-Jun	ASIST Suicide Training 2 of 2	Soft	10	31	17	55%	170%
01-Jun	Enterprise Follow up 1 of 2	Vocational	9	5	5	100%	56%
02-Jun	Wellbeing Programme Bowmar 4 of 5	Soft	15	n/a	n/a		
06-Jun	Self Esteem for Life	Soft	15	16	12	75%	80%
07-Jun	CSCS	Passport	10	8	3	38%	30%
09-Jun	Wellbeing Programme Bowmar 5 of 5	Soft	15	n/a	n/a		
14-Jun	Understanding Stress	Soft	15	15	11	73%	73%
16-Jun	IT for Employment	Basic	9	10	3	30%	33%
20-Jun	Enterprise Follow up 2 of 2	Vocational	9	5	5	100%	56%
21-Jun	Build Your Confidence	Soft	15	16	12	75%	80%
24-Jun	First Aid Emergency	Vocational	9	12	5	42%	56%
27-Jun	SMART Recovery	Soft	10	5	4	80%	40%
28-Jun	CSCS	Passport	10	7	3	43%	30%
29-Jun	Wonderful Wellbeing	Soft	15	14	7	50%	47%
	Total		758	650	337		