



Evaluation of

Pre-Employability in Clackmannanshire



20th March 2023

Executive Summary

Pre Employability in Clackmannanshire (PEC) was funded through UK Community Renewal Funding and supported the unemployed and economically inactive to progress to employment. PEC was led by Clackmannanshire Third Sector Interface (CTSI) and project managed by Clackmannanshire Economic Regeneration Trust (CERT) alongside a further 8 consortium partners and a range of third and private sector specialist deliverers.

Running from January to end December 22, PEC was the largest employability programme in Clacks and supported 80 clients into employment (32 who were previously economically inactive) and a further 114 into a non employment positive destination (58 who were previously economically inactive). On the basis of surveys of participants, their participation on PEC was seen to influenced these positive outcomes and progression. PEC has smashed all its targets.

PEC operated as an open programme for all those who are 16 to 67 and not in full time employment or education and provided a range of supports built around a one to one key worker structure. These supports included soft skills workshops, vocational courses, placements, mental health supports, literacy support and enterprise workshops. The programme also funded a pilot college bus and supports to strengthen the overall employability structure – advisor skills programmes and a searchable database of provision.

PEC excelled all expectations on recruitment of participants

PEC was hugely successful at recruitment and within a year recruited 366 participants making it the largest employability programme in Clacks. PEC operated alongside other support agencies receiving referrals and having shared clients.

PEC successfully recruited from those with greatest challenges to secure employment - two thirds of participants were unemployed and the remainder economically inactive; 58% were male and 23% regarded themselves as having a disability. 40% of participants were 16 to 24 with the remainder spread across all age groups. The participants overall had a low educational attainment with 20% having no qualifications and 59% having school level qualifications only. 43% if participants lived in the worst 3 decile areas for Multiple Deprivation.

PEC was closely integrated into other employability and support programmes with 73% of participants reporting they were a referral from another programme, with ClacksWorks and DWP the most commonly cited and 60% reporting they had received support from another organisation.

Table 1: PEC performance against Targets at end Dec 22 (against definition in original application)

Participants	Target	Actual as at end Dec 22	% achieved	As a % of participants
Economically inactive	83	121	146%	33%
Unemployed	75	245	327%	67%
Employed	7	80	1143%	
Voluntary Sector Organisations	9	15	167%	
Activity				
Direct Supports on 1 to 1	158	357	226%	
Direct Supports 1 to many	167	1050	629%	
Outcome	Target	Actual as at end Dec 22	% achieved	
People in Education or Training following support	27	43	159%	12%
People gaining a qualification following (or within) support	50	83	166%	23%
Economically inactive people now in employment or self employment following support	13	32	246%	26%
Economically inactive people now newly engaged in job searching following support	13	15	115%	12%
Economically inactive people who are now engaged in life skills supports following intervention	47	67	143%	55%
Economically inactive people engaging with benefits system following support	41	112	273%	93%

PEC offered a large and wide range of supports

In all 98 courses were offered (through 297 sessions) with 1,144 attendances. From these a total of 160 qualifications were achieved by 87 participants (24% of participants).

Placements were offered by three organisations, an enterprise programme supported 9 participants (2% of participants); and literacy and numeracy support was provided to 28 participants (8% of participants).

Support to improve mental health was delivered through 35 health and wellbeing and soft skills workshops with 122 attendances and one to one counselling attended by 13 participants (4% of participants) and through support for 13 participants affected by addiction (4% of participants).

The pilot college bus supported 24 students to travel from Clacks to the campuses in Stirling and Falkirk. Passengers lived throughout Clacks with an average of 2 trips per day to Stirling and 4 trips per day to Falkirk. The bus ran for only part of a year and as provision was emerging from the Covid lockdown. This is seen as an early indicator of demand for such a bus but not a true measure of demand.

PEC has established a searchable database of employability provision with 145 projects run by 88 organisations included at the time of writing. It also delivered 6 training courses to those employability advisors who are providing support to clients in Mental Health First Aid, awareness of Autism and other topics. A total of 108 individuals from 24 organisations attended these courses. Feedback from these courses on all aspects was between Good and Very Good.

PEC has had a high impact.

55% of participants have progressed to a positive destination, of which 80 are now in employment/self employment and a further 43 in education or training.

Table 2: Status of PEC Registrations at 30 Dec 22

	Numbers	% Registrants
Total Registrations	366	
Actively Engaging	105	30%
Not actively engaging	55	16%
Left PEC: Positive Destination		
Employment/Self Employment	80	23%
Education or Training	43	12%
Job search/employability programmes	56	16%
Volunteering	15	4%
<u>Total Positive Destination</u>	<u>194</u>	<u>55%</u>
Left: Uncontactable	12	3%
Total	354	100%

Source: PEC Participant Status Records

Participants were more likely to achieve a positive destination if they undertook activities on PEC over and above the key working support. Male graduates were more likely to move into employment, but female graduates were more likely to move into education and training; those over 25 were more likely to move into employment. The longer a period of unemployment, the less likely the participant would be to move into employment and those with the level 4 and 5 educational attainment were more likely to secure a job.

Where we know that participants had received support from other organisations during your time on PEC they are more likely to have achieved a positive outcome, particularly if you also received support from ClacksWorks, DWP and the Citizens Advice Bureau

PEC has directly contributed to the progression of participants

PEC has had a significant impact on those moving to a positive destination. For those who have moved onto a positive destination when asked the extent to which this was because of PEC, on average this was scored between a little and a lot with 17% reporting this was entirely to do with PEC. When asked, when comparing PEC to other supports received, 78% reported that PEC was the most important to securing their positive destination with 96% scoring it in the top 2. ClacksWorks was the second most important. The reasons behind this ranking were not identified.

PEC has had a clear impact on moving those still on PEC, towards employment. For those who were still active on PEC they were asked how they felt since they had signed up for PEC – if they were more optimistic about securing a job; if they had skills that better prepared them for employment; had overcome some barriers; are motivated to secure a job; and are motivated to start a training or education course. In all these measures since joining PEC every respondent had improved with an average score of between a little and a lot. PEC was overwhelmingly the most important organisation to generate this impact at 94%.

Wellbeing of participants has improved by the end of PEC, particularly increasing the median score. Improvements in wellbeing was highest among those who secured a job.

Some Aspects of PEC are more highly valued.

The key worker support was overwhelmingly seen as the most valuable element of PEC with health and wellbeing workshops, longer vocational courses, IT courses and money advice as also seen as particularly valuable. Feedback on the quality of the operation of PEC was high.

All felt that this was at least in part due to their participation in PEC with most scoring a little or a lot to do with PEC.

Going Forward

PEC has smashed its targets, has reached its target audience, has delivered activity which is well regarded and has directly led to a high level of impact. It is overwhelmingly clear that the programme should continue in some form.

During PEC the programme was able to test a number of activities which were made available to participants. During the programme we found which elements had greatest interest to participants, those where the management was not effective, where the most positive feedback was provided and a consideration of value for money. It is now clear the aspects which are essential going forward:

- Open and welcoming programme
- Driven by a key working structure
- Proactive outreach to economically inactive
- Local delivery of activities in Clackmannanshire to engage participants
- Flexibility and adaptability to suit the changing needs of clients and job opportunities
- Address mental health and wellbeing barriers
- Be fully integrated with the existing support structure in Clacks.

CERT is actively working with Clacks Works and partners to design and establish an integrated Shared Prosperity funded employability programme which is expected to take forward these lessons.

Jean Hamilton
March 2023

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Jargon Buster

An Aide Memoire to some of the most common acronyms and terms used in the evaluation.

CERT	Clackmannanshire Economic Regeneration Trust SCIO
Clacks Works	The department of Clackmannanshire Council delivering employability supports
CRF	Community Renewal Fund
CTSI	Clackmannanshire Third Sector Interface
DWP	Department for Work and Pensions
ESF	European Social Fund
FVC	Forth Valley College
PEC	Pre Employability in Clackmannanshire
RLP	Resilience Learning Partnership
SDS	Skills Development Scotland
SIMD	Scottish Index of Multiple Deprivation
SPF	Shared Prosperity Fund
TIER	Trauma Informed Employability Programme
WEMWEBS	Warwick and Edinburgh Mental Health and Wellbeing Survey
Term 1	Jan to March 22
Term 2	April to June 22
Term 3	August to December 22

1 Introduction and Background to PEC and this Evaluation

1.1 History and the Consortium

Pre Employability in Clackmannanshire (PEC) is a Community Renewal Funded project with the overall aim to address multiple barriers to employment. 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 March 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.

PEC was led by Clackmannanshire Third Sector Interface (CTSI) as lead applicant and Clackmannanshire Economic Regeneration Trust (CERT) provided overall project management and delivered some aspects of PEC directly.

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 organisation are set out in Annex 2.

The active members of the consortium and their roles have changed throughout the programme.

1.2 PEC Content

PEC is designed to provide 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. This is guided by key worker support, with one to one contact which builds an action plan for each individual.

A “typical” journey for a participant in PEC will be:

- (i) for some, a referral from a partner organisation such as SDS, DWP, ClacksWorks
- (ii) completion of the Registration Form either directly on line or with a key worker alongside
- (iii) the (optional) completion of the Equalities Monitoring Form

- (iv) a one to one meeting with a key worker. This is prompted by the completion of the Registration Form. This meeting is used to identify the issues and barriers facing the individual, their aspirations and identified needs. This one to one meeting is held face to face, at a drop in or over the phone.
- (v) An Action Plan used to structure the discussion on what participants feel they need.
- (vi) On the basis of the one to one meeting and an action plan completed, a programme of supports are prepared for the individual and they are referred onto individual supports. Eg they are referred to literacy for one to one supports; they are registered on an individual course, placement or form of specialist advice.
- (vii) For each individual support:
 - a. Each participant is contacted to remind them of the activity, its location and timing
 - b. Attendance records are received for each activity
 - c. Follow up is made with each participant. If they did not attend to ascertain why they did not attend, if they did attend to secure their view of the support, feedback and discuss next steps.
- (viii) Throughout a regular, no less than monthly, contact is made with each participant by the key worker
- (ix) If the participant leaves PEC or become inactive, the key worker contacts them to find out what they are now doing and confirm they don't want to be engaged with PEC at this point.

PEC is a fully open programme, for all aged 16 to 67 and residents of Clacks who are not in full time education or training. No participant is asked to leave or forced to “graduate”. There is an open door policy and any individual can come back to PEC after leaving.

At the core of the design of PEC is the recognition that no individual support will suit all participants and not all participants will require only one support. The programme therefore established a basket of supports which were available to provide a customised suite of supports for each individual.

Within PEC the supports include:

- (i) Health and Wellbeing workshops
- (ii) Short courses. For the ease of analysis, these were split into:
 - a. Basic Skills of Numeracy, IT and literacy
 - b. Soft skills including health and wellbeing workshops delivered by CERT, TIER, Managing Anxiety, SMART recovery workshops, Autism Awareness and Suicide Prevention
 - c. Employability. SQA Employability Award
 - d. Vocational: PAT testing, First Aid (Emergency, Paediatric, First Aid at Work)
 - e. Passport to Employment: Health and Safety (IOSH and COSH), Food Safety in Catering, Forklift Counter Balance,

- f. Taster Courses. Introduction to Hospitality, Routes to Childcare, Routes to retail and others
- (iii) placements and work experience and The Conservation Volunteers (at Gartmorn Dam), All Cleaned Up and the Japanese Gardens
- (iv) Enterprise support programme including workshops and one to one supports
- (v) literacy delivered through one to one tutoring
- (vi) money and debit advice
- (vii) support for those with autism
- (viii) a partnership with Forth Environment Link and City Region Deal to support a cycling skills programme, by providing second hand bikes, helmets and locks for those who completed the course
- (ix) one to one counselling for participants

For most activities, ASDA vouchers of £10 were issued to participants on their attendance at each activity. These were exchangeable for any purchase at ASDA including phone and digital costs.

In addition to the one to one supports, PEC has funded a series of projects which have provided supports across Clackmannanshire:

- Advisor Support Programme to provide skills and training to those, from all support agencies who are working with this client group
- An online searchable database of existing employability supports, identifying over 100 programmes from over 650 organisations operating in Clacks who are targeted at supporting individuals
- A pilot college bus between Clackmannanshire and the FVC campuses in Stirling and Falkirk.
- Transport for individuals to attend a college evening class in digital skills

1.3 Targets

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:

Table 3: 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.

During the programme, the monthly reporting to DWP has used slightly different measures – set out below. This was part of a process of clarification by DWP of the definition of targets to be reported across CRF funded programmes in the UK. These have been adopted as the agreed measures and will be used throughout this evaluation.

Table 4: Programme Target as per DWP Measures

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	Target
People in Education or Training following support	27
People gaining a qualification following (or within) support	50
People now in employment or self employment following support	13
People now newly engaged in job searching following support	13
People who are now engaged in life skills supports following intervention	47
Economically inactive people engaging with benefits system following support	41

1.4 Scope and Content of Evaluation

This evaluation has been prepared at the end of the 12 month Community Renewal Funded programme – Pre Employability in Clackmannanshire (PEC).

This is an internal evaluation. A draft of this evaluation has been independently reviewed by Mirko Moro of University of Stirling, whose comments have been taken on board in the production of this final evaluation. This has also been reviewed by Richard Simpson, honorary professor of University of St Andrews and Trustee of CERT.

This evaluation builds on two interim reviews at end March 22 and end June 22. To ensure this document can be stand alone, relevant parts of these reviews have been included in the evaluation.

In addition a qualitative evaluation has been undertaken by Rebecca McFarlane Limited and Janet Biggar. The full report is available at Annex 1. Where appropriate, elements of this evaluation have been brought into the main body of this report.

The evaluation of any employability programme is complex. Key challenges include:

- any programme operates within a wider and complex structure of employability supports
- the same individuals will have different needs and challenges at different stages of their employability journey so it is inappropriate to seek a “perfect” employability support. At the same time each individual has multiple needs, so the use of a single intervention will rarely be sufficient to secure a positive outcome, but may be a necessary part.
- Those on employability programmes often face wider challenges in their life which can provide further barriers that employability programmes cannot address.

The evaluation of PEC is undertaken within this context.

In economic evaluation terms, it is important to remember that at no time are we expecting the programme to create new jobs, rather we are measuring the extent to which those who are more disadvantaged in the labour market are supported to be able to secure the existing jobs. These disadvantages are multiple including mental health, physical health, lack of skills, transport, childcare and others with all manifesting in these individuals being unemployed or economically inactive.

The evaluation provides reporting against activity, output and outcome measures, but most importantly to seek attribution of the impact of PEC on these outputs and outcomes.

Where possible, key operational factors will also be reviewed and commented on and in particular the success of PEC in targeting its client group, the linkage to other employability supports and feedback on the quality of the operation and content of PEC.

From the CRF pilot, a new Shared Prosperity Fund (SPF) programme is now being established and will take forward the work of CRF and replace the existing ESF funded employability programmes. PEC and its lessons are being used to design and improve their new programme starting in Jan 23. This evaluation will be key to ensure this learning is captured and taken on board..

1.5 Methodology Used

The evaluation has drawn on management information already held by CERT as much as possible. This has been used to ensure the effective delivery of PEC and includes initial Registration Form, booking and attendance records of all activities. CERT also monitored the progress of each individual through key work tracking sheets, noting contacts and activities recommended/agreed. Feedback from participants on the quality of each intervention was secured through a survey, issued immediately after activity is undertaken..

On data privacy grounds, we were advised that it would be inappropriate to gather certain information on participant characteristics at the same time as the Registration Form which identified the names and personal information of participants. As a result an Equalities Monitoring Form was available as an optional form. This separation of forms has meant that it is not possible to undertake a full analysis by attributes such as ethnicity, disability, sexual orientation and nature of benefits received. This evaluation has been able to analyse all participants (that completed the Equalities Monitoring Form), but with limited analysis against activity and outcome from the programme.

The key worker tracker sheet recorded information on the outcome/destination of all participants who were no longer active on the programme. This information was gathered by the Key Workers on the basis of information provided by the ex-participant. No independent verification of this was undertaken.

At the end of the programme in December 22 and January 23, surveys of PEC participants were undertaken on line. In the first instance these were issued by text with a link to the survey.

For those individuals who did not complete the survey, a series of telephone surveys were undertaken (using the same questionnaire). To avoid bias in the surveys, the key workers were excluded from undertaking these interviews, and a new member of staff of CERT who was not previously involved in PEC undertook these calls.

Three surveys were issued, for different groups of participants on PEC:

- 1 **PEC: How Was it for You? Those in Positive Destinations.** For those who participated in PEC and who have moved to a positive destination (employment, self employment, education or training, other employability support or volunteering). This was issued to 206 people with 70 responses – a 34% response rate.
- 2 **PEC: Tell Us What You Think: Those Still Active on PEC.** For those who had participated in PEC but who had not moved to a positive destination. This includes those who are actively in contact with a PEC key worker and those who are no longer active but have undertaken at least one PEC activity. This was issued to 107 people with 33 responses – a 31% response rate.
- 3 **PEC: Did you not fancy us?: Those who were not actively engaging at Dec 22** For those who registered with PEC, but did not undertake any activity with PEC. This secured a 26% response rate.

In all a 32% response rate from 117 participants is regarded as sufficiently robust to provide meaningful results in this evaluation.

Copies of the registration form, equalities monitoring form, the feedback form and the three evaluation forms are attached as Annex 5

Table 5: Response Rate to Evaluation Surveys

	Total Population	Number surveys	% response rate
How was it for you? Positive Destination	206	70	34%
Tell us what you think: Still Active	107	33	31%
Did you not fancy us?: Not actively engaging	53	14	26%
Total	366	117	32%

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. At the same time a network of organisations and individuals who are active in supporting the client group of the unemployed and economically inactive was formed, with ongoing contact and communication. This included regular newsletters.

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

From March 22 a regular newsletter was established and issued weekly to participants of PEC. This included general news of PEC, and most importantly information on new courses and activities. This was a crucial tool to ensure ongoing engagement and communication between the PEC participant and the programme. The use of mailchimp provided crucial information on participant engagement and reading of messages.

2.2 Registration and Sign Up

Below is a report of the profile of recruitment to PEC during its operation

Table 6: Timing of Recruitment

Month	Number	Cumulative
Jan 22	12	12
Feb 22	40	52
March 22	78	130
April 22	55	185
May 22	47	232
June 22	20	252
July 22	8	260
Aug 22	26	286
Sept 22	25	311
Oct 22	19	330
Nov 22	27	357
Dec 22	9	366
Total	366	366

Source: PEC Registration Forms

Recruitment defined by registration form completed and received by CERT.

After a slow start during the set up period of PEC, the speed of recruitment accelerated from Feb to May with on average more than 10 recruits per week. In the second half of the programme, recruitment settled to around 25 new registrations per month.

The programme closed for new registrations on 20th December 2022.

A report on recruitment by week is set out in Annex 4.

2.3 Comparison to Other Employability Supports

There is limited definitive information on the scale of the existing employability support in Clacks, but the information included in the Local Employability Partnerships’ action plan sets out programmes operated by the LEP and delivered via ClacksWorks and partners:

It should be noted that the same individual can participate/benefit in more than one of the programmes in the table below as well as PEC and this is often the case.

Table 7: Scale of other Employability Supports in Clackmannanshire

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	

Source: Clackmannanshire Local Employability Partnership Draft Plan

Table 8: Scale of Wage Subsidy and Placement Programmes in Cla

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	

Source: Clackmannanshire Local Employability Partnership Draft Plan

Participants in these programmes may also be registered with PEC. 223 (61%) of PEC participants reported that they had received support from one or more employability programmes in the past. 83 (23%) participants reported that they were referred to PEC from Clacks Works. Caution should be made with these figures as they rely on the reporting of the individuals participants and may not be accurate.

Table 9: PEC Participants Reporting Previous Support Received from ClacksWorks

Programme of Support	Number
Employability Fund	31
European Social Fund	21
Activity Agreement	14
Parental Employability Support Fund	16
PACE	1
Other Clacks Works	28
Total excluding double supports	81

Source: PEC Registration Forms

After 1 year of operation, PEC is the largest employability programme in Clackmannanshire with over 100 individuals more participants than the next largest (Fair Start and the combined No One Left Behind Supports). As a one year programme, it had 366 new beneficiaries which is more than twice that of any other programme's recruitment represents around 50% of all supports for Clacks residents.

Irrespective of its impact, PEC has proven itself to be a popular programme, which has been able to recruit and engage participants who are not engaged in other employability programmes.

More information can be found in section 7 on the views of participants on the relative impact of the supports received.

3 PEC Participants

The analysis in this section draws on 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, the equal opportunities form was issued separately to complete. As an optional form, 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.

An additional effort was made by the key workers to secure completion of these forms, and at the end of the programme 270 forms were completed, representing a 74% completion rate.

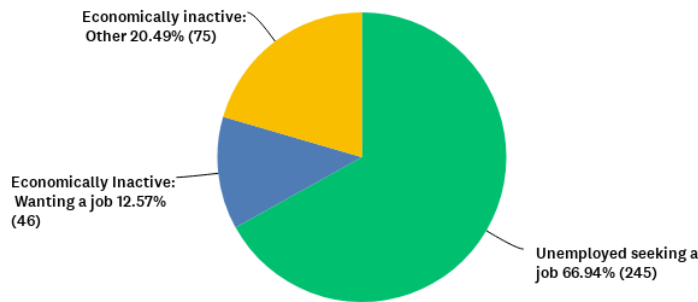
Compared to the information in the 6 monthly progress report, the new participants to PEC in the final term (August to December 2022) have been slightly more likely to be closer to the labour market. These later registrations are slightly less likely to be residents of the two lowest deciles of SIMD (67% against 71% of participants overall) Slightly more have been unemployed short term and slightly fewer have identified themselves as having a disability.

In each of these changes the characteristics of participants were a light shift in part due to the stronger referral structure within Clacks (where those from other employability programmes used PEC activities more frequently) and whose clients are closer to employment. This is also in part due to the fewer equal opportunities forms completed.

The characteristics of recruits should continue to be a focus during the successor programme.

3.1 Economic Status

Q7 Current Employment Status



Source: PEC Registration Forms Base: 366 registrations

The majority, 66% are unemployed and seeking a job. The remainder are economically inactive. Overall 20% of participants (75) 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. A further 13% (46) are economically inactive and are seeking a job.

For the figures to end Sept, within Clacks, by far the largest group is those who are economically inactive and are not seeking a job (6,000). A further 2,000 are economically inactive and are seeking a job.

Table 10: Economic Status of PEC Participants

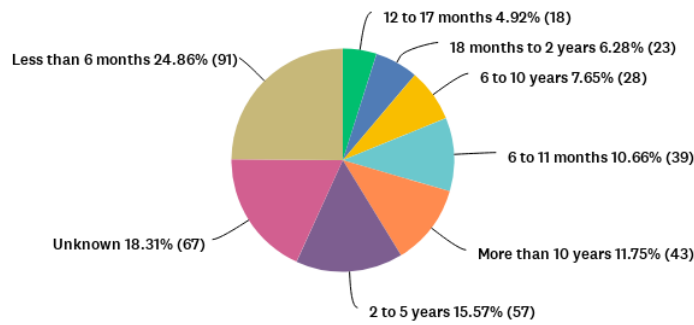
	Total Clacks Oct 21 to Sept 22	PEC Participants	PEC participants as % of Clacks
Working Population (16 to 64)	31,900		
Unemployed	800	245	30.6%
Economically Inactive: Wanting a Job	2,000	75	3.8%
Economically Inactive: Other	6,000	46	0.8%

Source: NOMIS and PEC Registration Forms

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, 35% were previously unemployed for more than 2 years with a further 18% unemployed for an unknown length of time. Of those who stated the length of time they were unemployed, 29% were unemployed for 6 or more years. 25% were short term unemployed of less than 6 months.

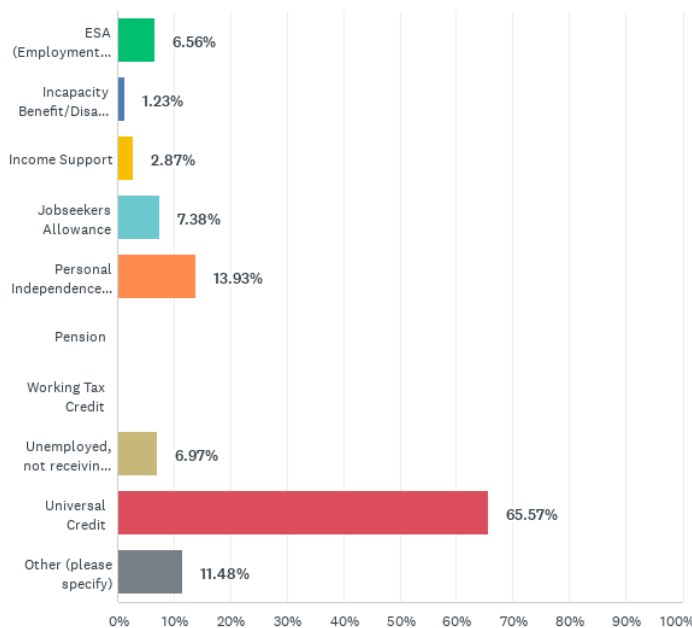
Q8 If previously unemployed, for how long in months



Base: 366 registrations to end Dec 22

It is concluded that PEC is successfully reaching those that are furthest from the labour market with 53% of participants economically inactive or long term unemployed.

Q5 Are you in receipt of any of the following benefits

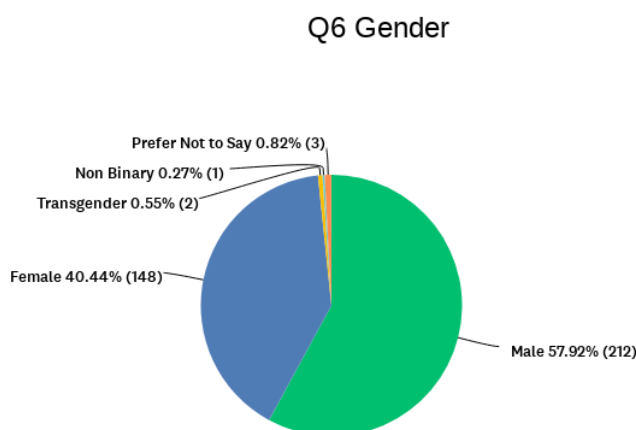


Base: 270 completed Equalities Monitoring Form

84% of respondents are in receipt of one or more benefit. Of these, the majority (66%) are in receipt of Universal Credit, with a significant proportion (14%) in receipt of Personal Independence Allowance.

The engagement in benefits is a complex area and one which is a priority going forward. Further work is required to clarify the definition of engagement with the benefits system and the objectives in this area.

3.2 Gender



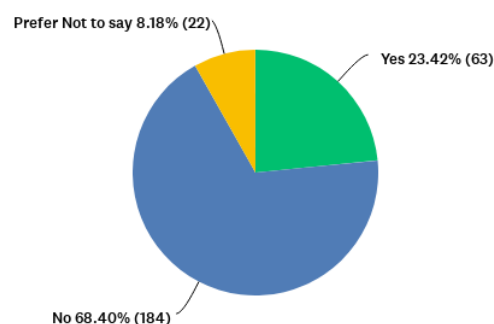
Base: 366 registrations

58% of participants are male and 40% female.

3.3 Disability

23% regard themselves as having a disability with a further 8% preferring not to say. This is above the estimated average of 20% of the population in Scotland considering themselves as having a disability. This proportion of disabled has declined in the second half of PEC recruitment – in the first half of PEC 28% of registrants regarded themselves as having a disability. This may in part be a consequence of the smaller number of Equalities Monitoring Forms being completed.

Q6 Do you consider yourself to have a disability?



Base: 270 completed Equalities Monitoring Form

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 40%. The proportion of 16 to 19 year olds increased substantially in term 3 (41% of new registrations compared to 16% in Terms 1) reflecting recent school leavers becoming eligible for PEC. Otherwise the profile of participants by age band have remained largely stable.

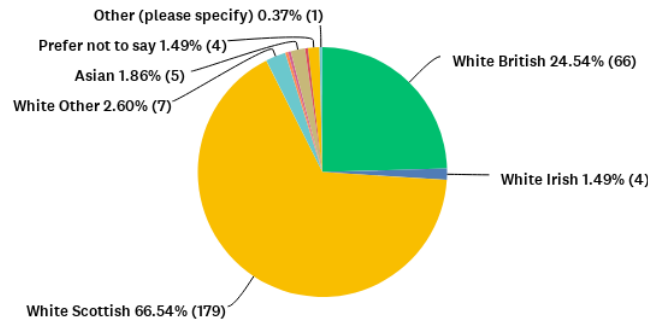
Table 11: PEC Participants by Age

Age Band	Term 1 (Jan to March 22)		Term 2 (April to June 22)		Term 3 (August to Dec 22)		Total	
	No	%	No	%	No	%	No	%
16 to 19	20	16%	23	18%	48	41%	91	25%
20 to 24	20	16%	22	18%	14	12%	56	15%
25 - 29	12	10%	14	11%	8	7%	34	9%
30 - 34	16	13%	4	3%	9	8%	29	8%
35 to 39	9	7%	21	17%	4	3%	34	9%
40 to 44	13	10%	12	10%	9	8%	34	9%
45 to 49	9	7%	8	6%	10	9%	27	7%
50 to 54	9	7%	5	4%	6	5%	20	5%
55 to 59	12	10%	5	4%	5	4%	22	6%
60 to 64	4	3%	8	6%	3	3%	15	4%
65 to 67	1	1%	2	2%	0	0%	3	1%
Over 67	0	0%	0	0%	0	0%	0	0%
Prefer Not to say	0	0%	1	1%	0	0%	1	0%
Total	125		125		116		366	

Source: PEC registrations.

3.5 Ethnic Group

Q3 Ethnic Group



Base: 270 completed Equalities Monitoring Form

95% regard themselves as White British, Irish, Scottish or Other.

3.6 Educational Attainment

The PEC participants have a low level of educational achievement. 20% of participants have no qualifications (25% for first 6 months of the programme), a further 59% have school level qualifications (54% for the first 6 months) and 21% have some post school qualification.

Table 12: Highest Educational Attainment

	PEC	Clackmannan shire	Scotland
No Qualifications	20%	9%	8%
Level 1: O Grade, Standard Grade, SVQ level 1 and 2	45%	4%	7%
Level 2: Higher Grade, advanced higher, A level, SVQ level 3	14%	23%	15%
Level 3: HNC, HND, SVQ Level 4, other post school non higher education qualifications	16%	15%	15%
Level 4: Degree, post graduate, masters, PhD, SVQ level 5, professional qualification	5%	41%	50%
Other		9%	6%

Source: PEC Registrations Base 366 Registrations and NOMIS to Dec 21.

The above table shows the substantial difference in the number of PEC participants whose have only level 1 qualifications compared to Clackmannanshire as a whole and Scotland.

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.

Table 13: Residence of Participants by Scottish Index of Multiple Deprivation (SIMD) Decile

SIMD Decile	No PEC Registrations	% PEC Registrations	Clacks % Share of Scotland population in each Decile
1	103	28%	11%
2	86	24%	13%
3	55	15%	19%
4	43	12%	7%
5	27	7%	11%
6	7	2%	8%
7	13	4%	4%
8	12	3%	11%
9	15	4%	10%
10	3	1%	6%
Total	364		

*Missing SIMD's for FK10 1BG + FK10 1BF

Source: PEC Registration Forms

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 deciles. 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. 67% of PEC participants live in one of the 3 deciles of most deprived areas compared to 43% for Clackmannanshire's population overall.

Care should be taken with analysis by SIMD as recent research has highlighted that this can misrepresent the level of employment and income deprived people. Between 55% and 62% of income deprived people were missed across indices of the 20% most deprived areas.

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 source. The results show that throughout the programme c73% of participants have stated that they have been referred by a public or third sector agency, reinforcing the interlinked nature of PEC to other existing supports. 27 different referring agencies were identified by participants, highlighting the integrated nature of the programme to existing supports.

During the programme the proportion of self referrals have increased so that overall it is now the largest source of recruitment. Clacks Works is the largest public sector agency referring onto PEC, with DWP/Job Centre second largest source. Reflecting the timing of term 3 and the increase in 16-19 year olds joining PEC, the number of referrals from SDS increased to 9%.

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

Table 14: Source of Referrals of PEC Participant

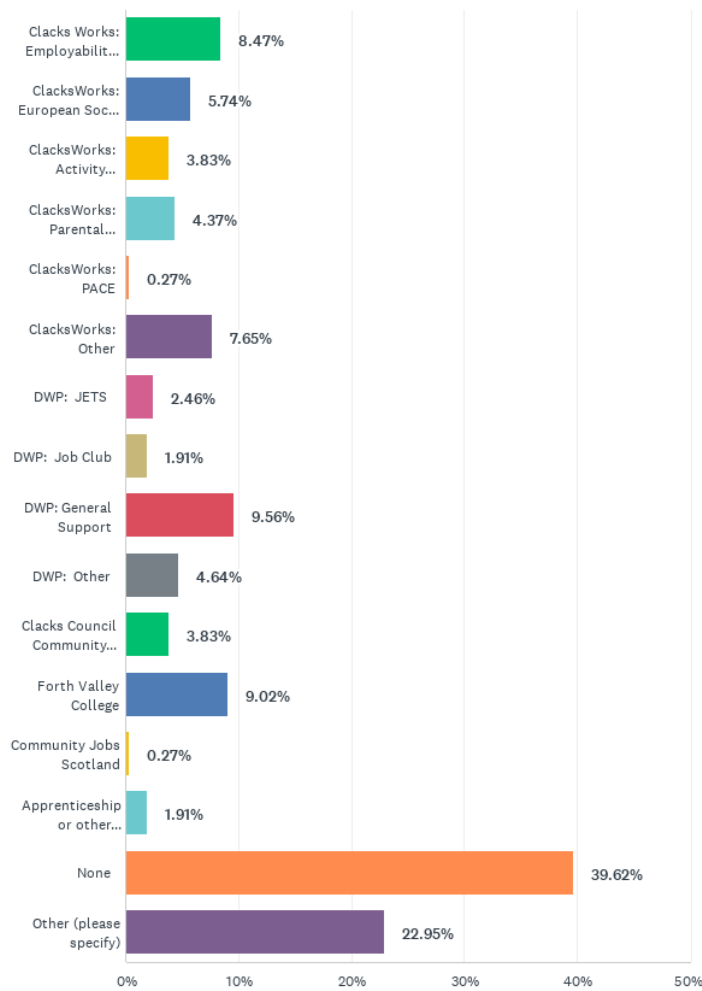
Organisation	Quarter 1 Jan to March 22		Q2 April to June 22		Q3 July to Dec 22		Total	
	No	%	No	%	No	%	No	%
Clackworks	52	37%	17	16%	17	15%	86	23.50%
Self Referrals	38	27%	24	22%	38	33%	100	27.32%
DWP/Job Centre	25	18%	36	33%	15	13%	76	20.77%
Skills Development Scotland	6	4%	2	2%	10	9%	18	4.92%
HomeStart	5	4%	4	4%	2	2%	11	3.01%
Jumpstart Employability Programme	4	3%	0	0%	5	4%	9	2.46%
Community Justice	2	1%	2	2%	0	0%	4	1.09%
ACE	2	1%	1	1%	0	0%	3	0.82%
Forth Valley Recovery Community	2	1%	0	0%	0	0%	2	0.55%
Welcome Scotland	2	1%	0	0%	0	0%	2	0.55%
Action for Children	1	1%	2	2%	0	0%	3	0.82%
Barnado's	1	1%	0	0%	0	0%	1	0.27%
Bowmar	0	0%	0	0%	1	1%	1	0.27%
Developing Young Workforce	1	1%	0	0%	0	0%	1	0.27%
GP Practice	0	0%	1	1%	0	0%	1	0.27%
Community Integrated Care	0	0%	0	0%	2	2%	2	0.55%
Citizens Advice Bureau	0	0%	1	1%	0	0%	1	0.27%
Clackmannanshire School Support Service	0	0%	1	1%	0	0%	1	0.27%
Dollar Lunch Club	0	0%	1	1%	0	0%	1	0.27%
Wimpy Park Community	0	0%	0	0%	1	1%	1	0.27%
Triage	0	0%	0	0%	15	13%	15	4.10%
ENABLE Works	0	0%	0	0%	7	6%	7	1.91%
Youth Hub	0	0%	8	7%	0	0%	8	2.19%
Shine	0	0%	4	4%	0	0%	4	1.09%
Fair Start	0	0%	3	3%	0	0%	3	0.82%
School	1	1%	0	0%	1	1%	2	0.55%
Junior Entrepreneur Programme	0	0%	0	0%	1	1%	1	0.27%
CLD	0	0%	1	1%	1	1%	2	0.55%
	142		108		116		366	

Source: PEC Registration Forms

3.9 Other Supports Received

Participants were also asked what supports they had already received from the public sector. The majority, 61% reported that they had already received at least one support. The table below shows the breadth of these. For some participants, they will have been receiving support from these other organisations and programmes at the same time as their participation on PEC.

Q11 What Supports have you received in the past from the public sector on employability?



Source: PEC Registration Forms. Base: 366 registrations

Table 15: Previous Supports Received

Provider of Previous Supports	Number Participants	% participants
ClacksWorks Main Employability Programmes (incl "other")	105	29%
Clacks Works: PESF	16	4%
Fair Start Scotland	12	3%
ClacksWorks funded programmes	23	6%
DWP	68	19%
None	146	40%
Other	88	24%

Source PEC Registration Forms

Base: 366 registrations

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. It should be noted that the numbers do not add to 100% due to some participants citing more than one support received historically.

Table 16: Number of supports received per participant

Number of Supports		% Registrations
0	142	38.80%
1	167	45.63%
2	42	11.48%
3	5	1.37%
4	5	1.37%
5	4	1.09%
6	1	0.27%
Total Participants	366	

Source PEC Registration Forms

Base: 366 registrations

142 reported that they had received no supports (39%), while the majority received one or two supports (57%). Only 4% have received 3 or more supports indicating that the programme is reaching those who have not previously received extensive supports.

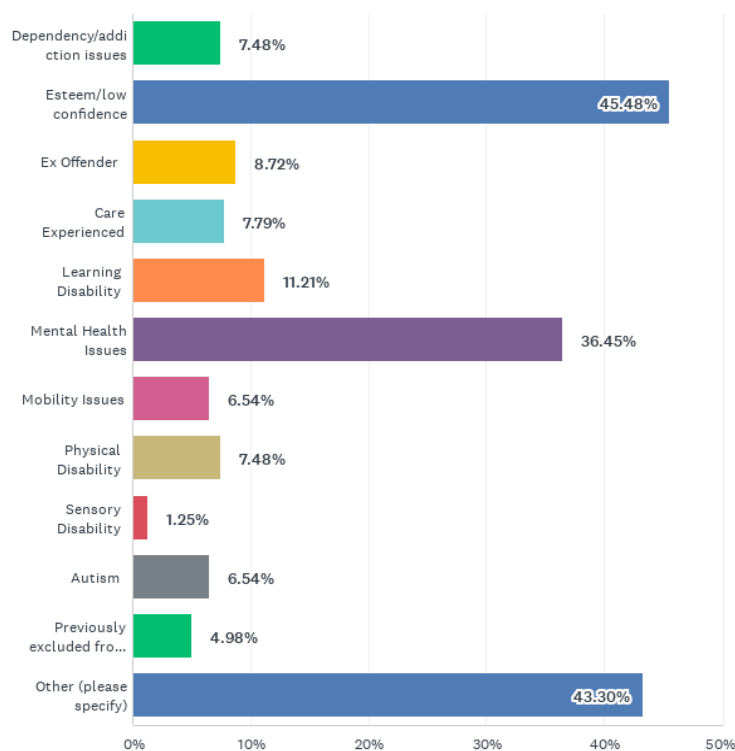
The pattern of supports previously received indicates that there is an intensity in supports for some participants.

During the evaluations surveys undertaken in December 2022/January 2023, participants were also asked to identify which organisations they had received support from over the last 2 years. This is reported later in this evaluation.

3.10 Barriers Faced to Employment

Participants face a wide range of barriers and they were asked to identify all those which they faced. The most common barriers identified are mental health (36%) and self esteem/low confidence (45%). Other barriers commonly identified included anxiety, dyslexia, ADHD, Literacy, lack of work experience, English not being first language and criminal justice

Q14 What particular barriers do you face?



Source PEC Registration forms Base: 366 registrations

3.11 Wellbeing

A baseline well being score has been taken using the Warwick Edinburgh Mental Wellbeing Scale (WEMWBS). Overall the average score for registrants was 47.18 Median Score is 42.

This is below the national norm of 51.6.

In considering the breakdown of registrants and their relative wellbeing score:

Table 17: Average WEMWEBS Score of PEC Participants by Gender

Sex	Total Participants	WEMWEBS Avg at Start
Male	212	48.16
Female	148	45.78
Non Binary	1	33.04
Transgender	2	67.20
Prefer not to say	3	60.48
All	366	47.18
UK Average		51.60

Source PEC Registration Forms 366

Males have reported a higher level of wellbeing, although still below the national average.

Table 18: Average WEMWEBS Score of PEC Participants by SIMD Decile

SIMD Decile Area	Total Participants	WEMWEBS Avg at Start
1	103	46.34
2	86	48.58
3	55	47.18
4	43	46.2
5	27	44.1
6	7	41.02
7	13	53.9
8	12	42.56
9	15	49.42
10	3	58.66
Total	364	47.18
UK Average		51.60

*Missing SIMDs for FK10 1BF and FK10 1BG

Source PEC Registration Forms 366

There is a less clear pattern of Wellbeing scores by area of deprivation, where those who live in areas in decile 4, 5 and 6 have lower wellbeing scores than those living in the more deprived areas in deciles 1, 2 and 3.

Table 19: Average WEMWEBS Score of PEC Participants by Economic Status at Start of PEC

Economic Status at Start of PEC	Total Participants	WEMWEBS Average at Start
Unemployed Seeking a Job	245	48.02
Economically Inactive: Other	75	44.1
Economically Inactive: Wanting A Job	46	47.6
All	366	47.18
UK average		51.6

Source PEC Registration Forms 366

At the point of registration, those who are unemployed and seeking a job and those who are economically inactive but wanting a job have a higher wellbeing score than those who are economically inactive and not seeking a job. This would imply that helping move individuals towards seeking a job will improve their wellbeing. Each group however remains below the national average score for wellbeing.

Further analysis on the change in wellbeing of participants at the beginning and end of PEC is provided later in this report.

4 Activities Delivered for Individual Participants

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

4.1 Training and Development

Throughout PEC, the content and approach of the training and development was transformed in response to the needs of the participants, the interest of participants, identified job vacancies and value for money. The programme of term 1 (Jan to March 22) was hugely different from Term 3 (August to December 22) to reflect these changing needs.

All courses were contracted on a “whole course” basis where the full course was funded then individuals attended. The vast majority were delivered in Clackmannanshire, with some specialist courses (Forklift Truck Driving, Chainsaw) delivered outwith due to the need for specialist equipment. The model of establishing new courses delivered in Clackmannanshire meant that these were all new and additional courses which were not previously available (free or charged) in Clackmannanshire.

Key lessons learnt throughout the programme were:

- (i) Some courses were of limited interest and were stopped
- (ii) A shift towards soft skills courses and in particular those on confidence and wellbeing and mental health areas in response to identified needs
- (iii) A termination of employability award course, to reflect that ClacksWorks undertake work in this area and the low number of participants with an interest in this area
- (iv) A number of longer courses were delivered which provided more in depth skills or broadened the skills provided. These included Introduction to Hospitality, Pathways to Childcare, Janitorial/Cleaning, Routes to Retail, Forklift Training. These were all targeted to areas of skill shortage
- (v) Piloting a numeracy money management/financial literacy programme including a workshop with one to one numeracy support

Moves were also made to deliver courses in local communities. In all 18 courses or workshops were delivered in community venues including Bowmar Centre, Tullibody, Hawkhill Community Centre, Alva and Sauchie. The success of this community level delivery was determined by the nature of the course and the strength of the linkages of the host community organisation with their local community.

The courses are broadly split into four categories. The table below reports the numbers of courses and course sessions for each term. In all 98 courses comprising just under 300 course sessions were delivered. Term 2 had fewer courses largely due to the Easter holidays falling within this period as well as the beginning of the summer holidays.

Table 20: PEC Courses by Category by Term

Course Category	Term 1		Term 2		Term 3		All PEC	
	Number of Courses	Number of Course Sessions	Number of Courses	Number of Course Sessions	Number of Courses	Number of Course Sessions	Number of Courses	Number of Course Sessions
Basic: Literacy, Numeracy, IT	4	20	5	5	4	20	13	45
Soft Skills: Personal Development, TIER, Managing Anxiety	7	41	21	40	7	41	35	122
Vocational: PAT, 1st Aid, Video	3	5	9	14	3	5	15	24
Passport to Employment: CSCS, IOSH, Food Safety in Catering, Enterprise, Virus and Infection Control	14	45	7	16	14	45	35	106
Total Courses	28	111	42	75	28	111	98	297

Source: PEC Training Records

Annex 3 sets out a full report on training and development course including bookings and attendance. A course session is a unique day/afternoon event eg a course running over 5 weeks at a day a week would be 1 course and 5 course sessions.

These were a mixture of accredited and unaccredited courses.

4.1.1 Attendance

A total of 2,401 training places were offered in 291 course sessions. In all there were 1,144 attendances.

The management and delivery of the training programme has improved significantly in Terms 2 and 3.

In term 3, PEC was also able to significantly increase the number of places available, in a wider range of courses. This was in response to the identified needs of the participants, and continued to secure high attendance. The number of places and attendances increased significantly while the % of attendances from bookings increased.

This improved performance during PEC has been achieved through improved management and administration of the training programmes, their marketing and by the development of an improved course programme, customised to suit the needs of the participants.

There is a significant number of participants who book but do not attend at 38%. This is principally driven by the nature of the client group and will be an ongoing challenge going forward.

Table 21: Places and Attendance of PEC Courses

	Places	Booked	Attendance	% Attendance (of booking)	% of capacity
Term 1	853	466	246	53%	29%
Term 2	571	650	337	52%	59%
Term 3	977	719	561	78%	57%
All PEC	2401	1835	1144	62%	48%

Source: PEC Course Attendance Records

4.1.2 Training and Development Attenders

The frequency of attendances varies across individuals and is set out below. The majority of participants attended one or two activities, with a small number attending high number of activities – up to 25 for one joiner.

This shows that, as expected, those who joined in term 1, gradually they reduced their attendances at activities and only 18 of the 64 joiners attended a training activity in term 3.

PEC Evaluation

March 2023

Table 22: Attendances of all PEC Participants for each term

Number of Attendances per person	No of People (Term 1)	Term 1 Attendances	% of Term 1 Only	No of People (Term 2)	Term 2 Attendances	% of Term 2 Only	No of People (Term 3)	Term 3 Attendances	% of Term 3 Only	Total Attendances
1	30	30	47%	56	56	41%	18	18	44%	104
2	10	20	16%	16	32	12%	5	10	12%	62
3	3	9	5%	13	39	9%	2	6	5%	54
4	7	28	11%	8	32	6%				60
5	6	30	9%	8	40	6%	2	10	5%	80
6	3	18	5%	4	24	3%	2	12	5%	54
7	0	0	0%	6	42	4%				42
8	1	8	2%							8
9	0	0	0%	8	72	6%	3	27	7%	99
10	2	20	3%	7	70	5%	7	70	17%	160
11	1	11	2%	3	33	2%				44
12	0	0	0%	2	24	1%				24
13	1	13	2%	1	13	1%				26
14				3	42	2%				42
15										0
16				1	16	1%				16
17										
18				1	18	1%				18
19							1	19	2%	
20										
21										
22										
23										
24										
25							1	25	2%	25
Total	64	187		137	553		41	197		918

Source: PEC Attendance Records

Table 23: Frequency of Attendance for Term 1 Joiners

Number of Attendances per person	No of People (Term 1)	Term 1 Attendances	% of Term 1 attendances	No of People (Term 2)	Term 2 Attendances	% of Term 2 attendances	No of People (Term 3)	Term 3 Attendances	% of Term 3 attendances	Total Attendances
1	30	30	47%	15	15	26%	8	8	44%	53
2	10	20	16%	7	14	12%	1	2	6%	36
3	3	9	5%	7	21	12%	0	0	0%	30
4	7	28	11%	4	16	7%	1	4	6%	48
5	6	30	9%	4	20	7%	0	0	0%	50
6	3	18	5%	2	12	3%	0	0	0%	30
7	0	0	0%	5	35	9%	1	7	6%	42
8	1	8	2%	0	0	0%	1	8	6%	16
9	0	0	0%	4	36	7%	1	9	6%	45
10	2	20	3%	0	0	0%	1	10	6%	30
11	1	11	2%	3	33	5%	1	11	6%	55
12	0	0	0%	1	12	2%	1	12	6%	24
13	1	13	2%	1	13	2%	1	13	6%	39
14	0	0	0%	3	42	5%	0	0	0%	42
15	0	0	0%	0	0	0%	0	0	0%	0
16	0	0	0%	1	16	2%	1	16	6%	32
18	0	0	0%	1	18	2%	0	0	0%	18
Total	64	187		58	303		18	100		590

Source: PEC Attendance Records

Table 24: Frequency of Attendance for Term 2 Joiners

Number of Attendances per person	No of People (Term 2)	Term 2 Attendances	% of Term 2 Only	No of People (Term 3)	Term 3 Attendances	% of Term 3 Only	Total Attendances
1	23	23	58%	7	7	37%	30
2	4	8	10%	0	0	0%	8
3	4	12	10%	3	9	16%	21
4	4	16	10%	0	0	0%	16
5	2	10	5%	1	5	5%	15
6	0	0	0%	1	6	5%	6
7	1	7	3%	1	7	5%	14
8	0	0	0%	0	0	0%	0
9	1	9	3%	1	9	5%	18
10	0	0	0%	0	0	0%	0
11	0	0	0%	2	22	11%	22
12	1	12	3%	0	0	0%	12
13	0	0	0%	0	0	0%	0
14	0	0	0%	2	28	11%	28
15	0	0	0%	0	0	0%	0
16	0	0	0%	0	0	0%	0
19	0	0	0%	1	19	5%	19
Total	40	97		19	112		209

Source: PEC Attendance Records

Table 25: Attendances of Term 3 Joiners

Number of Attendances per person	No of People (Term 3)	Term 3 Attendances	% of Term 3 Only
1	18	18	45%
2	5	10	13%
3	2	6	5%
4	0	0	0%
5	2	10	5%
6	2	12	5%
7	0	0	0%
8	0	0	0%
9	3	27	8%
10	7	70	18%
11	0	0	0%
12	0	0	0%
13	0	0	0%
14	0	0	0%
15	0	0	0%
16	0	0	0%
17	0	0	0%
25	1	25	3%
Total	40	178	

Source: PEC Attendance Records

4.1.2 Non Attenders

In all, 179 (49%) Participants did not attend any formal activity with PEC, but received only the one to one key working contact.

Those who did not attend other courses and activities, when compared to PEC participants overall, were less likely to be self referral (9% compared to 17% overall) and more likely to be referred by DWP (29% compared to 20% for PEC overall) indicating a degree of push on to the programme.

While there is no structured analysis of the reasons for this, these include participants moving quickly from the programme into a positive destination; participants interested in a specific course or activity and not being able to access it – for example the most popular courses being fully booked; the timing of courses did not suit childcare and other obligations; and rapid referral to other organisations for more appropriate support. Overwhelmingly, the challenge remains one of motivation and engagement.

There are 125 participants who did not register on any course or support. A further 54 booked on one or more activities but failed to attend. On further investigation 30% of this non attender group had booked on one or more courses/activities but failed to turn up. There are a range of reasons cited for this, but the over-riding cause of this relates to mental health, anxiety and motivation. This will remain an ongoing challenge for any employability programme.

Table 26: Bookings from Non Attenders

Bookings	Number participants	% non attendees
0	125	70%
1	25	14%
2	13	7%
3	5	3%
4	1	1%
5	7	4%
6	3	2%
	179	100%

Source: PEC Training Records

4.2 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 delivered in Term 3.

4.3 Placements

Placements were initially provided by All Cleaned Up and the Japanese Garden. The structure of the placements provided ACU and the Japanese Garden with support to fund staff who would work full time and supervise those undertaking the placements. Each supervisor would have up to 3 participants at a time.

The delivery of placements was 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 withdrew 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 have provided placements for up to 10 individuals for 18 weeks in ½ day a week working at Gartmorn Dam on a range of conservation and environmental activities. In all, 13 people attended during this period accounting for 86 sessions (some individuals attended only part of the programme), representing the largest element of the placement programmes.

5.4 Enterprise Programme

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

Table 27: Attendance at Enterprise 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 (2.5% of all PEC 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 wish to progress to establishing businesses.

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

Table 28: Feedback from Enterprise Programme Participants

	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%

Source: Ceteris Feedback Forms

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.

4.5 Literacy and Numeracy Support

4.5.1 Literacy Support

There has been a strong expressed interest for support in literacy from 44 participants (12% of PEC participants). In practice this support covers general literacy and numeracy support. Of these, 18 (41%) attended one or more session with most of these attending regularly, representing 5% of all PEC participants.

A significant proportion 15 (34%) did not show up to arranged appointments, did not respond to requests to set up appointments or withdrew their interest. In part this is due to the changing economic status of the individuals (some moved onto jobs), but the largest factor is the stigma some feel towards admitting weaknesses in their literacy.

At the end of PEC, there remained a waiting list, due to the resource constraints of the appointed literacy tutor and an inability to identify additional resources.

Table 29: PEC Demand and Activity in Literacy Support

Engagement With Literacy Support	Number
Regular	11
Once	4
Sporadic	3
No Show	5
No Response	5
Withdrew	5
Waiting List/Not approached	11
Total	44

Source: PEC Analysis of Literacy Attendance and Waiting Lists

Supports were wide ranging including short term supports to pass exams, completing forms and personal statements. Alongside this many have substantial literacy issues including two with dyslexia and additional learning needs.

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.

4.5.2 Numeracy Support

In November 2022 a pilot numeracy workshop was held which focused on effective money management. A group workshop was held and after an assessment of individual participant needs, one to one supports were provided (in some cases two people to one tutor). The tutorials covered a range of topics to suit the individual including financial well-being, general numeracy, improving numeracy for helping with children's homework, improving numeracy for work, learning spreadsheets, improving understanding of mathematical language for ESL candidates and clients overcoming anxiety around maths in everyday life and the workplace.

In all 13 Signed up for the programme, 10 attended the first workshop and a total of 8 completed the overall programme.

A customised feedback survey was undertaken for the participants. Out of 5 (where 5 was very much and 1 was not at all) the average score before and after the programme was:

Table 30: Feedback from Numeracy Support Programme

	At Start	At End
How much do you enjoy working with numbers?	2.62	4.6
How would you rate your financial wellbeing at this time?	3.12	4
How confident to do you feel with numbers?	2.25	4.4

Source: *Feedback from Participants*

Average marks out of 5.

This shows that the programme has been successful at significantly improving all measures and in particular the improvement in enjoying working with numbers and confidence in working with numbers. This programme ran only once and to only 2.5% of all PEC participants.

The lessons for the most effective design of numeracy support has been crucial in the design of the forthcoming Multiply programme. This includes the need to customise the numeracy supports for each individual and a recognition that often individuals have a specific need/task they wish to undertake which is driving their desire for numeracy support.

4.6 Specialist Supports

PEC contracted with three organisations to provide specific additional services to PEC participants.

4.6.1 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.

Unfortunately there was very limited demand. In a review of the service, the support from Recovery Scotland. After the first quarter the contract was 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.

We know that there are high numbers of residents facing addiction problems in Clackmannanshire. The reasons for low participation in these supports are uncertain but one factor may be the reluctance to be public about addictions.

4.6.2 Debt and Money Advice

Clacks Citizens Advice Bureau was 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.

In all there were six referrals.

Given the low level of demand, the provision of this support has been reduced each week and the service was extended to Nov 22. There remained limited interest in this support often because participants had already received this support (where needed) directly from CAB or through the ClacksWorks sponsored service.

4.6.3 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.

Nine referrals were made.

The support was designed to support PEC participants and there has been no feedback into the overall PEC programme and its operation to improve and adapt support to suit these participants.

There are many PEC participants who have autism support, but this approach to provide support does not appear to have added value and would not be recommended to go forward.

4.7 One to One Counselling

Mental health has been identified repeatedly as one of the main barriers to progression to employment. PEC has included 36 health and wellbeing workshops including Decider Skills programme. In addition it has delivered two ongoing programmes of Trauma Informed Employability Programme, delivered by RLP and has sponsored participants on the NHS Thrive programme.

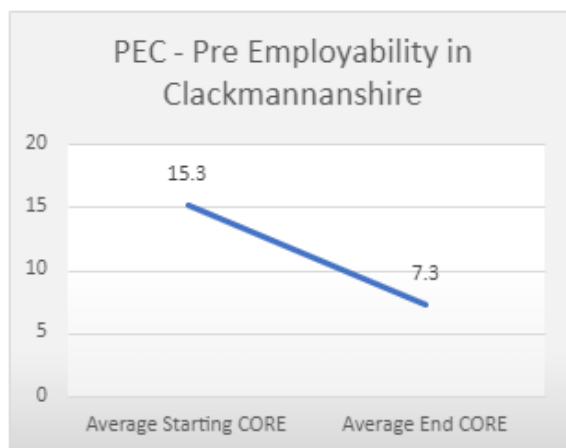
As a pilot one to one counselling was provided by professional counsellors employed by LifeLink and delivered through up to 8 one to one sessions per person.

In total 54 sessions were delivered to 13 participants. The main presenting issues were anxiety/stress (33%), bereavement/loss (33%), depression (17%) and general health (17%).

The sessions were delivered on line, at the preference of the participants.

For each participant, an assessment was made at the beginning and end of their sessions using the CORE (Clinical Outcomes in Routine Evaluation) metric.

Table 40: Impact on CORE score from one to one counselling



The average score for participants fell from 15.3 to 7.3. To place this score in context, a score of 40 would indicate the need for more intensive therapy.

5 Transport

Transport is a major challenge in Clackmannanshire and affects all aspects of employment, education, training and delivery of employability and other public services.

Separately CERT is considering how transport might be improved alongside partners.

5.1 Transport for PEC participants

PEC identified early on that transport was a major barrier for participants. This manifested itself in difficulties in securing attendance on PEC courses and activities, often due to unreliable public transport and mis-alignment of transport to school hours. Initiatives were established to help alleviate some of the worst impacts of transport.

In response some PEC courses, where possible, were timed to fit with school hours and public transport, where possible starting 9.30am and finishing 2.30pm. This was only possible for c50% of courses.

For courses outwith Clacks, eg Forklift Truck Driving, after many efforts PEC was able to find a taxi to transport the participants to the venue (Stirling). It was identified that there was a shortage of taxis in Clacks, particularly during the time of the “school run”.

This led to a renewed priority of ensuring that all courses were delivered in Clacks.

Driving: PEC funded a pilot of supporting individuals to secure their provisional licence and theory driving test. In all three provisional driving licences were funded and one theory test.

Cycling: In partnership with a Stirling and Clackmannanshire City Deal project, PEC worked with Forth Bikes to undertake a series of workshops on cycling proficiency. PEC provided second hand bikes, helmets and locks which participants received at the end of their series of workshops. The project secured high level of attendance and completion in part due to the provision of bikes. Delivered in November 22, it is too early to know if this has helped change travel patterns of participants.

5.2 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 was run by Dial-a-Journey and travelled 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 on 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.

Table 41: Passenger Numbers for Stirling College Bus

	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

Source: Analysis of Passenger Records

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:

Table 42: Passenger Pick up for Stirling College Buss

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

Source: Analysis of Passenger Records

Falkirk Bus

The demand for the Falkirk bus was almost twice that of the Stirling bus. This reflects the existence of some public services to Stirling.

Table 43: Passenger Numbers for Falkirk College 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

Source: Analysis of Passenger Records

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.

Table 44: Passenger Pick up for Falkirk College Buss

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

Source: Analysis of Passenger Records

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.

6 Infrastructure Supports

As well as the mainstream supports which are assisting individual PEC participants, PEC has funded 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 has been produced and is available on www.clacksregen.org.uk. The database is designed to be used by those who are advising individuals on employability supports. CERT has made a commitment to ensure its ongoing maintenance and update.

The delivery of PEC has highlighted that wider wellbeing issues are fundamental to the progression of individuals towards employment and therefore the database has been extended to cover this wider group of wellbeing and community support programmes. This will be an ongoing priority.

The database is searchable by a number of factors including beneficiary, location and type of support. As well as basic descriptions of the programme, this can also record levels of activities and performance of supports. Annex 6 shows basic information held in the database.

A total of 145 projects have already been logged, run by 88 organisations have been included at the time of writing this report.

The database was launched in December 2022 with preliminary data gathered. All “owners” of organisational data have been invited to register and they will then have access to editing and approving the entries for their programmes as well as add new programmes. In addition, all members of the Clackmannanshire Providers Network have been invited to register to add any new projects to the database.

The database is designed to be as easy to operate as possible, and regular automated reminders will be issued to encourage updating of the data.

The database also has the ability to provide a range of reports on the scale and type of activity in place in Clacks. High level reports on the number of projects included in the database are attached in Annex 7.

It is hoped that this will be a first step towards identifying any gaps in support or provision.

6.2 Video

A suite of videos have been produced on PEC

- A short 2 minute 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, 6 minute video for funders, stakeholders and policy makers

Each video draws on the views of participants, partners in the delivery of PEC and stakeholders and provides a valuable person centred view of the impact of the programme.

The video was “Premiered” in December 22 at Alloa Cinema and was warmly received.

The links to each of the videos are below.

<https://youtu.be/F8lG3JqBXO0>

<https://www.youtube.com/channel/UCeOCLBjDg3C3xSROg2hUPw>

6.3 Advisor Support Programme

PEC delivered two courses to increase the skills of those delivering PC (Supervisor Skills and Mental Health First Aid). Following the positive feedback from these, CERT undertook market research 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

A further course was held in December 2022 on Delivering Employability Skills.

6.3.1 Bookings and Attendance

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

Table 45: 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	12
Trauma Informed Practice	22	10
Delivering Employability Skills	14	11
Total	108	24

Source: Attendance Records

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 included staff from:

- Action for Children
- Apex Scotland
- BRS
- 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
- VitalSpark

Attendances for the courses was much lower at 55% anecdotally due to work pressures and holidays.

Table 46: 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
Delivering Employability Skills	11	9
Total	59	

Source: Attendance Records

6.3.2 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.

Table 47: 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

6.4 Development of the Third Sector

One of the greatest successes of the PEC programme is the extent to which it has brought together different organisations in the third sector to collaborate, co-design and deliver activities. It has also supported the development of these organisations.

Examples of this development are Dial a Journey who took on staff to run the college bus and have used this resource to secure further work so strengthening their operations.

New partnerships have been formed which have led to further joint projects, not funded by PEC. These include:

- (i) A Digital Skills project funded by City Region Deal between Forth Valley College and CERT which is delivering a range of community based digital workshops
- (ii) Let Us Decide. A series of user engagement workshops, led by CERT and delivered in partnership with different organisations. This includes partnerships with Mens Shed and education and others are currently being formed.
- (iii) REALITIES. A research project led by University of Edinburgh which involves partners CERT, RLP, Apex, Reach out with Arts in Mind and Ochil Youth Group.

Although early days in the formation of new projects and partnerships it has shown that the third sector has the capacity and capability to deliver large, complex programmes successfully.

7 Effectiveness of PEC's Operation

Throughout feedback was sought on the effectiveness of the operation of PEC. One of the most effective methods was the monitoring of the attendances and bookings which gave immediate feedback on what participants thought were useful. In addition other feedback was secured.

7.1 Immediate Feedback from Participants

After each course was completed participants were issued with a short feedback questionnaire via surveymonkey.

The responses to these surveys have been low with only 105 responses overall, representing a 11% response rate.

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.

Table 48: Participants Initial Feedback. How do you rate the course in terms of:

Category of Course	It's Content	Those Delivering it	It's organisation and management	Overall	The extent it has helped progress to employment	Number Responses
Basic	1.3	1.6	1.3	1.4	2.6	10
Soft Skills	1.8	1.8	1.8	1.82	2.5	44
Vocational	1.64	1.56	1.56	1.68	2.56	25
Passport to Employment	1.5	1.58	1.31	1.38	2.38	26
Total						105

(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

7.2 View of PEC operations

In the surveys of participants, those who had left PEC and those who were still on the programme were asked how they rated PEC. In all circumstances this was rated as between OK and Good. While all aspects performed well, the areas for improvement identified were the timing and location of delivery of activities. From discussions with participants we know this is largely due to the alignment of courses to school hours and locations to suit transport.

Table 49: How would you rate PEC in terms of:

	Bad	OK	Good	Average
Ease of Contacting (by phone, email or in person)	1	18	70	1.78
Quality of Advice and support provided	1	18	52	1.72
Overall Administration	0	21	51	1.71
Letting you know what is on	0	17	56	1.77
Content of courses and workshops	0	19	54	1.74
Location of the delivery of the activities	1	22	50	1.67
Timing of Activities Held	3	22	49	1.62
Other	3	1	5	1.22

Average where Bad = 0, OK =1 and Good = 2

Source: Surveys of PEC participants.

Table 50: How would you rate PEC by participant outcome

	Left PEC, positive Destination	Active
Ease of Contacting (by phone, email or in person)	1.7	1.91
Quality of Advice and support provided	1.58	1.88
Overall Administration	1.54	1.91
Letting you know what is on	1.65	1.91
Content of courses and workshops	1.63	1.88
Location of the delivery of the activities	1.5	1.88
Timing of Activities Held	1.41	1.88
Other	1.8	0.5

Average where Bad = 0, OK =1 and Good = 2

Source: Surveys of PEC participants.

Both participants who were still active on PEC at Dec 22 and those who moved to a positive destination reported PEC as between OK and Good. The participants who were still active on the programme scored PEC higher in all aspects of its operation.

7.3 Participant Allowance and ASDA Vouchers

To encourage attendance participants were provided with a payment.

Initially this was provided as a cash payment of £10 per week of attendance directly into their bank accounts. This was found to be impractical as participants were reluctant to provide bank details. This was because of a range of reasons including existing overdrafts, joint accounts, and concerns over confidentiality of information.

After a month, the allowance was changed to the provision of ASDA vouchers for £10 (£13 to include a lunch allowance for some activities). This was initially provided weekly and then to simplify administration this was shifted to payment per attendance. Initially provided in hard copy, these were later successfully switched to on line vouchers.

ASDA vouchers were issued on the basis of attendance records received.

Informally the ASDA vouchers were seen as important to secure attendance. This was tested in the evaluation survey. Unexpectedly 43% of participants report that they would have attended without the ASDA vouchers and a further 52% report that they might have attended.

Table 51: To what extent did the ASDA Vouchers influence your participation in PEC?

	All Responses	Left: Positive outcome %	Active %
Number of Responses	103	33	70
Essential, I wouldn't have attended otherwise	5%	15%	0%
Partial, I might have attended	52%	48%	54%
Not at all, I would have attended anyway	43%	36%	46%

Source: Evaluation Surveys of Active PEC participants and those who have left.

This finding was unexpected and there is some preliminary feedback that attendance of PEC23 (running from Jan 23) has reduced with ASDA vouchers no longer available for attendance.

8 Outputs, Outcomes and Impact

8.1 Approach

In this section, the outputs, outcomes and Impacts of PEC are examined in more detail. The information in this section encompasses information which has been gathered from a range of sources.

- Qualification records
- The status of those who have registered on PEC. This is gathered on a regular basis by CERT staff and logged on key worker sheets. At the end of PEC, this was updated where participants could be traced.
- Survey of those who had moved into a positive destination. “How Was it for You?” This survey secured the view of these participants on what they thought of PEC, the extent to which they felt PEC had influenced their destination and how this aligns with support they have received from other organisations and a repeat of the WEMWBS wellbeing score.
- Survey of those who were still active on PEC at December 22. “What did you think of us”. This survey secured the view of these participants on what they thought of PEC, the extent to which they felt PEC has progressed them towards employment and how this aligns with support they have received from other organisations, and a repeat of the WEMWBS wellbeing score.
- Survey of those who joined PEC, but undertook no activity (other than direct key worker support). “Did you not fancy us?” This asked views of what they thought of PEC and a repeat of the WEMWBS wellbeing score.

Table 52: Response Rate to Evaluation Surveys

	Total Population	Number surveys	% response rate
How was it for you? Positive Destination	206	70	34%
Tell us what you think: Still Active	107	33	31%
Did you not fancy us?: Not actively engaging	53	14	26%
Total	366	117	32%

Information from all these sources were then analysed alongside information on the PEC registration form, PEC equalities form, the PEC outcome information and PEC attendances.

In all these surveys secured a 32% response rate from PEC participants, with higher response rates for those individual who had either progressed to a positive destination or were still active on PEC.

8.2 Qualificationa

Some of the courses were externally accredited. A total of 160 qualifications have been achieved. This exceeds the targets set for the programme (50). These qualifications were achieved by 87 individuals.

Table 53: Table: Number of Qualifications Achieved

Course	Number of Qualifications Achieved
COSHH	5
CSCS Card	36
Emergency First Aid	9
First Aid at Work	10
Food Safety in Catering	19
Industrial Cleaning	9
IOSH	14
Mental Health 1st Aid	8
PAT Testing	17
Pathways to Childcare	6
SQA Employability Award	7
Routes to Retail	3
Chainsaw Course	3
Forklift	5
Landscaping	9
Total Qualifications Achieved	160

Source: PEC qualification records

The majority of the courses are short courses of 1 day (excluding SQA Employability Awards, First Aid at Work, Pathways to Childcare, Forklift Trust Driving and Routes to Retail).

Analysing the qualifications in more detail it can be seen that 33% of the 80 who are now in employment secured a qualification while on PEC. There are however a higher proportion of participants in job search and others who have more qualifications. This is in part due to those securing qualifications in PAT testing and first aid which were not designed to directly lead to employment.

Table 54: Analysis of participants who gained one or more qualification by destination

	Total	No with Qualification	% with qualification
Employment	80	26	33%
Education	43	4	9%
Volunteering	15	3	20%
Job Search	56	23	41%
Uncontactable	12	5	42%
Others	160	26	16%
	366	87	24%

Source: PEC qualification records and destination information

Table 55: Analysis of participants who gained one or more qualification by gender

	Total	No with Qualification	% with qualification
Male	212	60	28%
Female	148	25	17%
Prefer Not to Say	3	2	67%
Non Binary	1	0	0%
Transgender	2	0	0%
Total	366	87	

Source: PEC qualification and registration records

Male participants were significantly more likely to secure a qualification. This is due in part to the number of CSCS cards and IOSHH certificates where those courses are more heavily attended by males.

8.3 Outcomes: Progression from PEC

During the life of PEC, 366 participants have registered for the programme. Each have had a different journey on PEC, some of which are more active and engaged than others. The table below sets out the analysis of the status and engagement of the participants

Table 56: Status of PEC Registrations at 30 Dec 22

	Numbers	% Registrants
Total Registrations	366	
Actively Engaging	105	30%
Not actively engaging	55	16%
Left PEC: Positive Destination		
Employment/Self Employment	80	23%
Education or Training	43	12%
Job search/employability programmes	56	16%
Volunteering	15	4%
<u>Total Positive Destination</u>	<u>194</u>	<u>55%</u>
Left: Uncontactable	12	3%
Total	354	100%

Source: PEC Participant Status Records

At the end of December 2022, of the 366 registrants, 160 (46%) remained on PEC. Of the 206 who had left PEC it is possible to do a number of analyses on the make up of those who have different outcomes and these are set out in the tables below.

Those PEC participants who are resident in areas in SIMD declines 1 and 2 were as likely, after PEC to have moved into employment or education as PEC participants as a whole (22% for employment and 12% for education.)

Table 57: Destination of participants by SIMD Decile (% of all participants in that decile)

Decile	Employment	Education	Volunteering	Job Search	Uncontactable	Others	Total
1	25%	14%	3%	17%	5%	37%	103
2	24%	12%	2%	16%	2%	43%	86
3	15%	13%	2%	15%	5%	51%	55
4	26%	7%	2%	7%	0%	58%	43
5	30%	11%	7%	19%	0%	33%	27
6	0%	29%	0%	29%	0%	43%	7
7	0%	23%	8%	31%	15%	23%	13
8	17%	0%	0%	17%	0%	67%	12
9	13%	7%	33%	7%	0%	40%	15
10	33%	0%	0%	0%	0%	67%	3
Total	79	43	15	56	12	159	364
% of all in that destination	22%	12%	4%	15%	3%	44%	

*Missing 2 Deciles for FK10 1BG + FK10 1BF

Source: PEC Outcome information and Registration Form

There is no clear pattern on the likelihood of a positive destination from the perceived barriers that participants faced at the start of PEC. Those who are care experienced or with a physical disability having a lightly greater likelihood of now being in employment.

Table 58: Destination of participants by the reported barriers faced at the beginning of PEC (% is the share of any participant citing that barrier in each post PEC status)

	Employment	Education	Volunteering	Job Search	Uncontactable	Others	Total
Dependency/addiction	21%	17%	8%	21%	4%	29%	24
Esteem/low confidence	22%	14%	5%	12%	3%	45%	146
Ex offender	25%	14%	4%	14%	0%	43%	28
Care Experienced	32%	28%	0%	20%	0%	20%	25
Learning Disability	19%	14%	6%	11%	0%	50%	36
Mental Health Issues	21%	13%	5%	14%	4%	44%	117
Mobility Issues	29%	0%	10%	29%	5%	29%	21
Physical Disability	29%	8%	4%	25%	0%	33%	24
Sensory Disability	0%	25%	25%	0%	0%	50%	4
Autism	5%	19%	14%	14%	5%	43%	21
Previously Excluded from School	38%	6%	0%	19%	0%	38%	16

Source: PEC Outcome information and Registration Form

Those who had cited a barrier at the point of their registration with PEC, those who had previously been excluded from school, were care experienced, had mobility issues/physical disability and ex-offenders were more likely to have reached employment. Those with a sensory disability, autism and care experienced were most likely to move to education/training.

Table 59: Destination of PEC participant by level of Activity Undertaken

	Supported through key working only	Undertook 1 activity	Under took 2 or more activities
Registered	179	67	120
On programme at 30 Dec 22	92	26	42
Left before 30 Dec 22: Known Destination			
Left: Employment	17%	34%	23%
Left: Education and Training	14%	10%	9%
Left: Volunteering	6%	3%	3%
Left: Job Searching	10%	10%	26%
Total Left Positive Outcome	46%	58%	60%
Uncontactable	4	2	6

Source: Attendance Records and Outcome records.

The more activity undertaken on PEC, the greater likelihood to achieve a positive destination. Only 45% of those who participated in key working service moved to a positive destination compared to 60% for those who undertook more than 2 PEC activities. This is particularly pronounced in achieving employment after PEC participation.

Table 60: Destination of PEC participant by Gender

	Male	Female	Non Binary	Transgender	Prefer Not to Say
Total Participants	212	148	1	2	3
Left before 30 Dec 22	118	84	1	1	2
Left: Employment	41%	37%	0%	0%	50%
Left: Education and Training	15%	29%	0%	100%	0%
Left: Volunteering	6%	10%	0%	0%	0%
Left: Job Searching	32%	19%	100%	0%	50%
Total Left Positive Outcome	100%	100%	100%	100%	100%

Source: PEC Registration and Outcome records.

Male participants of PEC were more likely to move into employment or job searching after PEC than female participants, while female participants were comparatively likely to enter education and training.

Coupled with a lower participation of females on the programme, this highlights a weakness in the programme that should be addressed going forward.

Table 61: Destination of PEC participant by Age

	16-19	20-24	25-49	50-67
Total Participants	91	56	158	61
Left before 30 Dec 22	54	29	89	34
Left: Employment	24%	34%	45%	50%
Left: Education and Training	33%	10%	19%	15%
Left: Volunteering	2%	3%	10%	12%
Left: Job Searching	39%	45%	18%	18%

Source: PEC Registration and Outcome records.

The younger participants, 16 to 19 unsurprisingly were most likely to move onto Education and Training. The 50 to 67 year old group were most likely to move into employment, closely followed by the 25 to 49 year olds reflecting that fewer of this group moved to education or training.

Table 62: Outcome by Economic Status at Start of PEC

	Unemployed	Economically Inactive seeking a job	Economically inactive not seeking a job	All Economically Inactive
Total Participants	245	46	75	121
Left before 30 Dec 22	132	27	47	74
Left: Employment	36%	30%	51%	43%
Left: Education and Training	23%	22%	13%	16%
Left: Volunteering	4%	11%	15%	14%
Left: Job Searching	31%	30%	15%	20%

Source: PEC Registration and Outcome records.

PEC has been successful in supporting those who were economically inactive to move into employment (43%), slightly higher than those who were previously unemployed. This has been particularly successful in helping those who were not previously seeking a job to move into employment. In some cases this was due to re-engaging with those who were disheartened by previously failed job searching and persuading them to re-engage.

Table 63: Outcome by Length of Unemployment prior to starting PEC

	Less than 6 months	7 to 11 months	12 to 24 months	2 to 5 years	5 to 10 years	More than 10 years	Unknown
Total Participants	91	39	41	57	28	43	67
Left before 30 Dec 22	51	23	27	32	13	22	38
Left: Employment	49%	39%	41%	34%	38%	36%	29%
Left: Education and Training	8%	26%	19%	19%	23%	27%	34%
Left: Volunteering	2%	4%	15%	16%	8%	5%	5%
Left: Job Searching	37%	13%	22%	25%	15%	27%	32%

Source: PEC Registration and Outcome records.

As would be expected the longer had been unemployed, the less likely you are to have moved onto employment

Table 64: Outcome by Level of Educational Attainment prior to starting PEC

	No Qualifications	Level 1. O Grade	Level 2: Higher	Level 3: Advanced higher	Level 4: Degree	Overall
Total Participants	74	165	50	59	18	366
						0
Left before 30 Dec 22	41	93	26	37	9	206
Left: Employment	29%	40%	38%	43%	56%	39%
Left: Education and Training	15%	23%	27%	22%	11%	21%
Left: Volunteering	7%	6%	4%	5%	33%	7%
Left: Job Searching	44%	27%	23%	19%	0%	27%
Total Left Positive Outcome						0
						0
Left: No Longer want engagement with PEC	5%	4%	8%	11%	0%	28%

Source: PEC Registration and Outcome records.

As would be expected, those with a higher level of educational attainment were more likely to move into employment while those with no qualifications were more likely to move to job searching. Those who achieved Level 2: Higher qualification were most likely to move to education and training. Volunteering as an outcome was most common for those with degree level and above.

Of the responses received (111), 25% had received support from DWP/Job Centre in the previous 2 years and 23% had received support from ClacksWorks with the Citizens Advice Bureau and Apex Scotland also common providers of other support. These participants who had received other supports were more likely to move into a positive destination when support was received from ClacksWorks, DWP and the Citizens Advice Bureau. This reinforces the value of collaborative working across agencies.

Table 65: Outcome by Support received by other organisations during previous 2 years

	All Responses	Left: Positive outcome	Left: Not positive/ unknown	Active	All Responses	Left: Positive outcome	Left: Not positive/ unknown	Active
					%	%	%	%
PEC Participants Overall	366	194	12	105		53%	3%	29%
Clackmannanshire Works	26	23	0	3	23%	88%	0%	12%
Parental Employment Support Fund (PES)	3	2	1	0	3%	67%	33%	0%
Department for Work and Pensions/Job Centre	28	17	4	7	25%	61%	14%	25%
Skills Development Scotland	7	4	0	3	6%	57%	0%	43%
Forth Valley College	9	7	0	2	8%	78%	0%	22%
Citizens Advice Bureau	19	17	0	2	17%	89%	0%	11%
Apex Scotland	14	10	1	3	13%	71%	7%	21%
Other Council departments	3	3	0	0	3%	100%	0%	0%
Others	2	1	0	1	2%	50%	0%	50%
Total Responses	111	84	6	21				

Source: Surveys of participants and Analysis of PEC outcomes

Table 66: Outcome by Source of Referral

	Clacks Works	DWP	Self Referral	Other	Total
Total Participants	86	76	100	104	366
Total Left Positive Outcome	55	42	37	72	
Left: Employment	35%	52%	46%	31%	
Left: Education and Training	16%	14%	22%	28%	
Left: Volunteering	7%	7%	8%	7%	
Left: Job Searching	35%	21%	19%	29%	

Source: Surveys of participants and Analysis of PEC outcomes

Those participants who were referred by DWP or were self referrals were more likely to move into employment. Those who were referred by ClacksWorks were the most likely to move to Job Searching, perhaps reflecting the nature of their work and the stage of their clients.

8.3 Impact of PEC

While the results above provide us with information on the current status of those who participated in PEC, the programme operates within a wider context of employability supports. It also recognises that for many participants, PEC may not have been the main factor for securing a positive outcome.

As part of the evaluation surveys, participants were asked a range of questions to assess the impact of PEC on their progression.

8.3.1 The View of those now in a Positive Destination

For those who are now in a positive destination, PEC was seen as having a significant impact.

Table 67: Congratulations on moving onto a job, volunteering or further training. How much do you think this was because of PEC?

	Not at All	A Little	A Lot	Entirely	Average
All	2	39	21	7	1.48
Now in Employment	1	12	10	4	1.63
Now in Training	0	10	4	1	1.4
Now in employability supports	1	16	6	2	1.36
Now in volunteering	0	1	1	0	1.5

Source: Survey of those now in a positive destination (36% response rate)

Average where Not at All =0; A little = 1; A Lot = 2; Entirely = 3

On average for each positive destination, participants reported that this was between a little and a lot to do with their participation in PEC. Only 2 participants who are now in a positive destination felt this was not to do with PEC.

7 (21%) participants felt their positive destination was entirely due to their participation in PEC.

It is recognised that PEC operates in an environment with multiple supports available. For those who are graduates of PEC and those who are still on the programme, they were asked the support which was most positive in their progression. See the table above on the numbers who had experienced other supports.

Table 68: Which Organisation has had the most positive impact on your progression (mark top 2)

	1st	2nd	% respondents scored 1st	% respondents scored first or 2nd
PEC	54	12	78%	96%
Clackmannanshire Works	8	14	12%	32%
Parental Employment Support Fund (PES)	1	1	1%	3%
Department for Work and Pensions/Job Centre	1	5	1%	9%
Skills Development Scotland	0	4	0%	6%
Forth Valley College	1	10	1%	16%
Citizens Advice Bureau	0	8	0%	12%
Apex Scotland	1	4	1%	7%
Other Council departments	1	0	1%	1%
Others	2	11	3%	19%
Total Respondents	69	69		

Source: Survey of those now in a positive destination (36% response rate)

Recognising that many participants have received support from more than one organisation or programme of support, those who had moved into a positive destination were asked which organisation had the most positive impact on their progression. 96% of participants felt that PEC had either the most or 2nd most impact on their outcome. The next most impactful was Clackmannanshire Works at 32% then Forth Valley College at 16%. 78% of responders felt PEC had the most positive impact on their progression.

The low level of citations for non PEC programmes is in part due to the low number of individuals who had received support from these organisations.

Those who had moved from PEC to a positive destination were asked which element of PEC had the greatest impact on their progression to employment/or securing a positive outcome.

One to one key working support was overwhelmingly cited as the most important with 88% of those who had a positive outcome from PEC.

Table 69: Which element of PEC do you feel had the greatest impact on your progression to employment (you can vote for up to 3): Those who moved to a positive destination

	1st	2nd	3rd	Average Score	Cited 1st, 2nd or 3rd
One to one support from Mark or Louise	23	1	5	2.3	88%
Placements at All Cleaned Up, the Japanese Gardens or Gartmorn Dam	0	1	1	0.09	6%
Short health and wellbeing workshops delivered by Mark at CERT	1	8	1	0.61	30%
Employability Award course delivered by Apex	0	4	3	0.33	21%
Literacy one to one support	0	4	4	0.36	24%
IT or digital course	3	2	1	0.42	18%
Short vocational courses such as construction card, health and safety, manual handling	2	2	1	0.33	15%
Longer vocational courses such as pathways to childcare, introduction to hospitality, routes to retail, forklift truck driving	2	3	2	0.42	21%
Money advice with Citizens Advice Bureau	1	2	8	0.45	33%
Addiction Support with Recovery Scotland	0	1	1	0.09	6%
First Aid Course	0	3	5	0.33	24%
One to one counselling with Lifelink	0	2	0	0.12	6%
Bike: Learning with a bike	1	0	1	0.12	6%
Other					0%
Total Respondents	33	33	33		33

Average Score where 1st = 3; 2nd = 2, 3rd = 1, divided by all respondents to question

Source: Evaluation surveys

For those who moved into a positive destination, one to one support was the most important (average score 2.30) with other supports valued, but not cited as strongly: health and wellbeing workshops (0.61), Money Advice (0.45), IT course (0.42) and longer vocational courses (0.42). Addiction Support alongside One to one counselling and bike project were scored much lower reflecting in part the smaller number of participants in those activities.

8.3.2 The View of those still participating in PEC at end Dec 22

For those who are still active on PEC at the end of December 22, they were asked the extent to which their participation has had a positive impact on different aspects of their progression to employment. These results are set out below.

Table 70: From the time you signed up for PEC, to what extent do you feel

	Not at All	A Little	A Lot	Entirely	Average Score
I am more optimistic about securing employment	0	20	9	4	1.52
I now have skills that better prepare me for employment	0	16	12	5	1.67
I have overcome some barriers to me moving to employment	0	20	8	5	1.55
I am more motivated to secure a job	0	21	6	6	1.55
I am more motivated to start a training or education course	0	15	11	7	1.76

Source: Survey of PEC Participants still active on PEC at end Dec 22 35% response rate
Average where Not at All =0; A little = 1; A Lot = 2; Entirely = 3

All respondents felt that they have experienced some degree of improvement on each of these aspects. Each measure scored on average between their start on PEC and now as a little or a lot of improvements during the time of their participation on PEC. The most commonly cited were more motivated to start a training or education course and now being better prepared for employment.

Table 71: How much do you think this was to do with PEC?

	Number	%
Not at All	0	0%
A Little	19	58%
A Lot	12	36%
Entirely	2	6%
Average Score	1.48	

Source: Survey of PEC Participants still active on PEC at end Dec 22 35% response rate
Average where Not at All =0; A little = 1; A Lot = 2; Entirely = 3

All respondents felt that PEC had some impact on his improvement and overall scoring between a little and a lot of impact.

For those who are still on the programme, they were asked the support which was most positive in their progression.

Table 72: For Active PEC participants: Which Organisation has had the most positive impact on your progression (mark top 2)

	1st	2nd	% of 1st	% of 1st or 2nd
PEC	31	2	94%	100%
Clackmannanshire Works	1	3	3%	12%
Parental Employment Support Fund (PES)	0	0	0%	0%
Department for Work and Pensions/Job Centre	0	6	0%	18%
Skills Development Scotland	0	1	0%	3%
Forth Valley College	0	4	0%	12%
Citizens Advice Bureau	1	5	3%	18%
Apex Scotland	0	8	0%	24%
Other Council departments	0	4	0%	12%
Others				
Total Respondents	33	33		

Source: Survey of those active on PEC at end Dec 2022

Every participant who is still active on PEC, cited PEC as being the organisation which has had the most or second most positive impact on their progress. The next organisation which was cited as having the most positive impact was Apex Scotland (24%), Citizens Advice Bureau (18%) and Department for Work and Pension/Job Centre (18%). Care is required as this reflects that a relative few of these participants report working with other support agencies.

Participants were asked which element of PEC had the greatest impact on their progression. One to one key worker support was overwhelmingly the most important (average score 1.67), with the wellbeing workshops (0.73) and Short vocational courses (0.61) and first aid courses (0.58) and work placements (0.58) also cited strongly.

Table 73: Which element of PEC do you feel had the greatest impact on your progression to employment (you can vote for up to 3): Those who remain active on PEC

	1st	2nd	3rd	Average Score	Cited 1st, 2nd or 3rd
One to one support from Mark or Louise	30	7	6	1.67	65%
Placements at All Cleaned Up, the Japanese Gardens or Gartmorn Dam	9	5	1	0.58	23%
Short health and wellbeing workshops delivered by Mark at CERT	7	9	9	0.73	38%
Employability Award course delivered by Apex	7	0	4	0.38	17%
Literacy one to one support	2	9	5	0.44	24%
IT or digital course	0	7	7	0.32	21%
Short vocational courses such as construction card, health and safety, manual handling	4	9	10	0.61	35%
Longer vocational courses such as pathways to childcare, introduction to hospitality, routes to retail, forklift truck driving	0	0	0	0	0%
Money advice with Citizens Advice Bureau	1	1	6	0.17	12%
Addiction Support with Recovery Scotland	0	0	0	0	0%
First Aid Course	4	9	8	0.58	32%
One to one counselling with Lifelink	2	1	0	0.12	5%
Bike: Learning with a bike	0	2	1	0.08	5%
Other					
Total Respondents	66	59	57		66

Average Score where 1st = 3; 2nd = 2, 3rd = 1, divided by all respondents to question

Source: Evaluation surveys

Looking ahead, those individuals who had not yet left PEC were asked to identify if they felt they faced any further barriers to securing employment.

Table 74: Are there any constraints/barriers that you still face to stop you moving to employment?

	No	%
Skills	7	16.67%
Confidence/Motivation/Anxiety	9	21.43%
Childcare	11	26.19%
Transport	10	23.81%
Lack of Good paying jobs	2	4.76%
Other	3	7.14%
Total	42	

Source: Survey of PEC Participants not in a positive outcome

Barriers identified were wide ranging. The most significant were childcare followed closely by transport. A fifth of the respondents cited confidence, motivation/anxiety as an ongoing barrier while skills also remains a barrier.

8.4 Impact on Wellbeing

At the start of the programme, each participant completed the WEMWBS wellbeing survey.

As part of the surveys post PEC the WEMWBS survey was completed again to measure the change in wellbeing during the programme. Where this was possible (ie that there was a response to this question in both registration and evaluation questionnaire) the results are set out below:

Table 75: Average WEMWEBS Scores of PEC Participants

	At Start	end Dec 22	Change %
All Average	47.2	48	2%
All Median	42	49	17%
Average			
Gender			
Male	48.2	48.5	1%
Female	45.8	47.5	4%
Economic Status at Start			
Unemployed	48.1	48	0%
Economically inactive wanting a job	47.6	48.8	3%
Economically inactive other	44.3	47	6%
Disabled	**		
Not Disabled	**		
Age			
16 to 19	49.3	50.1	2%
20 to 24	46.3	46.2	0%
25 to 29	48.5	46.7	-4%
30 to 39	44.8	46.3	3%
40 to 49	48	46.4	-3%
50 to 67	46.5	51.9	12%
Outcome			
Now in Employment	46.5	51.6	11%
Now in Education or Training	44.5	48	8%
Now in other Employability Supports	47.9	46	-4%
Now in volunteering	46.3	46	-1%
Continued on PEC	47.7	45	-6%

** insufficient responses to allow analysis

Source PEC Registration and Evaluation Forms

Against an average score of 51.6, at the start of PEC, the participants overall and in all categories performed poorly and below the national average. Overall there has been an improvement in the average score with a greater increase in the median showing a broad shift of participants “up the wellbeing scale”. Unsurprisingly those who are now in employment have experienced the greatest improvement in their wellbeing (11%) with

significant improvements in those over 50 (12%) and those now in education and training (8%).

PEC has been effective at increasing the wellbeing of the economically inactive participants.

Those who have not progressed from PEC have experienced the highest decline in wellbeing.

Behind these figures are a wide range of individual scores determined by their situations at the time of completing the two surveys. Within the respondents, 60% had improved their wellbeing score.

Table 76: Improved/Decline of WEMWEBS scores for PEC participants

PEC overall	No.	%
% participant with improved score	53	60%
% participants with reduced Score	35	40%
Total providing both before and after score	88	

Source PEC Registration and Evaluation Forms

It is recognised that using the WEMWEBS score has its limitations as this relates the views and wellbeing of each individual in the two weeks prior to the survey being undertaken and this may increase or decrease due to short term factors which may lie outwith PEC.

Going forward the Outcome Star system will be used to help map and support a more holistic and sustained improvement in wellbeing.

8.5 Outcomes – Report Against Targets

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 December 2022. For many measures, the definition remains unclear. For the purpose of 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, but in the absence of greater clarity this has been used.

By the end of the programme all targets have been exceeded. The original application and regular DWP reporting have different measures. Both are reported here.

Table 77: Outcome of PEC Against Programme Measures 31 Dec 22 as per application form

Participants	Target	Actual as at end Dec 22	% achieved	As a % of participants
Economically inactive	83	121	146%	33%
Unemployed	75	245	327%	67%
Employed	7	80	1143%	
Voluntary Sector Organisations	9	15	167%	
Activity				
Direct Supports on 1 to 1	158	357	226%	
Direct Supports 1 to many	167	1050	629%	
Outcome	Target	Actual as at end Dec 22	% achieved	
People in Education or Training following support	27	43	159%	12%
People gaining a qualification following (or within) support	50	83	166%	23%
Economically inactive people now in employment or self employment following support	13	32	246%	26%
Economically inactive people now newly engaged in job searching following support	13	15	115%	12%
Economically inactive people who are now engaged in life skills supports following intervention	47	67	143%	55%
Economically inactive people engaging with benefits system following support	41	112	273%	93%

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 reported monthly, including many which are not specific to the economically inactive, these are reported out below.

Table 78: Outcome of PEC Against DWP Programme Measures 31 Dec 22

Participants	Target	Actual as at end Dec 22	% achieved	As a % of participants
Economically inactive	83	121	146%	33%
Unemployed	75	245	327%	67%
Total PEC Participants (mainstream)	158	366	232%	
Employed	7	80	1143%	
Voluntary Sector Organisations	9	15	167%	
Activity				
Direct Supports on 1 to 1	158	357	226%	
Direct Supports 1 to many	167	1050	629%	
Outcome	Target	Actual as at end Dec 22	% achieved	
People in Education or Training following support	27	43	159%	12%
People gaining a qualification following (or within) support	50	83	166%	23%
People now in employment or self employment following support	13	80	615%	22%
People now newly engaged in job searching following support	13	56	431%	15%
People who are now engaged in life skills supports following intervention	47	187	398%	51%
Economically inactive people engaging with benefits system following support	41	120	293%	99%

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.

9 Conclusions, Recommendations and the Way Forward

9.1 Conclusions

Overall, PEC has been a hugely successful programme which has exceeded all its targets. It had the ability to pilot a range of supports and through continually evolving to the needs of its participants, target group and the existing employability landscape has established a high impact programme that has supported large numbers of unemployed and economically inactive residents of Clackmannanshire.

Some key conclusions are

- (i) PEC has been successful in **supporting 55% of its participants into a positive destination and 33% into employment**. This represents 80 people into employment.
- (ii) PEC is at **least partly responsible for the positive outcomes** of all participants
- (iii) PEC has had the **greatest influence on securing positive outcomes** compared to other employability supports
- (iv) The work of the **key worker** is the most important element and must continue as the core of any programme.
- (v) The **Wellbeing** of participants have improved overall
- (vi) as the **largest employability programme** in Clackmannanshire with 366 participants, it has proven to be popular and able to recruit and engage participants who are not engaged with other employability programmes.
- (vii) the **open and flexible** nature of PEC, where it is eligible for a wide client group has been crucial to its success. Individuals are not pushed out the programme or refused re-entry
- (viii) PEC has been **adaptable** throughout its operation and at times has meant a fundamental shift away from some elements of delivery. This ability to be nimble and adapt provision to meet the needs presented has been crucial.
- (ix) There has been a slight shift in the nature of new registrants in term 3 to those who are nearer the labour market, unemployed and living in less deprived areas. It will be an ongoing challenge for PEC to **target its activities at those who are furthest from the labour market and economically inactive**
- (x) While successfully engaging with those who are furthest from the labour market this remains a fraction of the economically inactive in Clacks and this presents an ongoing challenge
- (xi) There remain **major barriers to employment** including childcare, transport, mental health and skills.
- (xii) Customising any support programme to **suit the client needs** is essential to secure the interest and engagement of participants and to ensure skills provided suit their needs and the job opportunities.
- (xiii) Considering PEC's Content and delivery:

- a. **Placements** while valuable are challenging to establish
- b. The **enterprise programme** was of interest to a small proportion of PEC participants but filled a major **gap in supports** available.
- c. There is a substantial and ongoing need for **adult literacy** support.
- d. **Recovery and addiction support did not work within the PEC** programme although is a recognised ongoing need.
- e. Autism support provided did not add value to PEC
- (xiv) **PEC has been managed effectively with positive feedback**
- (xv) **Setting Timing and location of delivery** of activities to suit childcare and transport barriers should be a priority.
- (xvi) **ASDA vouchers were seen as necessary to secure attendance** on PEC activities, but in the evaluation 46% stated that they did not require these to attend. This should be kept under review
- (xvii) **Women are less likely to register for PEC** and are less likely to have a positive employment outcome.
- (xviii) **Health and wellbeing workshops and longer vocational course** are seen as important
- (xix) **Ongoing communication** with participants including new things and activities are crucial to secure ongoing engagement and let the participants feel they are getting something from the programme.
- (xx) There are a small number of participants who attend many activities in PEC, it will be important going forward that **progression is encouraged** where possible.
- (xxi) There are a large proportion of participants who received key worker support only. It is important to ensure that this is the appropriate level of support for these participants and that they **remain active and engaged** with PEC.

9.2 Future Priorities and Recommendations

CERT has been working with Clackmannanshire Council (ClacksWorks) and other agencies including DWP and SDS to design a new over-arching system for the delivery of employability services in Clacks. This masterplan will allow a new SPF programme to be implemented effectively which for the first time will be delivered by two organisations.

CERT and this PEC programme will play an important part in that new programme. These recommendations are made in the context of the new employability framework/masterplan.

Retain PEC's Core Principles

PEC has been hugely successful and it is crucial that its core principles are maintained going forward. These are:

- Open to all
- Local delivery of activities to engage participants
- Driven by a key working model

- Flexibility and adaptability to suit the changing needs of clients and the job opportunities
- Address mental health and wellbeing barriers
- Be fully integrated with the existing support infrastructure in Clacks

Outreach and Engaging with the Economically Inactive

Securing engagement from those who are furthest from the labour market is highly challenging but is the main gap in participation. While PEC has been successful in securing engagement, this is with only a fraction of the total economically inactive in Clacks..

The 8,000 economically inactive in Clacks is the target of the new 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 and others who engage with this group.

Local workshops, training and support

The delivery of supports in Clackmannanshire customised to the needs and interests of participants have been fundamental to securing engagement from the client group. The continuation of local activities of interest to local people, and directly linked to employment opportunities should be a crucial element of any programme.

Key Working

The most valued and most effective element of PEC, key working should form the base around which any programme is delivered. Within the context of the new SPF programme securing effective coordination between key workers across all organisations and facilitate transfer of clients will be challenging but crucial.

Monitoring and Evaluation

The monitoring and evaluation of PEC has been very resource intensive and the new SPF programme will be more complicated with more strategic interventions and two organisations delivering to the same outputs. Establishing a clear client relationship management system (Hanlon) and shared evaluation and monitoring framework should be a priority.

Accessing a range of activities to support participants

Within the new employability framework, the crucial role of activities to support individual clients has been confirmed. These activities can range from skills, mental health supports, soft skills, work placements, money advice and many others. Knowledge of these supports and establishing close referral and delivery partnerships will be crucial.

The PEC searchable database will be a key tool to facilitate this and it will be vital that it is kept up to date and used.

Multiply a new programme which will provide numeracy and literacy supports is expected to provide support for many participants.

Addressing other barriers: Childcare and Transport.

Childcare and Transport have been identified as the two greatest barriers to employment. Tackling these alongside more traditional employability programmes will be crucial to securing a step change increase in employment outcomes.

Gaps in Provision

While not within the remit of the successor programme, PEC has shown the value of taking forward:

- A College Bus to tackle transport for students particularly to the Falkirk campus
- Enterprise workshops for the unemployed

Jean E Hamilton
Chair CERT
20th March 2023

Annexes

- 1 Qualitative Evaluation
- 2 Consortium Members and Deliverers
- 3 Courses, Capacity, Bookings and Attendances
- 4 Timing of Recruitment by Week
- 5 Forms and Questionnaires
 - Registration Form
 - Equalities Monitoring Form
 - Feedback Form
 - How Was it for You?: Those in a positive destination
 - Tell us what you think?: Those still active on PEC
 - Did you not fancy us?: Those who were not actively engaging on PEC in Dec 22
- 6 Information held in database
- 7 Reports from Database