Working for Fife:





Summary of Findings

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

Key findings

The Fife economy is recovering. Manufacturing remains the top generator of economic output whilst the public sector employs the largest proportion of the workforce. Of the nearly 9,000 business operating in Fife only 5% employ over 250 people with 92% employing less than 50.

A significant proportion of the population remains unemployed with 9,080 people claiming JSA and 17,200 claiming ESA/IB in February 2013.

The 28 projects included in this report covered a range of client groups, stages of the Fife Employability Pathway and delivery models. Between them they employed a total of 62 full-time and 34 part-time staff. Figures 1 and 2 below show the spread of services against the pathway and the range of target client groups.

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

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

Although Fife's local employability partnership Opportunities Fife wishes to target resources on clients from the 20% most deprived areas in Fife this is not reflected through the geographical spread of services or through the percentage of clients from these areas registered on the Fife Online Referral and Tracking system (FORT). This issue is not limited to third sector provision.

Fig. 1 Projects mapped against stages of the Fife Employability Pathway and colour coded according to their target client group. Information in brackets shows the total number of spaces each project offers.

Stage 2 Stage 1 Stage 3 Stage 4 Stage 5 YMCA: Smart Moves at the Y (12 Enable: Works 4 U (30 over a year) FVA: MCMC Supported at any time) Volunteering (7 at any time) BRAG: Youth and Community Development (32 at any time) Momentum Skills: SDS Employability Fund Stage 2 (10 at any time) Clued-up: CU Excel (Target is 37 over the year on a drop-in basis) Enable: Next Steps (Dependent on number of school referrals, confidence and skills of pupils) Fife Migrants Forum: Fife Migrants Forum Employability (6 interview appointment places a day) SAMH: Evergreen (25 at any time) SAMH: Going Forth (45 at any time) FEAT: Employ your Mind (36 at any time) WFE: Quest for Employment (75 over the year) WFE: Fast Track to Work WFE: Fast Track to Work (12 places) BRAG: Sport Works (16 places on 3 programmes) Rathbone: Employability Fund Stages 2, 3, and 4 (60 at any time) WFE: IT Skills for Work (12 at any time) Springboard UK: Springboard (up to 20 per course) FVA: Learning & Training in the BRAG: Employer Programme (two sessions in a one day event, around 40 clients) **Voluntary Sector** Scottish Christian Alliance: Gilven Project (20 at any time) Kingdom Housing: Fife Works (200-300 per year) BRAG: Social Enterprise Development (Case load approx. 40 individuals/organisations) Fife Gingerbread: Making it Work (target is 120 per year) FEAT: Journey to Work (100 at any time) Capability Scotland: Work Choice (approx. 40 a time) Momentum Skills: Work Choice (approx. 50 over 3 modules) CornerStone: Work Choice (no limit number identified) Momentum Skills: Pathways ESF Project (30 at any time)

Fig. 2 Colour code key to Target Client Groups in Fig. 1 (above) with total projects in each group.

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

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

Third sector employability projects bring in significant, additional funding to Fife through charitable sources and contracts with national public bodies. Despite this, funding is insecure with over half of reported funding strands (28) due to end in the summer of 2014.

Projects, their staff and most importantly their clients suffer due to the short-term nature of much of the funding and the short notice given for many grants and contracts.

There is patchy knowledge of the range of employability services and financial support that is available in Fife. This is exacerbated by short-term funding which means that projects and initiatives come and go in relatively short time periods. This makes it harder for potential clients to know which services exist and are best placed to meet their particular needs.

In addition to a more co-ordinated and long-term approach to funding we recommend better awareness raising of the range of services through regular e-bulletins, development of a cross-sectoral employability forum and improved use of the Opportunities Fife website as being key steps towards improving service delivery and employment outcomes for the people of Fife.

Pegs Bailey and Christine Davison, FVA, October 2013

Fife Voluntary Action 23-27 Randolph Street, Buckhaven, KY8 1AT

Telephone: 08456 006 046

E-mail: pegs@fifevoluntaryaction.org.uk Website: www.fifevoluntaryaction.org.uk