

APPENDIX 1

STRATEGY FOR MORE CHOICES MORE CHANCES IN MORAY



INTRODUCTION

This strategy and action plan is a response to the Scottish Executives document "More Choices More Chances" from June 2006 which outlined their priority to reduce the number of young people in Scotland not in education, employment or training. It outlines the approach being taken by The Moray Community Planning Partnership to contribute to the national priority and make a difference to the lives of young people in Moray.

The strategy aims to ensure that the numbers of young people 16-19 who are currently not employed, in education or training in Moray is significantly reduced through early identification, early intervention and effective referral, to the right agencies at the right time and managing a smooth transition for those young people at risk into sustainable employment

The Moray Strategy priorities can be summarised as follows.

In order to reduce the proportion of 16 to 19 year olds who are in need of more choice and more chances by 2008 we will:

- Establish accurate baseline figures in order to set targets and develop the Strategy For More Choices More Chances In Moray
- Establish early intervention strategies
- Develop and enhance partnership working including the detail of the Key worker role.
- Ensure strategic planning and integrated working - linking to current plans
- Establish comprehensive shared systems for the tracking of young people who are "not in education, employment or training" and those young people who could potentially join that group
- Celebrate success

BACKGROUND

The Scottish Executive launched the document "More Choices More Chances" in June 2006. The document was the Executives Strategy for reducing the numbers of Young people who were "Not in Employment Education or Training". The strategy was published alongside *Workforce Plus* the Scottish Executive's Employability Framework for Scotland. Which was complimentary

It is estimated that around 35,000 (13.5%) young people in Scotland between the ages of 16 and 19 are not in education, employment or training". And within that overall figure there is evidence to suggest that a truer figure for those who will

need some additional support to access and sustain opportunities in the labour market is around 20,000.

For some young people being not in education, employment or training” is a temporary state from which the young person ends up in employment. For many young people who are “not in education, employment or training” it is the result of a pattern of disadvantage in their earlier years and signifies a longer-term exclusion from society and the world of work.

The National Strategy is linked to the Closing the Opportunity gap targets which set out to tackle poverty and inequality by focussing on more integrated better quality children’s services, raising attainment and developing better outcomes for care leavers.

The strategy presents a detailed analysis of the not in education, employment or training” group. It demonstrates that “not in education, employment or training” status represents a dynamic group: whilst the overall numbers in this group remains broadly static, many of the actual individuals within the group are changing at a rapid rate; but that within this there is a core cohort who do not change over time.

The overarching aims of the National Strategy are to:

- stem the flow into the “not in education, employment or training” - prevention rather than cure;
- have a system-wide (pre and post 16) focus on, ambitions for, ownership of - and accountability for - the “not in education, employment or training” group;
- prioritise education and training outcomes for the “not in education, employment or training” group as a step towards lifelong employability, given their low attainment profile;
- position “not in education, employment or training” reduction as one of the key indicators for measuring the pre and post 16 systems' success.

The strategy identified 5 key areas of activity:

- Pre 16 (opportunities for young people of school age)
- Post 16 (post compulsory education and training)
- Financial incentives (education, employment and training as viable options)
- The right support (removing the barriers to accessing opportunities)
- Joint commitment & action (national & local leadership, planning & delivery)

THE MORAY CONTEXT

It is crucial that the partnership has a clear understanding of the context within which the Moray “More choices more chances strategy will operate, including an understanding of the labour market needs and can ensure that opportunities are created to match these needs with the training and employment opportunities created for Young people. Also that Schools, the colleges and Training agencies are developing programmes that ensure young people can meet future demands of the labour market. Recent research carried out for the Moray 2020 strategy identified that:

- Young people are leaving the area in increasing numbers
- Wages and outputs are well below the Scottish average
- Food and drink is the dominant focus in the private sector
Tourism, forest products, textiles and specialist metal working are distinctive clusters in the economy
- Managerial and professional occupations and the business services sector are under represented

Demographics

The population of Moray in June 2005 was 88,120, of whom 44,031 were male and 44 089 female Compared to the rest of Scotland; Moray has a much smaller proportion of its population living in urban areas. Across Scotland as a whole, almost 70 per cent of the population live in either large urban areas or other urban areas, compared to less than 24 per cent in Moray.

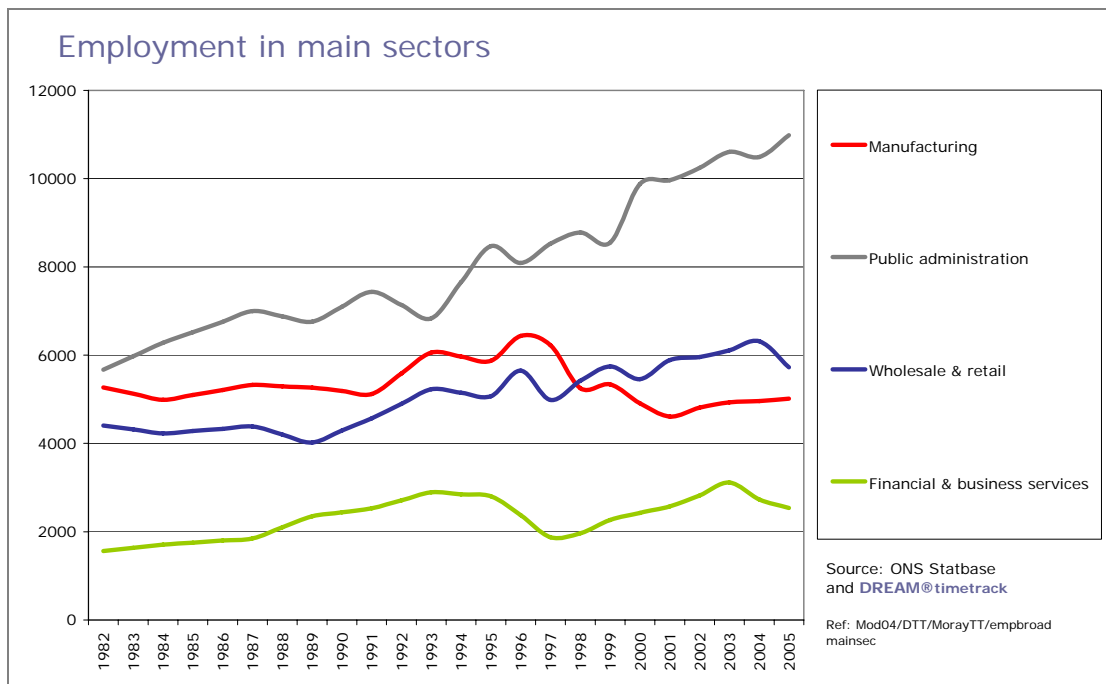
Small towns, of between 3 000 and 10 000 residents are home to a third of all Moray’s residents while 44 per cent live in settlements of less than 3 000 residents or in no settlement at all. The equivalent figures for Scotland as a whole are 13 per cent and 18 percent respectively.

Most Moray residents live within a 60 minute drive of a settlement of at least 10 000 population, with less than 1 per cent of the Moray population living in areas described as very remote.

Unemployment

The unemployment rate for Moray is 2.2% and for the Highlands and Island it is 2.4%

The number of people employed in Moray has been growing in recent years, having risen from less than 30 000 in 1998 to 33 000 in 2005. This is equivalent to a growth rate of 2.5 per cent per annum.



The distinctive economic focus of the Moray economy is a food and drink cluster: this extends from the land and the sea that furnish the basic products, through processing industries whose brands and have an excellent trade reputation, to equipment manufacturers whose products are fundamental to other local industries, such as wooden barrels from local cooperage's and distillation equipment from local engineering. It reaches into tourism, with 9 of the 15 most-visited attractions in the region related to food and drink.

Education and Training

Moray has a number of access points for learning and training. Moray has 54 Schools 8 Secondary and 46 primary schools. In the school year 2004/5, Moray secondary schools had an attendance rate of 92.45. The equivalent rate for Scottish local authority schools was 90.2%. There were 75 exclusions per 1000 pupils in Moray Schools, compared with 112 per 1000 for all Scottish local authority schools. The average tariff score for S4 pupils in 2004/5 at Moray secondary schools was 178 compared with a Scotland average of 170.

The main provider of further education, Moray College, has its principal site in Elgin, and smaller satellite bases in Aberlour, Buckie, Dufftown, Elgin, Forres, and, Keith and Lossiemouth.

Courses are offered in a range of subjects, including art; business and communication; care and social sciences; computing and information technology; hairdressing, beauty and complementary therapies; hospitality; science, maths and sport; skills for life and technology. During the academic year 2005/06 there were around 6,800 enrolments at Moray College. These included a number in HIE Moray's key target sectors, including over 2 000 in knowledge economy related activities (mainly IT and computing), over 170 in engineering and more than 110 in tourism and hospitality training.

There are also a number of other public and private training centres; these facilities provide training opportunities in a wide range of subjects.

Commuting

Commuting patterns to and from Moray indicate the importance of other parts of the former Grampian region for work. Based on analysis of the Census 2001, the numbers commuting out of Moray to work are much higher than those commuting into Moray. Overall, just under 6,800 people commute out of Moray compared to just over 2,200 who commute into Moray to work. In terms of a not in education, employment or training agenda consideration will be given to the opportunities and challenges of identifying work and training opportunities in the areas outwith Moray

Earnings

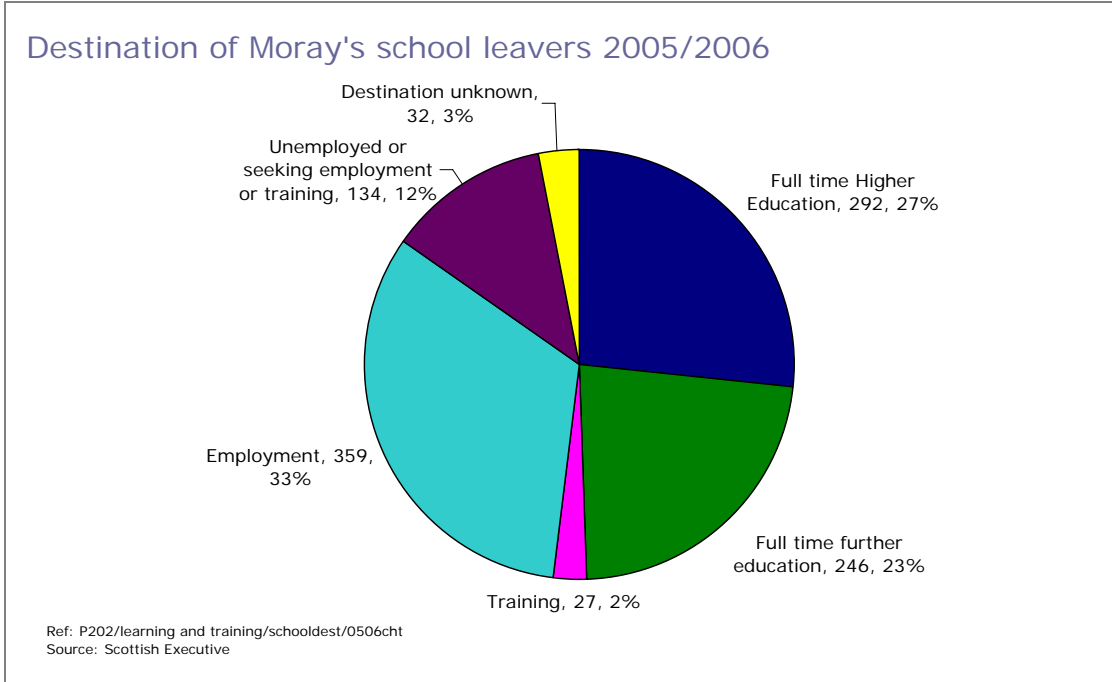
Median gross weekly earnings in Moray have consistently been below those for Scotland, ranging between 77 per cent and 88 per cent of the Scottish average. While earnings have grown year-on-year for Scotland and UK, earnings in Moray have been more variable with downturns between 1999 and 2001 and between 2002 and 2003.

School Leavers Destinations

Half of all school leavers progressed to further or higher education. This equates to 292 individuals entering full time higher education in the autumn of 2006 and a further 246 entering further education. Only 2 per cent (less than 30 individuals) entered training, while a third, 359 individuals, entered employment. Around one in eight school leavers were economically inactive.

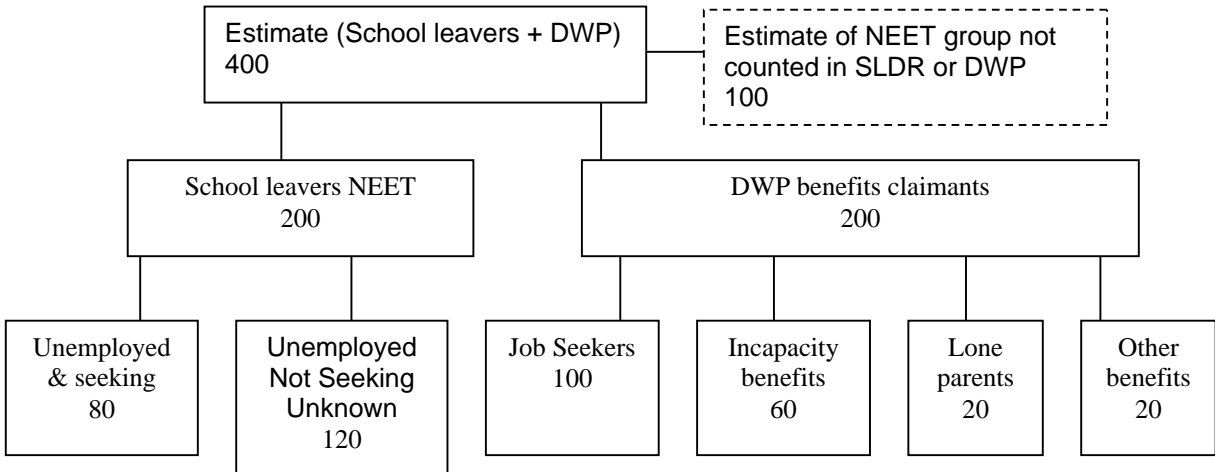
Over the past six years, there has been a reduction in the proportion of school leavers from Moray entering higher education, from over 30 per cent in the late 1990s to around 27 per cent today. The proportion of Moray school leavers entering higher education has been consistently below the figure for Scotland as a whole (the national figure was 30 per cent for 2005/06), although further education accounts for around the same proportions in both Moray and Scotland. This decline in higher education entrants has meant that employment has been the most popular choice of destination of Moray school leavers each year since 2000/2001.

The proportion entering further education has remained broadly stable, accounting for between a fifth and a quarter of students each year since 1994/95. The proportion who have not continued their education, training or entered employment after leaving school, classed here as unemployed, fell during the late 1990s but has risen since the turn of the century, and now stands at 12 to 13 per cent.



SIZE OF NOT IN EDUCATION, EMPLOYMENT OR TRAINING GROUP IN MORAY

The figure provided by the Scottish Executive in the Moray Area based on school leavers destinations and Department of work and pensions benefits data for October 2004 show an estimated 500



Young People Leaving Care

In Moray there are currently 32 Young people in aftercare with 55% of those young people currently unemployed, All young people in this group who are not in employment, education or training are given an assessment and agree a Pathway plan. The Moray through care and after care team will provide all young people

with a Pathway co-ordinator. This support includes where necessary supported accommodation

PARTNERSHIP

It has been recognised that the most effective approach to addressing the issue of young people who are not in employment, education or training is through effective partnership working. It was felt that the Community Planning Partnership (*see appendix 1 for membership*) in Moray provided an ideal framework for the strategic developments required reducing the number of young people who end up not in education, employment or training.

The Building Stronger Communities Theme Group of the Moray Community Planning Partnership (took the initiative and established a NEET strategy group (now known as the Moray More Choices, More Chances Strategy group). However it was agreed by the Community Planning Partnership that the Lead role should be with the Children and Young Peoples Partnership. It was recognised that a variety of theme groups within the Community Planning Partnership will have a role and an interest in the overall strategy and its implementation particularly the following:

- Building Stronger Communities
- Achieving a Healthy and Caring Community
- Working for Increased Prosperity
- Achieving a safer community

The Strategy group formed by the Building Stronger Communities Theme group to develop and take forward the “More Choices More Chances” initiative included membership from senior managers in the following organisations to ensure a wide and broad range of partners from statutory, private, public and voluntary sectors including employer representation:

- The Moray Council (Educational Services, Children’s and Housing services , Chief Executives)
- Highland & Islands Enterprise /Careers Scotland
- Jobcentre Plus
- Moray College
- Moray Youthstart
- Highland Employer Coalition
- NHS Grampian

All of those involved have a commitment to sustained partnership working in order to develop and implement a Moray strategy based on existing work which will provide a co-ordinated response to this agenda.

The Partnership will involve agencies when there is a clear reason for doing so, and those partners will be clear about their purpose within the group. The strategy working group recognises that as the strategy develops, the partnership around reducing not in education, employment or training will need to expand and could include the following: Moray Drug and Alcohol Services, Youth Justice/Criminal Justice "New Deal and national programme training provision, Moray Youth Action, NCH, Throughcare and Aftercare, and supported Housing Projects.

Working with employers is of vital importance to the success of the strategy. The Highland Employer Coalition is directly involved in the Strategy group however individual Partners particularly the schools, Careers Scotland and Jobcentre Plus have developed links with employers that can be used to develop greater engagement with the "More choices, more chances" agenda. Other means to directly engage with employers will be investigated these may include business breakfasts, seminars, and developing stronger school business links

Our Vision

The Partnership recognises the need to look holistically at the needs of young people who are at risk of becoming "not in education, employment or training" or are already not in employment education or training and wish to develop support will be available to individuals to enable them to achieve:

- Good health
- Safe housing
- Supportive relationships – be able to trust others
- Self esteem
- Willingness to take responsibility – be autonomous and take initiative
- Achievement and attainment – be successful
- Self awareness – have a sense of identity
- Opportunity awareness
- Decision making skills
- Employability skills
- Jobsearch skills
- The capacity to achieve personal growth & self fulfilment
- Respect for others
- Integrity
- Employment opportunities

AIMS OF THE STRATEGY

The strategy aims to ensure that the numbers of young people 16-19 who are currently not employed, in education or training in Moray is significantly reduced through early identification, early intervention and effective referral, to the right agencies at the right time and managing a smooth transition for those young people at risk into sustainable employment
Establish accurate baseline figures in order to set targets and develop the More Choices More Chances strategy.

Establish accurate baseline figures in order to set targets and develop the Strategy for More Choices More Chances In Moray

- We will establish accurate baseline figures in order to set targets and develop the More Choices More Chances strategy.
- We will identify labour market opportunities and ensure that the Strategy as it evolves takes account of the changes in the Moray labour market and that Partners take a co-ordinated approach to ensure the “best fit”

Establish early intervention strategies

- Agencies will work co-operatively and collaboratively in partnership to deliver the strategy.
- It is the intent of the partnership that the strategy should provide enhanced support at transition points in a young person's life. Thus the aim is to identify the potential for young people who could become not in education training or employment at an early stage in a young person's school career (including Primary school) and to ensure that there is effective transition support as a young person moves from school to post-school.
- Those at risk will receive early intervention.
- We will develop a matrix system of key indicators that will allow us to ensure effective systems of early identification of children and young people who could become “not in education, employment or training”. The Partnership has started the process in Primary 3, which focus on the earliest stages in a child's secondary school career looking at those in 20% lowest attainment results. We will develop this to focus on all key groups most at risk of becoming “not in education, employment or training”. This will allow us to ensure adequate support at the earliest opportunity.
- We will focus on developing the support given to key groups and establish effective systems for a co-ordinated approach to providing support to young people in the 16 to 19 age group who are in the “not in education, employment or training” category to assist them enter work, education or training These groups being:
 - Looked After Children

- Care Leavers
- Young Parents
- Young Offenders
- Low Attainers
- Persistent truants
- Young People with Physical or Mental Health Problems
- Young People with Drug or Alcohol Problems

Develop and enhance partnership working including the detail of the Key worker role.

- Agencies will work co-operatively and collaboratively in partnership to deliver the “More Choices More Chances” strategy.
- Agreeing on specialist competencies for all staff providing key working support to young clients in need of more choices and more chances.
- Develop and enhance partnership working including the detail of the Key worker role.
- Integrated assessment procedures being in place throughout the partnership
- Partnership agreements & data sharing protocols being established between all key partners
- Key working support provided from S4 to all and potential “not in education, employment or training” clients with complex needs. In time this may allow one key worker to provide ongoing support without interruption.

Ensure strategic planning and integrated working - linking to current plans

- We will develop the local infrastructure to ensure an integrated approach to all elements of the Strategy
- Ensure strategic planning and integrated working - linking to existing plans **(see appendix 2)**
- Referral processes being agreed amongst all key partners
- Agreeing and implementing appropriate protocols for transmission of relevant information, within the context of the Data Protection Act
- Identifying and delivering a programme of inter-agency training
- The Partnership will engage practitioners who work directly with young people who are “not in education, employment or training”,
- The establishment of a practitioners group that would be linked to the strategy group and involve the development worker will be a priority
- The Partnership will engage practitioners who work directly with young people not in education, employment or training, the establishment of a practitioners group that would be linked to the strategy group and involve the development worker will be a priority

Establish comprehensive shared systems for the tracking of young people who are “not in education, employment or training” and those young people who could potentially join that group. We will

- Identify children in primary school who have potential to become “young people not in education employment or training” and track their progress
- Integrate work with the GIRFEC group on data sharing
- Agree protocols for the sharing of data across agencies

Celebrate success

- We will recognise individual success based on the young peoples own reflection and definition of success
- Use existing award schemes such as the New Start Duke of Edinburgh’s award scheme and Millennium Volunteers award if relevant
- Use “life story ” profiles to illustrate success and demonstrate good practice
- Raise awareness of progress

OUR APPROACH

Underpinning our approach will be the recognition that young people themselves will be encouraged and supported to participate in identifying their own individual and collective needs as well as in developing and implementing solutions to those needs.

All involved in the process taking a holistic integrated; person-centred approach based on a shared vision, common values and mutual respect.

Flexible, personalised learning opportunities will be available or to those who are likely to become one of the hardest to help.

All young people who are not in education, employment or training will have access to a range of supported opportunities for employment and training, including a guaranteed place through get ready for work for those fewer than 18.

TARGETS

Moray is aware of the headline figures for Moray and will set appropriate targets for reduction of the overall figures. We realise that a range of key sub groups is likely to acquire long term “not in education employment or training” status.

Target Groups	Numbers estimated for Moray*2004	Reduction Targets 2006-7	Reduction Targets 2007-8	Reduction Targets 2008-9
Unemployed and Seeking	80	15%(12)	22%(15)	28%(15)
Unemployed Not seeking /unknown	120	5% (6)	10%(11)	15% (16)
Job Seekers	100	10% (10)	15%(14)	20% (14)
Incapacity Benefits	60	5% (3)	11% (6)	20%(10)
Lone Parents	20	10% (2)	17% (3)	27%(4)
Other benefits	20	10% (2)	17% (3)	20% (3)
Unknown	100	4% (4)	10% (10)	16% (14)

	Baseline (2004)	Target (2008)	Number Reduced	% Reduced
School leavers - unemployed and seeking	80	53	27	33.8%
School leavers - unemployed and not seeking	120	103	17	14.2%
Benefits - Jobseekers	100	76	24	24.0%
Benefits - Incapacity benefits	60	51	9	15.0%
Benefits - Lone Parents	20	15	5	25.0%
Benefits - other benefits	20	16	4	20.0%
<i>Unknown</i>	100	86	14	14.0%
Total	500	400	100	20.0%

The partnership in Moray will in addition set a series of targets will focus on specific target groups i.e. targets for sustaining progression. We need to develop our understanding of the nature of the numbers of young people in Moray who are "not in education, employment or training but we will:

- Identify and support a percentage of young people to address their moveable barriers (e.g. cease offending, cease substance misuse, sustain an unsupported tenancy etc)
- Identify and support a percentage of young people to enter education, employment or training from school
- Identify and support a percentage of young people to sustain education, employment or training for 3+ months (perhaps 6+, 9+, 12+)
- Identify and support a percentage of clients to progress into more advanced employment, education or training (e.g. FE to HE, training to work, unskilled to skilled work etc)
- Identify and support a percentage of staff delivering services to young people currently not in education, employment or training to be trained to the required level
- Ensure core specialist provision is mainstreamed and made sustainable
- Ensure pupils who are likely to become NEET attain qualifications beyond VQ1.
- Ensure young people who are currently not in education, employment or training attain qualifications beyond VQ1

We believe that the measures we implement to ensure the above targets are met will allow us to make a significant long-term impact on the reduction figures in Moray. An action plan is attached in **Appendix 3**

APPENDIX 1

PARTNERSHIP

George Sinclair	Head of Educational Development Services	Educational Services	The Moray Council
John Ferguson	Community Planning & Development Manager	Chief Executives	The Moray Council
Naomi Graham	Support Services Manager	Community Services	The Moray Council
Mike Ross	Homelessness Strategy & Development manager	Community Services	The Moray Council
Donald Lunan	Planning & Development Manager	Development Services	The Moray Council
Susan Chalmers	Head of Careers	Careers	HIE
Lorna Ross	Director	(Highland Employer Coalition)	National Employment Panel
Anne Lindsay	Assistant Principal		The Moray College
Gill Neill	partnership Manager	Jobcentreplus	D.W.P.
Carol Kirkwood	Health Improvement officer		NHS Grampian
Carol Sheridan	Senior Employee Development Adviser	Personnel Services	The Moray Council
Jacqui Taylor*	Operations Manager / More Choices , More Chances, Development Manager		Moray Youthstart/ SCVO
Caron Jenkins*	Regional Programme Co-ordinator		SCVO
Eleanor Morris*	More choices, More Chances Development Officer		SCVO

*Development team

APPENDIX 2

RELEVANT STRATEGIES AND PLANS

The partnership will develop and to co-ordinate existing work being carried out around a number of strategies, initiatives and services. These will be brought together in a more coherent framework, building on what exists, strengthening and enhancing provision, and developing new initiatives and services where there are clearly gaps. The Partnership is aware of a number of relevant and complementary strategy initiatives and plans that contribute to the prevention and reduction of young people becoming included in the "not in education, employment or training" category.

The Children and Young Peoples Partnership manage the Integrated Children's Services Plan, which is for the period 2005 to 2008. It has 5 aims, all of which complement and contribute to our response.

- To promote interagency work at a local level
- To promote integrated working at all levels
- To develop high quality integrated services for children and young people and their families as set out in the National agenda "For Scotland 's Children"
- To create a network of Children's Services, which is perceived by staff, children and families to be a single system.
- To focus predominantly upon children in need as defined by all partner agencies and by relevant legislation within the context of universal children's services

Within the plan there are a number of actions, which specifically contribute to the local response to the "more choices more chances" agenda; and which take an integrated approach, focussing on early intervention and raising achievement. A key target of the Children and Young peoples Partnership within the Community Plan action plan is to:

"Employ young people through apprenticeships or other schemes by partner organisations, including looked after children, young people NEET and disabled young people"

The partnership implementing the ROA for the Community Planning Partnership is Moray Youthstart. The ROA in Moray has 5 strategic objectives and focused on meeting the needs of disadvantaged young people between 16 and 24 in Moray. Moray Youthstart has played a key role in developing existing initiatives and partnership working with Young people who are not in education, employment or training. Its key objectives are:

- To engage with disadvantaged young adults in Moray, between the ages of 16 and 24 and support them in achieving sustainable independence and participation in their communities

- Strengthening routes to secure employment, founded on increasing skills and confidence
- Improving access to secure housing and the skills to sustain independent living
- Improving access to information and advice, advocacy and services in support of wellbeing
- Developing the capacity of the partners and partnership to engage with and meet the needs of disadvantaged young adults on terms that work for them

Moray Lifestyle and Working Partnership

In Moray a major partnership working agreement has already been developed to co-ordinate the support available to people to move from welfare into education, training and employment.

This initiative is currently being led by the Moray Council Employment Support Service in collaboration with Jobcentre Plus, HIE Moray, NHS Grampian, the Highland Employers Coalition, the Moray College, Moray Leisure Centre, Moray New Futures SCVO and Careers Scotland.

The purpose of the Moray Lifestyle and Working Partnership is to bring together all stakeholders in Moray who to work in partnership to their advantage and to the benefit of people on welfare. Currently 22 organisations have signed an agreement to work strategically together and this list will grow as the partnership is consolidated.

All stakeholders have signed a partnership agreement to formalise the collaborative working arrangements within the Moray Lifestyle and Working Partnership.

In March 2007 Diversity in the workplace event was stage at the Town Hall in Elgin at which all partners were able to promote their services to the population of Moray. This whole day event was a great success and the partnership is already planning repeating the success of the 2007 event in March of 2008.

Moray 2020

Moray 2020 is the key economic development strategy for Moray and incorporates a wide range of actions, including:

- Providing a wider range of jobs for young people
- Capturing a greater share of growing sectors, e.g. sustainable development, food & drink technology, health & social care
- Helping small businesses to grow

Moray Youth Strategy

The More Choices, More Chances strategy will link to the Moray Youth Strategy which addresses a number of key life areas for young people: having a voice, having opportunities, being able to get around, being able to learn, having a

home, feeling safe and secure, feeling welcome and being healthy. The development of a youth participation framework should allow for young people's views on the provision of services to be reflected back to providers.

Additional Support Needs/

The Education (Additional Support for Learning) (Scotland) Act 2004 sets out procedures for identifying and meeting the additional support needs of every child for whose education they are responsible. They must keep those needs under review. Other agencies will have a duty to help education authorities meet their duties. Additional support is defined as support arrangements that differ from those normally in place across all areas of provision for children and young people, it is clear that there will be a strong link between those who have Additional support needs and the not in education, employment and training group.

Getting it Right For Every Child

The Partnership recognises the crucial role that GIRFEC will make in ensuring integrated approaches and a coherent system for early identification and response to the needs of children. An Integrated Assessment Plan will play a central role in developing this integrated response.

KEY PROVISION SERVICES AND INITIATIVES

Moray New Futures – a partnership service managed by The Scottish Council for Voluntary organisations. This service provides holistic one-to-one support for clients aged 16+ who are unemployed and living in Moray. The New Futures service supports those clients who are most distanced from the labour market and have multiple barriers to employment. Typically the greatest majority of clients receiving support from this service will be those with Drug and Alcohol issues, ex offenders and those suffering from Mental Health issues. This service is voluntary and clients can receive support for as long as they require. Typical progression from New Futures will be to mainstream provision such as New Deal (Jobcentre plus provision), Training for Work and Get Ready for Work (Local Enterprise managed). Other progressions will be to college, employment, voluntary work and Progress 2 Work (see below).

Progress 2 Work – similar to the above – service managed by the Scottish Council for Voluntary Organisations in partnership with NHS Substance Misuse Service Grampian and Jobcentre plus. This service is open to all clients aged 16+ who are living in Moray and Aberdeenshire. Eligibility for this service is more restrictive than Moray New Futures, in that it is only open to those clients who are ex drug users or drug users on the treatment programme. The majority of clients are more work ready than those on New Futures, however, as above the service is voluntary and clients can receive support for as long as is deemed necessary.

The type of support offered by both the above services include:

- One-to-One counselling
- Short Courses (First Aid, Forklift Training, RGIT etc)
- Leisure Activities
- Practical advice
- Childcare costs
- Travel costs
- Outreach services
- Work placements/voluntary work
- Group work
- Confidence building
- Anger management

Most clients will undertake more than one intervention at one time thus reflecting the holistic approach of this service.

Other initiatives open to Young People include:

Careers Scotland – careers guidance and advice for all ages. Keyworker support is available for those young people requiring additional support. Transition support from leaving school and into employment/training for those deemed in need of this.

Employment Support Service – Moray Council provision of holistic one-to-one support for clients' aged 16+ suffering from disabilities.

Unlock Your Potential – managed by the Shilrie Project and operated across the Highlands and in Forres as this service is funded by ESF Objective 1. Provision of intense holistic one-to-one support for clients who have barriers to employment and are aged 16+. Geographically operates across the Highlands and part of Moray.

Get Ready For Work

This is a scheme specifically tailored for the young person who may have experienced or difficulty in obtaining and sustaining employment. It allows young people to learn new skills and gain the confidence to move into work either directly or via training or further education. This allows this vulnerable client the opportunity to work and train in Employers premises with additional support to gain experience and qualifications, and move into sustainable employment

Educational Maintenance Awards

EMAs form a part of the Scottish Executive's agenda of encouraging access to, and participation in further and higher education by young people from low-income families.

Students, aged 16 and above, from families with a total income less than £30,810 will be eligible for weekly payments of up to £30 per week and two bonuses of £150 (one at Christmas and one at the end of the session) if they fulfil a learning agreement negotiated between themselves and their school and attend regularly and on time to a set level. Special arrangements, in terms of attendance and programmes of study are available for pupils who are carers or have additional support needs.

EMAs are administered and paid to the pupil directly by the schools, but are monitored by the authority. An appeals procedure is in place for those unhappy with the award, withholding of weekly payments or the withholding of bonus payments.

Determined To Succeed/Skills Force

Determined to succeed aims to help Scotland's young people develop self-confidence, self-reliance and ambition to achieve their goals - in work and in life. A new "Vocational Skills Academy" in Forres that is central to the authority's aim for tackling local economic and social issues.

Building on the successful establishment of a similar centre in Keith, the VSA will offer vocational opportunities for 200 school pupils per week in the Construction, Horticulture, Automotive Engineering, Hospitality and Hair and Beauty.

It will also accommodate a significant number of adult learners, so generating income for sustainability. Courses will be delivered by Moray College and will link to local employment needs. Pupils will work towards Skills for Work Courses and other SQA modular units

As part of the determined to succeed initiative a Skill Force course for S3 and S4 pupils is running in seven of our secondary schools. Skill Force is an education charity, which uses specially trained instructors to deliver a vocational programme to pupils, within the existing school structure and curriculum.

Operating within a normal Standard Grade time allocation it offers a number of different certificated courses, which are not found in the main stream curriculum, offered in schools. The instructors are mainly former young officers or senior non-commissioned armed forces officers with a training background and the course draws on their extensive experience gained in working with young people from a diverse range of backgrounds. They deliver the same course in other Moray schools at different times, but are also working with different age groups following negotiation with the schools.

Pupils following this course are involved in a wide range of activities, which are designed to improve their ability to work with others, solve problems and become more self-sufficient. It adopts a less formal teaching approach, and is ideal for

pupils who enjoy vocational or practical subjects and it is also successful in motivating academically gifted youngsters.

Over one year on, we now have a more uniform delivery across our schools as experience from the inaugural year directed. We are also in a position to evaluate the impact of the initial twelve months of this initiative, by surveying the opinions of Skill Force pupils, parents and staff. Such a process has been undertaken and the results are being collated currently

School College Provision

Day-release provision for school pupils with additional support needs to prepare them for full-time College attendance on leaving school. In liaison with the local authority the College has enrolled younger pupils for whom school attendance is deemed no longer to be appropriate.

The Transit Link course is a more recent initiative for winter-leavers, whereby pupils in their final term attend College for 2 days per week, work placement for 2 days per week and school for 1 day per week.

The College is working with Aspire North; a project focussed on those schools from which there is low articulation to FE, HE and employment. The project ranges from P7 to S4, with the College's involvement from S2 - S4 in the selected schools.

There is growing demand and provision for the S3 and S4 schools vocational links courses offered by the College (See the final paragraph of the e-mail). Engagement with Careers Fairs and, increasingly, school information days (including parents evenings) from S2 onwards provides local teachers, pupils and their parents with increased awareness of options at the point of leaving school.

The College has created an Early Intervention Team (Academic staff, Guidance Officer and Registry support) as part of the Retention Strategy which was successful last session and this in following up those at risk of early withdrawal from College and supporting their continued engagement.

Colleagues in Careers Scotland and the Social Work Department are increasingly referring to the College when they are looking for options in supporting young people at risk of not being in education, employment or training.

