

## AGENDA ITEM No. 9(a)

## REPORT

To: ECONOMIC DEVELOPMENT COMMITTEE		Subject: EMPLOYMENT GRANT SCHEME (E.G.S.)  EVALUATION OF PILOT COUNSELLING AND JOB  MENTORING SCHEME
From: DIRECTOR OF PLANNING & DEVELOPMENT		
Date: 23 April 1998	Ref: SF/SC/REP394	

**1 Purpose of Report**

- 1.1 To update the committee on the findings of the evaluation of the pilot counselling and Job Mentoring Scheme conducted by Craigneuk Outreach - formerly Community Enterprise Motherwell - between November 1997 and March 1998.

**2 Description of Provision**

- 2.1 To provide as an integral element of the Employment Grant Scheme (E.G.S.) a service offering counselling, advice, information and job mentoring to scheme recipients. As part of its approach the service is designed to be holistic involving the recipient and where appropriate his/her immediate family members. This would be consistent with a family based approach to the problems of unemployment generally and, in particular, to those who have been long-term unemployed. Improved employment retention is the core aim of this service. As part of its holistic and family based approach the service would seek to maximise this potential. This would be achieved through building the recipient's confidence levels, offering a complete advice and information package and seeking to attain the maximum personal development of the recipient and his/her immediate family members. Through this approach the peripheral problems which may impinge on the recipient's ability to remain in employment long term may be reduced.

**3 Issues covered by the Counselling and Job mentoring scheme**

- 3.1 Some of the main subjects covered through Counselling and Job mentoring were as follows:-
- personal development
  - personal effectiveness
  - employment related issues

Within these subject headings lie a broad range of potential problem areas to be tackled. For instance, a personal development action plan will target personal development goals such as communication skills, motivation, ambition and confidence factors. A training needs analysis will not only cover the vocational training needs of employment but areas such as the basic adult education requirements of literacy and numeracy.

#### 4 Life Related issues/Personal Circumstances

It was envisaged that the above issues would probably fall into the following categories:

##### 4.1 Family Circumstances

- Is the recipient the only breadwinner in the family group?
- If so, can we maximise the opportunity for other family members to earn?
- Are there training issues involved?
- If so, are there constraints affecting uptake, e.g. childcare?
- Is the family group claiming full entitlement to D.S.S. Benefit e.g. individual benefits, Family Credit, Council Tax rebate, back to work benefits, etc?

##### 4.2 Personal Circumstances

- Does the individual require advice/information on a wide range of issues e.g. DSS Benefit Advice, debt counselling etc?
- Are there any circumstances which may prevent them continuing to remain in employment such as childcare requirements, particularly if single parent, or other care issues?
- Would the recipient be interested in exploiting their full potential through further education/training outside the job? If so, how can this be supported?

4.3 The examples given are not exhaustive but represent the main issues which may need to be addressed to help maintain a recipient in employment. This may be particularly relevant to those who have been long term unemployed or have special needs.

#### 5 Organisation Details of Scheme

5.1 Recipients will participate in an initial assessment interview which will ascertain the level of guidance, counselling and support they require.

5.2 Recipients will complete a self-assessment analysis and with assistance formulate an action plan. This gives a sense of ownership and responsibility for future developments.

5.3 If the counsellor is not able to provide the information or support required the recipient will be referred to the most appropriate council department/agency best equipped to deal with their needs. If further work is required it will be arranged accordingly.

5.4 It is estimated that the pilot project would cover approximately 72 EGS recipients and have a budget of £14,500.

5.5 The work was contracted to Craigneuk Outreach - formerly Community Enterprise Motherwell. This evaluation report will make proposals for continuation of the 1998 project.

5.6 The flow chart at appendix A describes the organisational stages of the provision.

## 6 Evaluation of 1995 applications one year after final payment stage

6.1 Prior to the pilot project commencing an evaluation of 1995 applications one year on from final payment stage highlighted the following:

- 50 applications monitored.
- Of these the number of subsidised jobs approved was 54 (25 youths and 29 adults).
- 31 of the 54 original recipients remain in employment = 57%.
- Of these 10 (40%) are youth and 21 (72%) are adult.

6.2 Further analysis of these figures show that:-

Of 23 youth recipients unemployed between 3-12 months, 10 are still employed	=	43%
Of 1 youth recipient unemployed 24 months or longer that person is still employed	=	100%
Of 1 youth recipient who was disabled that person is no longer employed	=	-100%
Of 14 adult recipients unemployed between 12-24 months 11 are still employed	=	78%
Of 10 adult recipients unemployed for 24 months or longer 9 are still employed	=	90%
Of 5 recipients who were disabled only 1 remains in employment	=	20%

6.3 As can be seen from the snap analysis of 1995 applicants at 6.1 and 6.2 there are certain problem areas namely with disabled recipients and young recipients.

## 7 Pilot Scheme Evaluation Findings

7.1 At date of evaluation (end March '98) analysis of the pilot project highlighted the following:-

- 151 EGS recipients were contracted for initial counselling sessions
- 136 initial interviews were held with recipients
- 15 follow-up interviews were conducted
- In at least 80% of the counselling sessions the recipient's employer was also agreeable for interview for his/her assessment of the recipient's suitability for the job.
- Of the 136 recipients interviewed 92 have been kept on after expiry of grant period. A further 37 recipients have been given an indication of their employer's intention to retain them permanently. A further 7 are still within the grant period.
- 15 original recipients had left employment prior to end of grant period due to a number of reasons (see statistical analysis Appendix D leavers)
- 12 recipients were referred to other Council departments/Council supported agencies for further advice/information. (see statistical analysis Appendix C miscellaneous)
- Of the 136 counselled 85 were male, 51 female
- Ethnic origin breakdown showed 134 were white and 2 were of Indian origin (see statistical analysis Appendix B recipients)
- 7 recipients were disabled (see statistical analysis Appendix B recipients)
- In relation to future career prospects 80 recipients had received in house on the job training and 41 recipients could see potential career advancement (see statistical analysis appendix C miscellaneous)

## 8 Conclusion

- 8.1 Although the majority of recipients did not need further assistance both they and their employers welcomed and valued the provision of this type of service.
- 8.2 In those areas where advice was needed the majority of cases were DSS Benefit related and led to income maximisation eg: Family Credit, Housing Benefit and Council Tax rebate issues.
- 8.3 The technical ability and experience base of the counselling staff enabled early identification of those recipients who would need further counselling sessions. This allowed for more recipients to be counselled than first envisaged.
- 8.4 The experience of the pilot project emphasised the value of the family based, holistic approach to counselling and job mentoring.
- 8.5 The pilot proved to be a value for money project which provided important empirical evidence of the success of the Employment Grant Scheme as can be witnessed by the level of recipients still in employment. This information is invaluable for future funding application.

## 9 Recommendation

Committee is asked to note the comments of this report and approve:-

- i. Continuation of the project in 1998.
- ii. Continued utilisation of the services of Craigneuk outreach (now called North Lanarkshire Training and Resource Unit - Motherwell Area) as the appropriate agent given the nature of the project's aims and the skills/experience base required as noted in 8.2, 8.3 and 8.4 of this report.

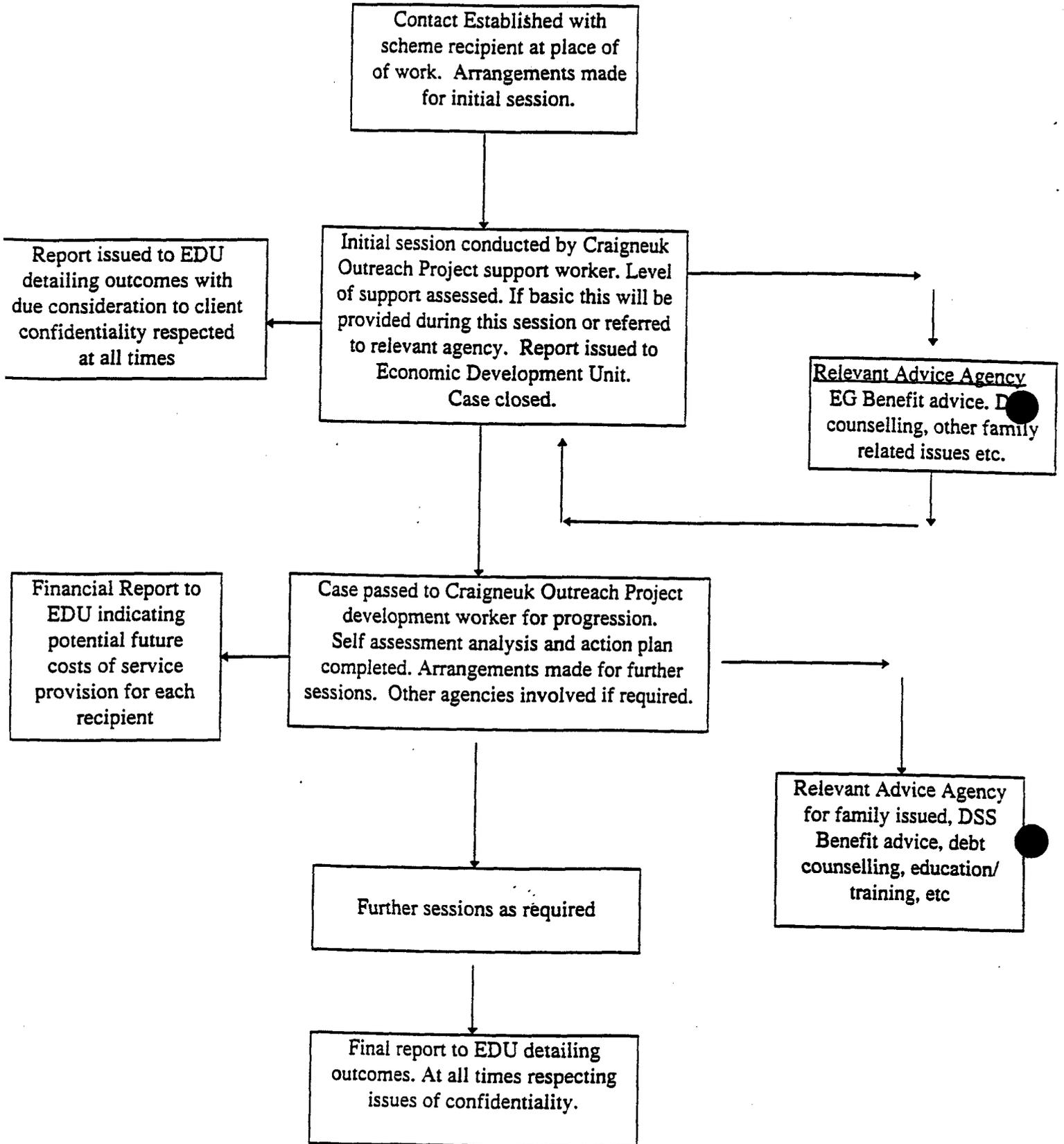
  


Stanley C Cook  
**Director of Planning and Development**

30 March 1998

For further information contact Stephen Fox , Economic Development Officer, telephone 01236 616270.

EMPLOYMENT GRANTS SCHEME COUNSELLING PROVISION



**EMPLOYMENT GRANT SCHEME  
ANALYSIS - AS AT 31 MARCH 1998**

**RECIPIENTS**

<b>UNEMPLOYED</b>	
Unemployed up to 6 months	56
Unemployed 6 to 12 months	24
Unemployed 12 months to 2 years	16
Unemployed 2-5 years	22
Unemployed over 5 years	12
Women Returners	6
<b>TOTAL</b>	<b>136</b>

<b>ETHNIC ORIGIN</b>	
White	134
Black African	
Black Caribbean	
Black other	
Chinese	
Indian	2
Pakistani	
Bangladeshi	
Other	
Not Known	
<b>TOTAL</b>	<b>136</b>

<b>GENDER</b>	
Men	85
Women	51
<b>TOTAL</b>	<b>136</b>

<b>AGE</b>	
Under 25	41
25 and over	95
<b>TOTAL</b>	<b>136</b>

<b>DISABILITIES</b>	
People with disability/Registered	4
People with disability/Not Registered	3
<b>TOTAL</b>	<b>7</b>

**EMPLOYMENT GRANT SCHEME  
ANALYSIS - AS AT 31 MARCH 1998**

**MISCELLANEOUS**

<b>RECIPIENTS FOR PILOT</b>	
Still in post	136
Leavers	15
<b>TOTAL</b>	<b>151</b>

<b>INTERVIEW ANALYSIS</b>	
Initial Interviews	136
Follow up visits	15
<b>TOTAL</b>	<b>151</b>

<b>REFERRALS (to other agencies)</b>	
CSDU/TIAC/Petersburn Benefit Advice	10
Community Education Literacy/Numeracy	1
Community Education Personal Development	1
<b>TOTAL</b>	<b>12</b>

<b>EMPLOYMENT PROSPECTS</b>	<b>YES</b>	<b>NO</b>	<b>N/A</b>
Per Job Description	136	-	-
Job Carrying on after 6 months	136	-	-
Training	80	50	6
Career Advancement	41	45	50

**EMPLOYMENT GRANT SCHEME  
ANALYSIS - AS AT 31 MARCH 1998**

**LEAVERS**

<b>LEAVERS (those who left before 6 months)</b>	
<b>Reason for Leaving</b>	
Company Liquidation	3
Change of Employment	3
Bad Timekeeping	1
Further Education	1
Unsuitable	5
Domestic Circumstances	1
Reason Unknown	1
<b>TOTAL</b>	<b>15</b>

<b>LENGTH OF UNEMPLOYMENT PRIOR TO JOINING EGS</b>	
Unemployed up to 6 month	7
Unemployed 6 to 12 months	3
Unemployed 12 months to 2 years	2
Unemployed 2-5 years	3
Unemployed over 5 years	-
Women Returners	-
<b>TOTAL</b>	<b>15</b>

<b>GENDER</b>	
Men	12
Women	3
<b>TOTAL</b>	<b>15</b>

<b>AGE</b>	
Under 25	4
25 and over	11
<b>TOTAL</b>	<b>15</b>
<b>ETHNIC ORIGIN</b>	
White	15
Black African	
Black Caribbean	
Black Other	
Chinese	
Indian	
Pakistani	
Bangladeshi	
Other	
Not known	
<b>TOTAL</b>	<b>15</b>

<b>DISABILITIES</b>	
People with disability/Registered	-
People with disability/Not Registered	-
<b>TOTAL</b>	<b>-</b>