



**Lanarkshire
Community Justice
Authority**

Funding Developments Evaluation Form

About your project

1. Project name

What is the name of your project?

North Lanarkshire Ex Offender Employability Project
LCJA, NLC Regeneration Services, Routes to Work, (RTW), ROOP/APEX

2. Project summary

Tell us about your project, what you planned to do and what you spent the money on.

Drawing on the counselling and pre-employability support expertise of ROOP and APEX the programme attempted to enhance this through additional, targeted support, provided by the North Lanarkshire CPP Employability Framework and through the dedicated training fund provided by the grant award from the LCJA.

The crucial element is an intense three week period of motivation, confidence and self esteem building work which is designed to focus on employability. This is delivered by Dynamic Attitudes.

It utilises group work and peer support in an examination of participant's abilities and empowers them in the decision making process. It promotes an understanding of what they have to offer, where they are and where they would wish to be and it prompts them to question what support is available to get there. Also included in these sessions is a three day Financial Inclusion programme designed and delivered by the Greater Easterhouse Money Advice Project, (GEMAP). This seeks to make the participants aware of debt and credit issues, bank accounts, credit unions, budgeting and general issues surrounding money problems.

The fourth week includes a one day session covering issues such as Literacy and Numeracy, registration with other support agencies and advice on how each of the participants could be financially better off in work.

An extremely important aspect of the programme is assisting the participants toward a realisation of what they can achieve and how they can take advantage of support to re-skill and up-skill, for instance, through targeted and tailored skills training and vocational training support.

Vocational skills training in such disciplines as Fork Lift Truck, LGV, PCV, CSCS and various Construction Plant certificates allied to IT awareness and focussed employment support form the backbone of the programme. Aftercare and continued Key Worker support is also provided and this greatly improves and enhances the potential for participants to gain

The project is managed by Routes to Work who have day to day responsibility for all organisational aspects of the programme, including recommendations for programme spend. Monitoring arrangements involve regular contact and dialogue between the RTW officer and officers from ROOP and APEX.

3. Your outcomes

Briefly describe what difference your project made by listing its outcomes (the difference your project made to the people who used it)

The difference that this project made in real terms is simply;

- Improving the confidence and self esteem of the participants, broadening horizons and installing a better understanding in participants of the benefits of meaningful employment.
- Helping to remove barriers through targeted support such as Debt and Money advice, financial planning, and childcare support.
- Improving basic skills such as IT awareness and Literacy and Numeracy.
- Providing real and crucially important vocational skills certification leading to realistic and sustainable employment outcomes. 3 participants are known to have entered employment, in one case before course completion. One other participant is due to start a week long work trial within the next few weeks which could lead to employment.
- In addition two participants have continued to maintain regular contact with RTW Kew Workers and are gradually improving their employability prospects.
- Evidence we have indicates that one client had been able to fulfil the obligations of his Community Sentence Order through participating on the programme. One other participant has been able to regain custody of her children and gain a new tenancy partly as a result of evidence presented to NLC H&SWD confirming her participation on the programme.
- We were also able to write a supporting letter to one participant's Solicitor citing our opinion that his participation had helped to change lifestyle which will hopefully be able to be used as supporting evidence in an attempt at early release from a lengthy driving ban. This would enhance his employment prospects.
- Finally, and probably most important we believe that the programme contributed to a reduction in re-offending within the group of participants.

4 Target Group

(E.g. young offenders, women offenders, specific social needs, people at a particular stage in the criminal justice process)

The programme focussed on providing enhanced employability support to a group of ex-offenders who are service users of ROOP and APEX.

5 Contribution to LCJA priorities
(How did this project contribute to reducing reoffending and the priorities set by the CJA in the area plan 2008-11)

This project matches with offender outcomes by:

1. Obtaining sustained employment can help with improved physical and mental well being
2. Having a regular income can opens different avenues of accommodation to the client
3. Referrals to addictions worker in North Lanarkshire will help to stabiles any substance misuse
4. Identification of any literacy skills with referral to appropriate agencies to improve standard
5. By supplying specialist training targeted at areas within North Lanarkshire where there is knows skills gap or demand for a certain type of work.
6. Obtaining employment helps build self esteem and a feeling of well being and contributes back to the community in which they live and can improve the quality of life of family members
7. Full access and guidance from support workers to all North Lanarkshire support services to ensure client is in best position possible to move life forward
8. Financial stability to make own choices in life
9. Research shows that where positive employment is obtained possibility of re-offending is greatly reduced

6 Project Costs
Please give detailed costs for the project

Ex Offenders Project

Budget	£15,000.00
Spend	£13,817.72
Left to Spend	£1,182.28

<u>Supplier</u>	<u>Invoice Date</u>	<u>Goods</u>	<u>Net Cost</u>
-			
GLO TRUST Scotland	31/07/2009	RTW Information Day 21 July 09 - Catering x 25	36.96
GLO TRUST Scotland	31/07/2009	RTW Information Day 21 July 09 - Room Hire	85
Dynamic Attitudes	20/08/2009	ROOP Programme - 18,20,25,26 Aug (1st Instalment)	1,000.00
Dynamic Attitudes	09/09/2009	ROOP Programme - 1,2 Sept + 2 other sessions	1,000.00
Bellshill and Mossend YMCA	14/09/2009	Room Hire - various dates Aug and Sept	319.5
John Tracey Welding	30/09/2009	MIG Welding Course and Test 21 - 24 Sep 09 - Thomas Williams and S	1,282.17
Sibbald Limited	02/10/2009	Road & Steelworks HAUC Operatives Course 19-23 Oct 09 - Anthony Qu	570
Ritchies HGV Training Centre	06/10/2009	Dual Fork-Life Training (Counterbalance and Reach) + Test	146.09
AASH Training Ltd	09/10/2009	Asbestos Operative Training (7 - 9 Oct 09) + Medical (1 Oct 09) +	3,100.00
Routes to Work	22/10/2009	Management of North Lanarkshire Ex-offenders Training Programme 2	5,000.00
Bellshill & Mossend YMCA	13/11/2009	room hire and catering from training on Friday 13/11/09	62.5
Scotgroom Training	18/11/2009	3 day Introductory Dog Training course for Kirsty Ferrie - 29 Sep	150
GEMAP	12/01/2010	ROOP sessions x 4 - 20/8/09 - 10/09/2009	300
Carmyle Driver Training	12/01/2010	CBT Training for Graeme McGregor - 14/22/24 Sep & 1/5/6 Oct 09	765.5
IDT Transfer from NLC Library Services	22/03/10	Celebration of Achievement costs	247
		Sub Total under Budget Heading	14,064.72

Additional Spending leverage:

Routes to Work Discretionary Fund	Routes to Work Childcare Fund	Remploy	ILA
Course travel costs. 304.00	Childcare costs 226.00	Training contribution 2000.00	Trainee ILA input 600.00
Protective clothing / training equipment. 511.32		Job Grants 200.00	
Travel to training: 278.70			
Additional travel 18.40			
Totals 1112.42	226.00	2200.00	600.00
Grand Total:			
4138.42			

About your organisation

7 Organisation name

North Lanarkshire Council Regeneration Services.

8 Contact for the project

Stephen Fox. E-mail foxs@northlan.gov.uk tele – 01698 302178

9 organisation type

Local Authority

10 Signatory

Name:

Position:

Date:

Signature:

Counter
Signature:

Position: