

2020/2021 Community Fund: Interim Assessment Form

Locality: Eildon

Ref. No.: CF2021-Eil-09

Organisation Name: Works +

Funding Requested: £5,000

ABOUT THE GROUP			
Organisation Structure	SCIO		
Annual Accounts Balance	£72,108		
Are any funds ring-fenced, if so why & how much?			
The balance of funding held by the organisation is ring fenced for the payment of salaries to ensure that the Works+ services can be continued into the future.			
Has the applicant successfully applied for SBC funding within the last three years?			
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
SBC Funds received	Financial Year	Amount (£)	What used for?
Localities Bid Fund 2	2019/20	£5,994	Employability Project
Have they recently applied to the Common Good Fund?			
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			

ABOUT THE PROJECT	
Project Brief	<p>A grant from the Eildon Community Fund will to contribute to 2021 staff salaries.</p> <p>Works+ is a local 'person-centred' employability organisation, employing three full time members of staff, based in the Scottish Borders. Works+ staff, volunteers and directors are local and understand the issues facing isolated, unemployed and disadvantaged young people from the local area. Works+ is involved in the Kickstart preparations, which will allow young people to obtain 6 months of paid work experience and then</p>

	<p>supporting them for 6 months following this work experience, to ensure that they keep moving forward in their working lives.</p> <p>Works+ seeks to work collaboratively with other organisations to ensure a positive contribution to business development and the support of young people. Currently Works+ staff are unable to work from the Focus Centre but are working out of the Galashiels Job Centre where the connections between Job Centre staff and Works+ are growing. These are for the benefit of the young people signing on and also to help young people to prepare for the opportunities of Kickstart and the Scottish Governments No One Left Behind and Youth Guarantee.</p> <p>The Works+ Project Delivery Manager is a director of the Scottish Borders Chamber of Commerce and the SoSE shadow board on FairWork.</p> <p>Works+ helps the young people by:</p> <ul style="list-style-type: none"> • confidence building (which comes as a result of less isolation, better mental health and having a purpose in life) • barrier removal (including having better financial skills, referral to other support organisations and having a more positive outlook on life) • employability skills (CV building, effective job search, engaging cover letters, application skills, interview techniques and job sustainability, personal appearance and interviews in a Covid world (utilising their new Digital Interview POD)) <p>Covid now means that it is not just their existing service of support into Employment, College/Further Education and effective use of the school environment which are a priority. Focus needs to be on supporting the mental health/wellbeing of the young person and providing them with purpose and hope, be that through existing programme work or through providing networks and mentoring.</p> <p>To ensure the service can be continued whilst meeting the current regulations, Works+ has invested in a large gazebo, undertaken risk assessments, purchased PPE and follows the guidelines set for the resumption of youth work guidance from the Scottish Government, to ensure that the outside opportunities for the young people to grow in confidence outdoors, are safe and do not pose risks to the young people, staff and venues.</p>	
Project Start Date: DD/MM/YY	05/01/21	
Total Expenditure (£)	97,794	
Community Fund Request (£)	5,000	
10% organisation contribution	500	
Any Other Contribution?	Previously awarded grant funding is also ring-fenced to fund salaries.	
Other Funding Sources	Amount (£)	At what stage?

Big Lottery Young Start	22,000	Awarded
Robertson Trust	14,500	Awarded
Agnes Hunter Trust	14,500	Awarded
Hymans Robertson	10,000	Awarded
Community Fund Outcomes	<input type="checkbox"/> Communities have more access to better quality local services or activities <input type="checkbox"/> Communities have more access to a better quality environment <input type="checkbox"/> Communities have more pride in their community <input checked="" type="checkbox"/> Communities have more access to better quality advice and information <input type="checkbox"/> More local groups or services are better supported to recover from financial difficulty	
Eildon Action Plan priorities	The project meets the following priorities: <ul style="list-style-type: none"> • Increase learning opportunities across a wide range of subjects • Enhance career advice and career opportunities by promoting modern apprenticeships and vocational training • Invest in local, sustainable employment opportunities 	

ASSESSMENT	
What need/demand has been evidenced for this project/activity?	<p>Over 170 young people have been helped to achieve a positive destination during the first 2 ½ years. Over the next 12 months Works+ will positively change the lives of 60 isolated, disadvantaged and unemployed young people from across the Scottish Borders, aged between 16 and 24, who are currently being held back from moving on in life by a series of barriers. Funding from Eildon Community Fund will contribute towards staff costs enabling them to support young people, 60% of whom are from the Eildon area.</p> <p>The Labour Force survey published by Skills Development Scotland shows that the unemployment rate for 16-24 year olds in Scotland is steadily increasing, and was 12.5% in August this year. It is not possible show this for the Borders due to the small sample size.</p>
What benefits will be gained from the project/activity and how well does the project/activity meet the outcomes of the scheme?	<p>Over 90% of participants find a positive destination of employment, a return to education, long term training or volunteering within 10 weeks.</p> <p>Helping young people achieve a positive destination is not only good news for the young people but also within their wider community with less anti-social behaviour and more income for that community.</p> <p>Young people who have engaged with Works+ will also be more confident, have improved their mental health and reduced their isolation, allowing them to look forward positively in their lives.</p> <p>Works+ historically have aimed and succeeded in helping a minimum of 80% of the young people who access the service.</p>

	<p>Support is then provided for 12 months after attending Works+ to help them sustain their positive destination and iron out bumps in the road.</p>
<p>What support and involvement of the wider community is there for this project/activity?</p>	<p>Works+ has 1,544 Facebook followers.</p> <p>Service users have said:</p> <p>“After 6 months of support from Works+ I took the massive step of applying for an Open University course. I am now about halfway through the course and I’m really enjoying it – there’s no way I could even have considered something like this before.”</p> <p>“The guys at Works+ made me feel like I could turn things around more positively. I think that’s because they took a more relaxed approach with me. By relaxed I mean that they didn't push me in a way that made me feel even more stressed or under pressure.”</p>
<p>What efforts have been made by the applicant to secure other sources of funding for the project/activity?</p>	<p>Works+ has a good record of securing grant funding over the past 2½ years. Grant awards have ranged from £500 to £120,000 with some funders providing support on a recurring basis. Funding to the value of £61,000 has been secured to date for this project.</p>
<p>How will the impact and success of the project be measured? What happens at the end of the project/activity or when the funding is spent?</p>	<p>Works+ has a bespoke recording system which tracks initial information and barriers in the way of positive outcomes for the young person and then records success and development. They are also seeking to gauge the impact on families of those attending Works+ and to share relevant information with other charities to improve learning from the environment.</p> <p>Works+ will measure and record the number of participants who achieve a positive destination of; employment, a return to education, long term training or volunteering to develop employability skills, after engaging with Works+ and to ensure that this positive destination is sustained, Works+ offers a 12 month aftercare support to ensure that their positive destinations are sustained.</p> <p>The key measure of success will be the number of unemployed young people who after engaging with Works+ achieve a positive destination.</p> <p>Works+ staff members are undertaking training by Evaluation Support Scotland, to develop best practice in evaluation.</p> <p>To ensure that Works+ continues to be able to support the young people accessing the Works+ project, Works+ has established a funding strategy that has 4 strands:</p> <ul style="list-style-type: none"> • Funding from grant makers including the Big Lottery Young Start fund and the Robertson Trust • Funding from corporate partners including Hymans Robertson and the local Santander branches. • Community fundraising including ongoing giving and quiz nights • Commercial contracts and work with local schools

Quotes received for items of expenditure	n/a
Have appropriate permissions been sought/granted?	n/a

SBC OFFICER ASSESSMENT

The application meets the criteria of the community fund.

Additional Terms and Conditions:

Scottish Government coronavirus (COVID-19) guidance must be adhered to with a protocol for safe participation in the programme and use of resources developed, and all participants agreeing to adhere to this protocol.

We would seek the group to particularly report on:

- Number of young people supported.
- Number of young people achieving positive destinations.
- Feedback from young people about the difference that engaging with Work+ has made to them.