

SUBMISSION FROM CLACKMANNANSHIRE COUNCIL

The Engineering and Construction Training Board visit Clackmannanshire high schools on an annual basis to give presentations and provide advice to fourth year students. All student receive these presentations, there is no segregation regarding gender. Any female student showing an interest in a career in construction, engineering, manufacturing or other non-traditional sector of female employment will receive the same support in terms of advice, training opportunities and work experience as a male student.

Good practice

Clackmannanshire Young Parents project is a council-led project, involving a wide range of partners, aimed at parent or parents-to-be aged 16-24 years, who may be thinking about their future and looking to move on with their lives. In practice most of the young parents are women. The project provides co-ordinated and professional support and enables early intervention to enhance the health, social, educational and future employability of young parents as well as improving the aspirations for their children.

IT aims to improve the life chances of the parent and their child or children by helping ensure that immediate needs are addressed and that appropriate services are accessed to maintain stability during a vulnerable time and helping young parents stay engaged with the learning and employability process, and prepare for employment, education or training when the time is right for them.

The project is structured to provide a 'key worker' approach which offers friendly and practical support to help young people plan towards the future that they want, at a pace that is right for the individual. The Key Worker approach works cross-service and cross-partnership to facilitate the support required for each individual. The project also promotes principles of Community Learning and Development, which aims to empower and build capacity of individuals engaged with the project. Examples of how the Young Parents Project helps include:

- One to One guidance and support on a range of issues or barriers for progression
- Assistance with further learning and employment including accessing grants
- Voluntary placements or training courses
- Help with money advice, debts, benefits and tax credits
- Help sourcing childcare

The project has a wide range of referral sources including self and peer referral, health visitors, employment and training programmes, money advice and social services.

The project achieves genuine innovation in its client-led, partnership key worker approach. It is successful in the way that partnership relationships are built and maintained which facilitates delivery of outcomes for one of our most vulnerable groups in Clackmannanshire. It has an early intervention focus both for the young parents, but also on the aspirations and life chances of their children, and has the principles of good parenting skills at its heart.

The project currently has 40 clients who have been registered since 2011, and who have been supported on a one to one basis. 5% of clients are under 16 years of age, 25% are 16-18 years and the remainder are in the 19-25 age bracket. 80% of clients are lone parents and 85% are economically inactive at registration point. On registration 25%

were in the NEET category, 13% had criminal records, 18% were homeless, 25% had no qualifications, 10% had literacy and numeracy difficulties and 15% have mental health issues.

Outcomes to date include;

- 6 clients entering full-time education.
- 1 client entering employment
- 4 clients securing housing
- 11 clients securing additional benefits
- 11 clients attended interviews
- 4 clients achieved certified qualifications
- 6 clients completing non-accredited training
- 17 clients training with external training provider.

W.I.S.H.

Clackmannanshire Council continues to fund the Women In Sport and Health project, which is aimed at disadvantaged women. The aims of the project are to tackle health and wellbeing inequalities such as poor mental health, familial and cyclical health behaviours (smoking, diet, exercise and alcohol/drug use). Sustainable employment, education and income and readiness for employment are elements in the longer term outcomes sought for WISH members.

There is evidence from members of success in tackling isolation through organised social events,. The project has imaginatively sought to educate improved diet through various cookery initiatives. Those taking part tackle low self esteem by working with volunteers, peer mentors, buddies and the local college (hairdressing and beauty therapy sessions etc). Members report positive outcomes in attitude, activity and diet. The largest impact by far is in self esteem where 78% reported higher self esteem after joining the project and all reported the confidence to move on with their lives.

The project has recently become a social enterprise, though Council sponsored at first.

Employment

Clackmannanshire offers employees the opportunity to request flexible working patterns to assist with childcare and other caring responsibilities.

The Council is currently considering a range of family friendly options that will be offered to all employees but focus on offering more flexibility in the workplace. Consideration is being given to extended maternity / paternity leave, home working, increased term-time working patterns and career breaks.

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