

LOWLANDS AND UPLANDS SCOTLAND
PROGRAMMES 2007-2013



EUROPEAN SOCIAL FUND

Priority One – Progressing Into Employment

Aim: to assist the co-ordinated progress of unemployed and inactive people of all ages towards sustainable employment

Geographical Targeting: support will be limited to those local authority areas that are:

- the ten local authority areas accounting for the highest shares of population in the 15% most deprived data-zones, as measured by the Scottish Index of Multiple Deprivation; and
- in addition, the seven local authority areas showing the highest concentration of NEET individuals

Eligible Areas (First Round)

**Clackmannanshire
East Ayrshire
Fife
Inverclyde
North Lanarkshire
South Lanarkshire
West Lothian**

**Dundee City
Edinburgh City
Glasgow City
North Ayrshire
Renfrewshire
West Dunbartonshire**

Targeting: some groups of individuals face multiple barriers to entering employment and retaining jobs. Priority will be given to the hardest-to-reach, workless groups, those experiencing multiple disadvantage and those in the NEET group, as well as:

- Long term unemployed/inactive people, particularly those with no or low qualifications and multiple barriers to entering employment or self-employment, and remaining in a job
- 16-19 year olds not in education, employment or training, particularly: young people leaving care; carers; young offenders; young people with physical and/or mental health problems; and young people abusing drugs or alcohol
- young people identified as being at risk of not entering education, employment or training on leaving school, particularly low attainers and persistent truants
- unemployed/inactive lone parents and other carers
- unemployed/inactive people with mental health problems, long-term illness, disabilities or learning difficulties
- older people seeking to re-enter the labour force or requiring re-skilling to enable them to remain in the workforce
- other disadvantaged unemployed/inactive groups such as prisoners prior to release, ex-offenders, people with drug or alcohol problems, homeless people, migrant workers and refugees
- unemployed/inactive people from ethnic minority groups
- individuals experiencing persistent part-time/seasonal employment

- employers who recruit from the above groups and who need support in retaining and developing these employees

Eligible Activities

- early engagement, identification of needs with action plans setting out customised support, particularly for the hardest-to-reach groups
- work preparation to build confidence and develop basic, life and coping skills, including ICT, literacy, numeracy and English for speakers of other languages
- vocational training, developing care skills, supported volunteering, job search advice, job tasters and work experience, again for the hardest-to-reach groups
- initiatives to help raise awareness of the world of work, enterprise and entrepreneurship among young people, including work experience placements, particularly among the NEET group
- initiatives to encourage employers to understand the needs of vulnerable groups in entering and remaining in the workforce
- intermediate labour market activity
- innovative approaches to job brokerage/matching
- assistance with childcare and care for dependent persons, where caring responsibilities are a barrier to progressing into the labour market
- developing support for employees and employers to help employee retention and progress in the early months of employment, included supported and subsidised employment

Preference will also be given to projects which can demonstrate an innovative approach to the activity or represent the mainstreaming or rolling-out of a pilot approach which has tested successfully.

Delivery

Individual projects will be eligible, though the emphasis will be on projects that integrate several of the eligible activities. For the first two years of the Programmes, a share of funding for this Priority will be set aside to support projects that are part of integrated packages of support put forward by Community Planning Partnerships.

Joint awards of funding under Priority 1 (Progressing through Employment) of the ESF Programme and Priority 3 (Urban Regeneration) of the ERDF programme will be made to successful CPP bids. Projects will be encouraged to put forward action plans that will show how ERDF and ESF funding can be used in tandem within the same project to support urban regeneration.

Priority Two – Progressing Through Employment

Aim: to improve the skills of the workforce to enhance employability, productivity, adaptability, inclusion and entrepreneurial expertise

Targeting: to raise the skills of the workforce and Scotland's global competitiveness there needs to be substantial investment in the training of employees. The key groups that this Priority seeks to assist include:

- Employees who lack basic core skills, including those having low levels of literacy or numeracy, and those for whom English is not their first language
- Employees without qualifications at SCQF level 5 and 6 (SVQ level 2 or level 3)
- Specific groups, such as women returners
- Potential and new entrepreneurs and new managers of (both new and existing) SMEs
- Key staff in social enterprises

Eligible Activities

Four groups of activities are envisaged in this priority: support for the low-paid/low-skilled; improving under-representation in the workforce by women, particularly for higher-skilled jobs; addressing the managerial and entrepreneurial skills gap in the region; and supporting skills upgrading in social enterprises.

Reinforcing sustainable employment

- Initiatives to encourage the development of vocational skills among low-skilled and low-waged individuals
- Activities enabling disadvantaged young people and adults to enter apprenticeships, particularly those from groups not traditionally taking up this form of training
- Training/education in basic literacy, numeracy, basic ICT skills and English for speakers of other languages including migrant workers
- Activities to support the progression in employment of disadvantaged young people and adults with low level skills from foundation level up to SVQ level 3
- Training for workers leading to SVQ level 2 and 3 qualifications – ESF funding will support activities additional to those funded domestically under the SVQ level 2 entitlement

Addressing under-representation in the workforce

- Training, mentoring and supporting men and women who want to enter occupations or sectors where their gender is under-represented, in order to tackle gender segregation and the pay gap

Improving entrepreneurial and managerial skills

- Training to provide entrepreneurial, business planning, financial, marketing, and e-skills for those in self-employment and new managers in new and existing SMEs
- Initiatives to provide training for those wishing to start up or manage a business, particularly from groups under-represented at managerial levels such as women or individuals from ethnic minority backgrounds

Increasing social enterprise skills

- Business skills required by workers in social enterprises to improve the sustainability of their organisations

As with Priority 1, preference will be given to projects which can demonstrate an innovative approach to the activity or represent the mainstreaming or rolling-out of a pilot approach which has tested successfully.

Priority Three –Widening Access to Lifelong Learning

Aim: to widen access to post-school lifelong learning, particularly for key client groups

Targeting: target groups are different for this Priority from the eventual beneficiaries. ESF will be available from this Priority for those offering new, innovative ways of attracting into learning people who have been disillusioned by early educational experience or who face barriers to learning - either social, cultural, caring or financial barriers.

- Personnel in public and private training/education bodies providing access to lifelong learning and support services to key client groups
- Voluntary sector/social economy organisations
- Agencies working with employers, particularly SMEs, including Learndirect Scotland/Scottish University for Industry
- The Scottish Qualifications Authority, schools, HE institutions, FE institutions, and the Scottish Funding Council
- Community learning and development centres and local and community organisations
- Professional bodies
- Employers, their representative bodies, the Scottish Trades Union Congress, trade unions and workers' organisations

Eligible Activities:

- Projects that develop and mainstream successfully tested innovative approaches to learning, particularly for the target groups listed under Priority 1
- Development of new training materials or course content to accommodate different cultural and skills backgrounds
- Creation and distribution of new online learning materials
- Projects that develop distance learning and make innovative use of ICT in training
- Skills training for personnel requiring specialist skills to address the employability needs of target groups listed under Priority 1
- Initiatives that support local learning centres and access points
- Innovative workplace initiatives, particularly those linking learning and training for groups of companies or employees which would otherwise not participate in training activities.