

## PMC Project Summary

### Application Details

<b>Title</b>	ScotAction MA Support Packages
<b>Reference</b>	LUPS/ESF/2009/2/2/0051
<b>Version Number</b>	1
<b>Status</b>	Stage 2 Submitted
<b>Organisation</b>	The Scottish Government
<b>Programme</b>	LUPS (ESEP) - European Social Fund
<b>Fund Name</b>	Competitiveness
<b>IAB</b>	ESEP
<b>Area</b>	Lowlands and Uplands Scotland
<b>Application Type</b>	European Social Fund
<b>Priority</b>	Priority 2: Progressing through Employment
<b>Project Contact</b>	Christine Mulligan, 0141 242 0277, christine.mulligan@scotland.gsi.gov.uk

### Finance Details

<b>Total Eligible Project Costs (£)</b>	4285550.00
<b>Structural Funds grant required (£)</b>	1928497.00
<b>Intervention Rate Required (%)</b>	45.00

### Project location - Eligible

<b>Aberdeen City</b>	<input type="checkbox"/>
<b>Aberdeenshire</b>	<input type="checkbox"/>
<b>Angus</b>	<input type="checkbox"/>
<b>Argyll &amp; Bute</b>	<input type="checkbox"/>
<b>Clackmannanshire</b>	<input type="checkbox"/>
<b>Dumfries &amp; Galloway</b>	<input type="checkbox"/>
<b>Dundee City</b>	<input type="checkbox"/>
<b>East Ayrshire</b>	<input type="checkbox"/>
<b>East Dunbartonshire</b>	<input type="checkbox"/>
<b>East Lothian</b>	<input type="checkbox"/>
<b>East Renfrewshire</b>	<input type="checkbox"/>
<b>Edinburgh City</b>	<input type="checkbox"/>
<b>Falkirk</b>	<input type="checkbox"/>
<b>Fife</b>	<input type="checkbox"/>
<b>Glasgow City</b>	<input type="checkbox"/>
<b>Inverclyde</b>	<input type="checkbox"/>
<b>Midlothian</b>	<input type="checkbox"/>
<b>Moray</b>	<input type="checkbox"/>
<b>North Ayrshire</b>	<input type="checkbox"/>
<b>North Lanarkshire</b>	<input type="checkbox"/>
<b>Perth &amp; Kinross</b>	<input type="checkbox"/>

**Renfrewshire**   
**Scottish Borders**   
**South Ayrshire**   
**South Lanarkshire**   
**Stirling**   
**West Dunbartonshire**   
**West Lothian** 

## Project Description

### Project description

ScotAction is the Scottish Government's skills support package to help support Scotland's economy out of recession and back to economic growth.

Phase One of ScotAction was the 'Adopt An Apprentice' Scheme - in which employers will be offered £2000 to recruit a redundant apprentice. This was supported by ESF funding in both LUPS and H&I and is a key aspect of delivering on the Scottish Government's guarantee to apprentices who have been made redundant to find them alternative employment to enable them to complete their Modern Apprenticeship. The scheme was launched on 10th June 2009 in LUPS.

On 4th February 2009, the Scottish Government agreed to provide additional funding to allow 7,800 new and additional apprentices to be recruited during 2009/2010. These are in addition to the target of 10,800 new apprentices which Skills Development Scotland were due to recruit in 2009. The apprentices included in this bid will be part of the new additional 7,800 apprentices.

To maintain the current level of apprentices in Scotland, and attract new apprentices and employers will be challenging in the current economic downturn. The Scottish Government aims provide support in a number of ways to encourage the optimum take up of the apprenticeships available. Through this application, the Scottish Government are therefore proposing to introduce the first of these additional support measures - **Innovate with an Apprentice**. Other actions under the banner of ScotAction Support for Apprentices are currently being developed by the Scottish Government and Skills Development Scotland. It is likely that these actions will also require ESF support to allow them to go ahead.

To stimulate the recruitment of apprentices in the key growth industries of Life Sciences and Renewable Energy (Wind Turbine Maintenance) this project is seeking funding to provide financial incentives to employers to consider recruiting two new apprentices for the cost of one, with the Scottish Government wage costs of the second apprentice paid by the Scottish Government. These are both new Apprenticeship Frameworks being offered for the first time in 2009/2010. Approximately 120 apprentices (90 in Life Sciences and 30 in Wind Turbine Maintenance) will be recruited and start their apprenticeships in these occupational areas in 2009 across the Lowlands and Uplands Scotland area.

Life Sciences has been identified as a key growth sector in the Government Economic Strategy as it offers the opportunity to strengthen Scotland's areas of international comparative advantage. If the sector develops as we anticipate there will an increase in demand at technician level as well as at more advanced levels. The Government's offer would act as a clear demonstration of its long-term commitment to this sector as it develops in Scotland, by acting to ensure an adequate supply of qualified labour.

Skills issues relating to the maintenance of wind turbines has been highlighted in a number of reports including a research project completed earlier this year by Energy and Utility Skills (SSC). This reinforced the finding of earlier work undertaken by British Wind Energy Association WEA which estimates between 10,000 and 20,000 new wind turbine engineers by 2020.

In response to this BWEA have set up an apprenticeship group and it was agreed that EU Skills would lead on the development of qualifications and Apprenticeship Programmes working with other SSC/Bs as required. Initial meeting have highlighted that this will result in a repackaging of various units from other disciplines but mainly rest in the Power Engineering sector with aspects of General Engineering and Health and Safety requirement similar to the oil and gas sector. Due to the nature of the work it is

anticipated that most individuals will be cross skilling or adult candidates as insurances prohibit the use of 16-18 year olds.

To qualify for the wage support Companies must confirm that at least 50% of the apprentices will be new recruits to the Company, although the others may be current employees who wish to move into an apprenticeship. The Scottish Government will pay the wages of the 'free' apprentice for 3 years or until the apprenticeship is complete if that is earlier.

*Core Indicators*

**Indicators and Targets**

Type	Indicator	Project Target
Output	Number of participants receiving support.	120
Result	Number of participants receiving support.	120
Result	Number of participants gaining a partial or full qualification.	120
Output	Number of male participants without basic skills.	60
Output	Number of female participants without basic skills.	60
Output	Number of male participants without level 2 skills.	0
Output	Number of female participants without level 2 skills.	0
Output	Number of male participants without level 3 skills.	0
Output	Number of female participants without level 3 skills.	0
Result	Number of male participants gaining basic skills.	0
Result	Number of female participants gaining basic skills.	0
Result	Number of male participants gaining level 2 skills.	30
Result	Number of female participants gaining level 2 skills.	30
Result	Number of male participants gaining level 3 or above skills.	30
Result	Number of female participants gaining level 3 or above skills.	30
Output	Number of women in projects addressing better gender balance.	0
Output	Number of men in projects addressing better gender imbalance.	0
Result	Number of women going into gender-imbalanced sectors.	0
Result	Number of men going into gender-imbalanced sectors.	0
Output	Number of participants in projects addressing entrepreneurial managerial skills.	0
Result	Number of entrepreneurs and new managers gaining a partial or full qualification.	0
Output	Number of participants from social enterprises.	0
Result	Number of participants from social enterprises gaining a partial or full qualification.	0

*Advisory Group*

<b>Consensus score</b>	
<b>Advisory Group Recommendation</b>	No decision yet taken

**Advisory Group comments**

