

February 2009	Fairer Scotland Fund More Choices More Chances Action Plan	
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The *More Choices, More chances (MCMC)* strategy aims to reduce the numbers of young people between ages 16 to19 who are not in employment education or training. The strategy has both a pre and a post 16 focus.

This Action Plan provides continuity with the Dumfries and Galloway MCMC Action Plan for 2007-8 which was developed by the More Chances, More Chances Strategy Group. A review of progress on the action plan took place in February March 2008 involving feed back from all those identified as lead on an action point in the plan. This review has provided a basis for developing the new plan which has been circulated to the Strategy Group for comment. The following national and local outcomes are reflected within this plan:

**FSF National Outcomes**

- 4 Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- 5 Our children have the best start in life and are ready to succeed
- 8 We have improved the life chances for children, young people and families at risk

**Also Relevant:**

- 6 We live longer, healthier lives
- 7 We have tackled the significant inequalities in Scottish Society.

**FSF Local Outcomes**

- 1. An innovative and sustainable rural economy
- 4. People are better equipped for a changing world

<b>Name of individual &amp; designation – Membership of MCMC Strategy Group consulted in some way</b>	<b>Organisation represented</b>
John MacMillan Operations Manager (Action Plan Lead Officer)	DGC Community Learning and Development – (MCMC Strategy Group Chair)
Stephen Shellard More Choices, More Chances Implementation Officer	Dumfries and Galloway Council, Community Learning and Development
Allan Monteforte, Operational Manager	Criminal Justice
Allan Monteforte Operations Manager	DGC Criminal Justice

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Andy Pattie Operations Manager, Psychology Services	DGC Psychology Services
Ann McFadyen Consultant	NHS CHILD & ADOLESCENT PSYCHIATRY
Robert Gemmell Manager	SDS Careers
Billy Bently Education Officer	SDS Skills Interventions
Brian McLafferty Service Manager	DGC Youth Justice
Andrew Kerley GRFW Manager	DAGCOL
Chick McKenna Principal Officer	DGC Economic Regeneration and Europe
Dawn Redpath Manager	DGC Fairer Scotland Fund
Geoff Dean Operations Manager	DGC Children and Families
Ian Donaldson Youth Strategy Officer	DGC - Youth Issues Unit
Terry Johnston Manager	DGC Young Peoples' Support Service
Tina Holliday Team Manager	DGC Leaving Care
Irona Johnstone Manager	NHS CAMHS
Janice Rough Education Officer Determined to Succeed	DGC - Enterprise in Education and Citizenship
Jim O'Neill Strategy and Development Officer	DGC Housing Service
John McVie Operations Manager ASL	DGC Additional Support For Learning
Margaret McIlhinney Project Officer	DGC - Looked after Children (LAC)
Neil Wood Manager	Barony College
Susan Morrision	Job Centre Plus
Sean McGleenan Operations Manager	DGC Children and Families
Stephen Shellard More Choices More Chances I O	DGC Community Learning and Development
Steve McCreadie Manager	Aberlour/Crannog
Wilma Fenton	NSF Scotland (National Schizophrenia Fellowship)
Colin Grant Service Director of Education	Schools Services

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Tony Jakimciw Principal	Dumfries and Galloway College
Rob Orr	Skills Development Scotland
Keith Best Operations Manager Quality Improvement	Schools Services
Martin Haines Fisheries, Aquaculture and Aquatics	Barony College
Phillip E Jones Chief Executive	Dumfries and Galloway Council
Allan Davidson Vice chair	Upper Nithsdale Business Forum

DUMFRIES

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<b>Action Point</b>	<b>Local Outcome</b>	<b>Actions to be taken (give full description)</b>	<b>PIs</b>	<b>Timescale including milestones</b>	<b>Estimated cost</b>	<b>Lead person/org.(s)</b>
1	1,4	Extend secondment of MCMC Implementation Officer role until end March 2011 to support effective joint commitment and action and to lead on elements of the MCMC Action Plan identified in Action Plan part 2 IO Work Plan.	1.9	Immediate	£94,120 to end March 2011 based on annual salary costs of £35k	FSF Steering Group
2	1,4	Map local provision relevant to MCMC <sup>1</sup> to create an on line directory of agencies as an integral part of a FSF website. This will take advantage of improved content management being implemented on DGCommunity.net to offer easy update of information by partner agencies with minimal central management.	1.9 1.2 1.25 4.1 4.4	In place by end of March 2009	FSF £4000 one off with clarification of costs to be provided	MCMC Implementation Officer
3	1,4	3 year funding for key workers to build on the model supported by MCMC 2006-07, offering transitional support for vulnerable young people. Posts to be placed within SDS – Careers. Details to be negotiated between FS Manager and Careers Scotland	1.9 1.25	Immediate effect	FSF £140,000 for 2 staff for 2 years from April 09	FSF Manager / Careers Scotland
4	1,4	Multi agency training for staff working directly with young people further discussion to take place a MCMC Strategy Group meeting. Idea agreed in principal with further details to be provided. This may also include launch of recent research document.	1.9 1.26	First cycle of training to be completed by March	Costing to be provided up to £5k	MCMC IO. Ian Donaldson, Youth Issues Unit.

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5	1,4	Support work placements in the 3rd Sector <sup>ii</sup> Ensure that work place mentor(s) are in place to support placements in the 3 <sup>rd</sup> Sector, to monitor placements and to track progress of young people. Activity to be looked at within the Employer Link Officer post	1.9 4.6	October 2008	From existing resources	MCMC IO
6	1,4	Implementation of Intervention Framework for three phases of MCMC work – early intervention, transitional stages and post school in line with commissioning model. Activities within each of the themes would be invited within a tendering process and ideas such as the Development of the Oasis Centre is an example of what type of activity might be appropriate for tendering to deliver within this framework.	1.9 4.2. 4.4	Immediate implementation	FSF £300k available for the three themes – activities to be commissioned within these three themes.	MCMC IO / FS Manager / MCMC Strategy Group and CSG
7	1,4	Support for young people on Modern Apprenticeship and Skillseeker Programmes with exceptional transport costs associated with access to the training to bring about an increased uptake of MA and Skillseeker trainees.	1.9 1.25 4.1	January 09	Bid to LEADER - with match funding from FSF. Total £10,000	SDS Careers Interventions to manage funds.
8	1,4	Consider the Scottish Government funded Review of Work placements. Ensure that remit of Employer Link Worker Post includes an awareness of opportunities relating to work placements.(see Employability Action Plan)	1.25		From existing resources	Employer Link Worker / FS Steering group / SDS – Skills Interventions

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**Further information:** use this section to:

### Hard and Soft Outcomes

For effective use of information gathered, the development of a centralised, consistent data collection system will be important, combined with a movement towards standardisation of indicators used to measure distance travelled as detailed within the Intervention Framework proposal available on request.

Hard outcomes at a group level:

- A reduction in the numbers of young people aged between 16 and 19 NEET.
- An increase in numbers of young people leaving school and entering positive destinations in EET.
- All school leavers offered an Educational or Training Place in advance of their school leaving date.

Hard outcomes at an Individual level.

- Improved engagement of school age young people in curricular activity
- Sustaining EET 16 to 19 Key milestones: 3weeks in EET: 3 months in EET : (or milestones as agreed by FSF partners)

Soft Outcomes at an individual level:

- Improved performance on Intervention Framework measurement tool criteria for disengaged school pupils 14-16
- Improved performance on Intervention Framework measurement tool criteria for NEET young people 16-19
- Improved performance on Intervention Framework measurement tool criteria for programme implementation

### Services Already Delivering who may be considered as possible partners:

Key services: Schools Services; Community Learning and Development; SDS Careers and Skills Interventions; Job Centre Plus; Dumfries and Galloway College; Barony College; NHS; Youth Justice; Criminal Justice; DGC Looked After Children; Aberlour; Young Peoples' Support Service; Leaving Care Team; LAGTA; Support Training; JHP Training; Employment Enterprise; APEX; Volunteer Action; NSF

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Scotland.

The More Choices More Chances agenda overlaps with a range of other programmes: Additional Support for Learning; Getting it Right for Every Child; Curriculum for Excellence; Determined to Succeed; Workforce Plus. All of these initiatives intersect where their focus is employability of young people. The wide range of services which have an interest in the MCMC agenda reflect the diverse reasons which lead to young people being NEET. Employability is fundamental to the wider FSF agenda.

### Gap analysis (client group/service)

In 2007 8.2% of young people aged 16 to 19 were NEET in Dumfries and Galloway. This has fallen from a high of 9.9% in 2005. Of all authorities in Scotland, East Renfrewshire has the lowest NEET figure of 4.7%, fallen from a high of 8.2% in 2004. As the NEET figure falls, we would expect to encounter increasing difficulties in bringing about further reductions; without further analysis of the East Renfrewshire percentage, it would be reasonable to think we might attain this figure by 2010, though the rural nature of Dumfries and Galloway may present particular problems regarding access to training and employment, not encountered in East Renfrewshire. Borders Region 6.3%, Aberdeenshire (not including Aberdeen) 4.7% and Highland region 7.1%, may be better comparators and all had a lower percentage of young people NEET than Dumfries and Galloway in 2007.

### Involvement/Consultation of other stakeholders

The MCMC Strategy Group continues to meet on a 2 monthly basis and remains the principal forum for discussion of the MCMC agenda.

<sup>i</sup> Expression of Interest paragraph 1

<sup>ii</sup> Expression of Interest paragraph 14 Continuity with MCMC AP 4.3 2007-8