

Directory of Employability Services and Support in Moray

1st April 2010*

(Amended June 2010)

Produced and distributed by:

The Moray Fairer Scotland Fund Team
in conjunction with the Moray Employability Action Group

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*Changes to details should be submitted to employabilitydirectory@moray.gov.uk
by 15th March or 15th September, respectively, for inclusion in the next release.
Please use the Proforma published alongside this guide.*

For alternative formats, languages or further information,
please ask an English speaking friend or relative to:

Phone: 01343 563319

Email: equalopportunities@moray.gov.uk

Write to: Project Officer (Equal Opportunities)

Chief Executive's Office

High Street

Elgin

IV30 1BX

Services by Target Group and type of service: A to Z

1. Public sector specialist agencies
2. Those funded to deliver employability services
3. Specialist support agencies with elements of employability

A, B	
C	Carers
1	Jobcentre Plus
2	-
3	Quarriers Moray Carers
D, E, F	
G	General
1	Skills Development Scotland Jobcentre Plus
2	Moray College Life Skills Centre TRiY Training SCVO – Moray New Futures Craighurst's The Loft Employability Service Volunteer Centre
3	Social Work CLD Youth Work Team Aberlour Childcare Trust Action for Children CHILDREN 1 st North East Workskills (NEWs) Project Findhorn Foundation
General Health	
1	-
2	Employment Support Service
3	Well North (Dufftown) Access 2 Health Occupational Therapy NHS Condition Management Programme Housing Support Findhorn Foundation
Gypsy / Travellers	
1	-
2	SCVO – Moray New Futures
3	Gypsy and Traveller Teacher CLD Youth Work Team
H	Health – see General Health
Housing Issues and Homelessness	
1	-
2	-
3	Housing Needs (Housing Support, Supported Accommodation) Turning Point – Guildry House SAMH

Action for Children Aberlour Childcare Trust	
I, J, K	
L	Literacy and Numeracy
1	-
2	-
3	Moray Adult Literacies Partnership (Essential Skills Service) North East Workskills (NEWs) Project CLD Youth Work Team
Learning Difficulties	
1	Jobcentre Plus
2	Employment Support Service
3	Housing Support Aberlour Childcare Trust CLD Youth Work Team Desktop Publishing Care Solutions Moray Reachout TEAM LEAD Scotland
Looked After Children	
1	-
2	-
3	Social Work Throughcare / Aftercare Action for Children CLD Youth Work Team
M	Mental ill-health
1	-
2	Employment Support Service SCVO – Moray New Futures
3	Occupational Therapy Integrated Mental Health Services Housing Support SAMH Turning Point – Guildry House Access 2 Health The Rowan Centre Action for Children CLD Youth Work Team Moray Anchor Project Desktop Publishing Young Persons Mental Health Social Work Service Findhorn Foundation
O	Offending Behaviour
1	-
2	SCVO – Moray New Futures
3	Criminal Justice Youth Justice MALP Essential Skills – Offender Literacies CLD Youth Work Team

P Physical Difficulties	
1	Jobcentre Plus
2	Employment Support Service LEAD Scotland
3	Housing Support Occupational Therapy Aberlour Childcare Trust CLD Youth Work Team Moray Sensory Project
Q, R	
S Speakers of Other Languages	
1	-
2	-
3	The Moray ESOL Project
Substance Misuse	
1	Jobcentre Plus
2	SCVO – Moray New Futures SCVO – Progress 2 Work
3	Integrated Mental Health Services Moray Integrated Drug and Alcohol Team Moray Council on Addiction YPAC Turning Point – Studio 8 Turning Point – Guildry House SAMH Aberlour Childcare Trust CLD Youth Work Team Findhorn Foundation
T, U	
V Visual Impairment	
1	-
2	Employment Support Service Moray Sensory Project incorporating Grampian Society for the Blind in partnership with the RNIB Work Focus Project
3	-
W, X, Y, Z	

All Services: A - Z

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A

Aberlour Childcare Trust	
www.aberlour.org.uk	
Details of relevant services	
1. Covesea Road and Community Team Housing Support Services	
Target Group:	Ages 16 - 24
Covesea Road 01343 552183 covesea@aberlour.org.uk Community Team 01343 541361 2astaff@aberlour.org.uk	
Eligibility Criteria:	Vulnerable young people who have presented as Homeless with The Moray Council
Duration for client:	Up to 2 years
Duration of contract:	Ongoing service
Outline of activities:	<p><u>The Covesea Road service</u> provides supported occupancy for 10 young people and focuses on areas of work including:</p> <ul style="list-style-type: none"> • Social, emotional and behavioural support, • Preparation for further education, training and employment, • Support for the transition to independent living. <p><u>The Community Team</u> provides support for young people on a one-to-one basis. It offers specialist group work focusing on health and social issues, finances, accommodation and practical self care skills. Floating support is also provided for young people across The Moray Council area.</p>
Targets and outcomes:	<ul style="list-style-type: none"> • To enable young people to engage in the supports on offer in the service. • To enable young people to build on their capacity to access wider community supports. • To enable young people to confidently sustain and manage their accommodation. • To build confidence in young people's own abilities. • To enable young people to successfully manage the transition to living more independently within their communities.
Engagement:	Referrals to Covesea Road are through the Supported Accommodation Manager at Moray Council. Referrals to the Community Team are from Housing Needs at Moray Council.
Funding:	Covesea Road £279,641 p/a ongoing, review 2011 Community Team £312,666 p/a ongoing, review 2011
Contracted delivery agents:	None
Duration of contracts:	N/A
2. Moray Youth Action	
Jodi Glowacki, Service Manager 01343 546214	
Target Group:	Age 12 - 16

Aberlour Childcare Trust	
Eligibility Criteria:	Disadvantaged, excluded and vulnerable young people and their families
Duration for client:	Flexible ongoing
Outline of activities:	Provides disadvantaged, excluded and vulnerable young people and their families with flexible support.
Targets and outcomes:	Retain control of their own lives and remain in their own homes and communities.
Engagement method:	Referrals through Social Work
Funding:	The Moray Council Community Services
Contracted delivery agents:	None
Duration of contract:	N/A
2a. Mentoring Service (Substance Misuse)	
Anne Grant, Project Coordinator 01343 546214, Anne.grant@aberlour.org.uk	
Target Group:	Age 13 - 18
Eligibility Criteria:	Referrals from any source
Duration for client:	Ongoing
Outline of activities:	Volunteer support for individuals affected by substance misuse. Person-centred, needs led approach. Estimated 3-6 months mentoring period.
Targets and outcomes:	To improve quality of life for young people in Moray affected by cigarettes, drugs and alcohol problems. Outcomes: <ul style="list-style-type: none"> • Reduce young people's substance use • Increase young people's self esteem and confidence • Increase social inclusion in young people in their own community.
Engagement method:	Referrals from any source.
Funding:	Lloyds TSB - 3 years 2009-2012
Contracted delivery agents:	None used
Duration of contract:	None

Access 2 Health	
Based at The Loft, Keith	
Target Group:	Age 11 - 19
Eligibility Criteria:	Referral by Schools or other Young People's services, self referral at drop ins.
Barriers Addressed:	Emotional and behavioural issues, mental ill-health, socially / geographically excluded.
Outline of Activities:	Early intervention preventative support to young people presenting with emotional and behavioural issues. Awareness raising / training sessions for practitioners and young people, group and one to one sessions for young people. Support of multi agency initiatives such as the rolling out of the Healthy Minds – Moray Mental Health Framework Project. Engagement with disadvantaged young people, involving

Access 2 Health	
	young people in development and delivery of services, focusing on health improvement through education and raising awareness of health issues and making positive lifestyle changes.
Targets and Outcomes	Increase access to services, Increase availability of training and information. Promote positive mental health. Support multi agency initiatives. Develop new services and activities, improve integrated working.
Geographical location for delivery:	Across Moray
Engagement method:	Community points of access, one to one and group sessions, school drop-ins, Staff support of Mobile Information Bus.
Funding:	Big Lottery funded until January 2011.

Action for Children	
www.actionforchildren.org.uk	
<i>Details of relevant services</i>	
1. Independent Living Project	
Target Group:	Age 16 - 25
Eligibility Criteria:	Must be either homeless or under threat of homelessness and within Moray
Duration for client:	Flexible, on average about 2 years
Outline of activities:	Direct support to enable young people to live independently and manage their tenancies within the community. 1:1, flexible tailored support – dependent on needs. Signposting to employability services. Basic assessment through housing needs, further assessment. Attend meetings, paperwork.
Targets and outcomes:	20 Outcomes. Recorded on service plan and service paperwork. These are Action for Children, based on GIRFEC
Engagement:	Referrals to this service come from Housing Needs.
Funding:	The Moray Council, £203K until 31 March 2010 Reviewed annually
Contracted delivery agents:	None
Duration of contracts:	N/A
2. Residential Units	
Target Group:	Age 11 – 15 on the point of entry, flexible depend on needs. Can stay on until required.
Eligibility Criteria:	Unable to be looked after in own family or where other possibilities exhausted, e.g. Care system, fostering, and where it would be a positive choice for the young person to be in the living situation.
Duration for client:	Ongoing based on needs.
Outline of activities:	4 residential units - Buckie (4 beds), Forres (2 beds), Elgin (4 beds) and Dyke (flexible, not open all time –

Action for Children	
	max 2 young people, can support families). Undertaking Throughcare/Aftercare work rather than referring to local authority, up to point at which young person leaves support. Independent living skills, specific work around Pathways, linking in with Housing and Education, supporting choices around education, training and employment. Work with Careers Scotland.
Targets and outcomes:	Seven outcomes, based on GIRFEC and Action for Children outcomes. Looked After Child and Paperwork Process (LACP), Care Plan, e.g. work towards return home, work towards behaviours.
Engagement method:	A placement within a residential unit would be agreed within Social Work, through Service Manager Group (a strategic group that meets weekly to oversee planning for vulnerable children in Moray). Referral process, including assessment - requires to be meeting the needs of young person and others within unit. Involve young person in making choice.
Funding:	The Moray Council, £440k per annum per unit. Long-term contract in existence for The Moray Project overall. Reviewed annually.
Contracted delivery agents:	None used
Duration of contract:	N/A

B

C

Careers Scotland
See Skills Development Scotland

Care Solutions	
Mary Madden (Learning Disability Day Services Coordinator) Telephone: (01343) 557218 mary.madden@moray.gov.uk	
Target Group:	Age 18+
Eligibility Criteria:	Learning disabilities
Barriers Addressed:	Learning disabilities
Outline of Activities:	Support to develop rural skills – building and maintaining paths, planting etc.
Targets and outcomes:	Progress to Employment Support Service
Geographical location for delivery:	Across Moray
Engagement method:	Referred by Community Care Officers
Funding:	The Moray Council, 3 year Service Level Agreements

CHILDREN 1st	
www.children1st.org.uk	
Details of relevant services	
1. 15 Forward	
15 Forward, Highfield House Annexe, Northfield Terrace, Elgin, IV30 1NE Tel: 01343 564174, 15forward@children1st.org.uk	
Target Group:	Age 15-16
Eligibility Criteria:	Vulnerable young people 1) Hard to spot because they quiet and disaffected 2) Faced with issues around motivation/confidence and soft skills 3) Having difficulties negotiating the boundaries from school to community 4) Making lifestyle choices that impact on their health and wellbeing 5) Identified as vulnerable but are less likely to be receiving specialist or targeted interventions.
Duration for client:	Flexible
Outline of activities:	The service supports young people to develop their self esteem and design personal plans to achieve their own goals for moving on in their lives. Building on their self confidence, they look at the key areas of employment, training and further education. The service work with both Moray College and Careers Scotland to help young people with barriers to education, employment or training.
Targets and outcomes:	Independent living, further education or employment
Engagement method:	Mainly self referrals by young people or referrals from school guidance, however open referrals.
Funding:	Big Lottery 4 year: June 2008 - 2012. £400k.
Contracted delivery agents:	None
Duration of contract:	N/A

Community Learning and Development Youth Work Team	
Karen J. Delaney - CLD Youth Team Leader 9 North Guildry Street, Elgin IV30 1JR Tel: 01343 557 261 karen.delaney@moray.gov.uk http://www.moray.gov.uk/moray_services/page_40145.html	
Target Group:	Ages 12 – 25 (pre MCMC)
Eligibility Criteria:	None
Barriers Addressed:	All. Lack of low/qualifications, social skills, realisation of needs
Outline of Activities	Develop learning opportunities with young people to meet their needs and work along side them to build their skills in youth action projects. The team offers a range of accreditation opportunities, training plus assistance with literacy needs. Including Sports award, Arts awards, Youth Achievement Awards and Duke of Edinburgh award. Also post-16 groups 'Moving Forward' – part-time motivation

Community Learning and Development Youth Work Team	
	and literacies training course with young people. This is carried out in different ways in different areas, based on their needs. There are drop-in sessions for support in rural areas.
Targets and Outcomes:	Identifying needs: create individual or group learning plans, renegotiate on that basis.
Geographical location for delivery	Across Moray. Focus on schools and community centre/village halls. May include youth cafes.
Engagement method	Two-way engagement. Referrals from schools/guidance, other partner agencies (health, SW), careers officer. Or Self Referral through Street worker, other agencies.
Funding:	Core staff costs - The Moray Council – figure to be revised with cutbacks. £163K per annum. Other costs through fundraising – criteria change, re-apply, multiple sources. Local fundraising and application to national funding bodies/trusts, e.g. Big Lottery, Cashback for Communities
Contracted delivery agents:	None
Duration of contracts:	None
Details of relevant programmes/services	
1. Duke of Edinburgh Award Moray, including New Start	
Target Group:	Ages 14-25
Eligibility Criteria:	Ages 14-25, opportunity to enrol individually or via schools/youth groups. Those with additional needs involved directly with New Start worker.
Barriers Addressed	Duke of Edinburgh Award is designed to up-skill young people and involve them in their community. New Start addresses young people who don't naturally seek out accreditation for themselves - works in partnership with agencies.
Outline of Activities	The award consists of sections of work related to Fitness, Skills, Volunteering and an Expedition. The New Start Development Worker works with schools, Moray College, Moray Youth Action and Moray Youth Justice, among others in order to target individuals with additional needs.
Geographical location for delivery	Across Moray
Engagement method	Attends schools, Moray College, links with Moray Youth Action and Moray Youth Justice etc. Referrals accepted.
Funding:	The Moray Council. Moray Local Awards Committee, in partnership with The Moray Council, is specific to Duke of Edinburgh and meets 6 times a year to support/develop/access funding. Where Duke of Edinburgh can't get funding for equipment, first aid, outdoor courses etc through The Moray Council they try to access funding e.g. Big Lottery, Awards for All (e.g. £10K for volunteer training). Other funding via Catherine Smith memorial trust (specific to Duke of Edinburgh), Rotary club – e.g. £500 grant for equipment.

Community Learning and Development Youth Work Team

2. Also: Sports Awards, Art Awards, Youth Achievement Awards

Condition Management Programme (NHS)

Referrals via Jobcentre Plus

Target Group:	Age 16+
Eligibility Criteria:	Claiming a health-related benefit and with a health condition considered as "mild to moderate" (at the practitioner/team leaders' discretion). The programme tends not to work with people who have a lot of involvement with other services eg CPN, occupational therapy.
Barriers Addressed:	The programme covers mental health, physical and cardio respiratory health barriers to work which are considered to be mild to moderate i.e., low mood, stress, back pain, M.E., asthma etc.
Duration for client	The programme can last for 13 sessions over 4 months, but flexible and have worked with people over a longer period of time to allow them to achieve their goals.
Outline of Activities:	Voluntary programme of guided self-help using cognitive behavioural therapy approach. The team includes nursing, physiotherapy and psychology and occupational therapy. The programme may signpost to other services in conjunction with the customers advisor at Jobcentre Plus to include Moray College, career advice services etc.
Targets and outcomes:	Jobcentre Plus targets for referrals to programme. Improvements to quality of life ie, being more productive with their day, involved in social activity, sleeping better etc. Some become involved in further training and voluntary work. Outcome measures on the programme will be reviewed as the programme is evaluated.
Geographical location for delivery:	Operates from bases in Elgin, Forres and Buckie.
Engagement method:	The referral is made by the Incapacity Benefit personal advisor at Jobcentre Plus. People need to attend their work focused interview for a referral to be made. The service is voluntary and the individual is able to request to come onto the programme as well as the advisor suggesting it as being suitable.
Funding:	Condition Management Programme provided by the NHS but funded by DWP until March 2011.
Contracted delivery agents:	None
Duration of contracts:	N/A

Craighurst's

166 Mid Street, Keith, Banffshire, AB55 5BL
Tel: 01542 882106 info@craighursts.co.uk

Craighurst's	
Target Group:	Age 16-19
Eligibility Criteria:	All young people employed must be undertaking a hospitality qualification.
Duration for client:	This depends on the ability and level of study. The young person can continue to supervisory level qualifications if appropriate.
Outline of activities:	SQA Centre accreditation for hospitality training (service and practical cookery). Also work trials for 15 and 16 year old pupils of Keith Grammar (1 afternoon a week). Mentoring offered throughout employment. When reaching the end of a qualification, the mentor would look at next steps and support the young person if needed, e.g. with letter writing. Work together with TRiY training for Food Hygiene, Health and Safety courses etc.
Targets and outcomes:	Obtain qualification
Engagement method:	Craighurst's is the social enterprise / trading arm of The Loft. Young people may be referred through The Loft when a vacancy arises. The position may also be advertised (shop windows etc) and through word of mouth.
Funding:	Privately funded
Contracted delivery agents:	None
Duration of contract:	N/A

Criminal Justice	
9 North Guildry Street, Elgin, IV30 1JR, Tel: 01343 557200 criminal.justice@moray.gov.uk http://www.moray.gov.uk/moray_services/page_40166.html	
Target Group:	Age 16+
Eligibility Criteria:	To be referred from the Procurator Fiscal, Court or Prison Services. Voluntary Support Service available to ex-prisoners for 12 months after release from prison.
Barriers Addressed:	Offending behaviour
Outline of Activities:	Contribute to community safety by assisting individuals to address the attitudes and behaviours which contribute to their offending behaviour. Also aim to offer a range of robust alternatives to custody to the Courts, including Community Service which allows individuals an opportunity to 'payback' and make reparation to the community.
Geographical location for delivery:	Across Moray
Engagement method:	Clients are referred from the Procurator Fiscal, Court or Prison Services. Ex-prisoners can also request a voluntary support service for 12 months after release.
Funding:	Services funded via the Northern Community Justice Authority who distribute money received from the Scottish Government across seven local authority areas.
Contracted delivery	Moray New Futures (SLA for specific employment

Criminal Justice	
agents:	service)
Duration of contracts:	12 months

D

Desktop Publishing	
Peter Wills 01542 832166	
Target Group:	Age 18 - 65
Eligibility Criteria:	Diagnosed acute mental illness or learning disabilities
Barriers Addressed:	Mental illness and learning disabilities
Outline of Activities:	Flexible IT training, level set by capabilities. Includes graphics.
Targets and Outcomes:	Progression to Employment Support Service, employment
Geographical location for delivery:	Centre at Pinefield Industrial Estate, Elgin
Engagement method:	Referrals from Social Work
Funding:	The Moray Council: ½ mental health, ½ learning disabilities (to be reviewed 2011).

E

Employment Support Service	
Units 1-3, Chanonry Business Centre, 2 Chanonry Road North, Chanonry Industrial Estate, Elgin, IV30 6NB, Tel: 01343 545158 http://www.moray.gov.uk/moray_standard/page_39818.html	
Target Group:	All people who have a disability as define by the Disability Discrimination Act, including supporting school pupils and college students
Eligibility Criteria:	As defined by the disability discrimination act including Autism, Learning difficulties, physical or sensory disabilities, people who have or are recovering from mental health difficulties, or long term health conditions And are Resident in Moray.
Barriers Addressed:	All issues in relation to employability, retention of employment and issues related to disabilities as defined by the Disability Discrimination Act including Autism, Learning difficulties, physical or sensory disabilities people who have or are recovering from mental health difficulties and people with long term health conditions
Outline of Activities:	Support with the transition from school or college, Work preparation, career exploration, support for training and further education, work experience placements, work trails, voluntary work experience placements, work search, support with applications/CV's support with interview skills and support at interview, also support to maintain and retain employment including support for the

Employment Support Service	
	employer.
Targets and outcomes:	To support people with a disability as defined by the Disability Discrimination Act to prepare for, search for, find, secure and maintain all forms of employment (part-time, full time, Supported Paid Permitted, Permitted work, work experience and voluntary work, in order to promote social inclusion
Geographical location for delivery:	Office in Elgin, supporting people in all areas of Moray
Engagement method:	Self referral / any agency
Funding:	Part of the Moray Council Community Services
Contracted delivery agents:	No
Duration of contracts:	No

The Moray ESOL Project
See Moray ESOL Project

Essential Skills
See Moray Adult Literacies Partnership

E

Findhorn Foundation	
The Park, Forres IV36 3TZ, Tel: 01309 692560 building.bridges@findhorn.org www.findhorn.org/sociallyexcluded	
Target Group:	Age 16+ /anyone transitioning from substance misuse back into society; generally socially excluded/disadvantaged/vulnerable; those transitioning from mental health issues back into healthy social engagement.
Eligibility Criteria:	Preferably the people using this service would engage as a group after first working with a charity or government agency dealing with the above conditions - particularly for those transitioning back into a healthy life.
Barriers Addressed:	Emotional and behavioural issues, mental ill-health, social exclusion, lack of confidence, motivation and life skills, lack of practical skills.
Outline of Activities:	Begins with A Great Day Out at The Park as an introduction and then ongoing one day a week (for up to 12 weeks) experiential learning - working in the gardens with the gardeners, interacting with the community and developing a group project which includes learning organic gardening techniques/nutrition, and bringing project to completion. Can complete with one week residential, integrating, group dynamics/team building, non-violent communication, building more personal awareness and social skills, self-empowerment.
Geographical location for	The Park, Findhorn Ecovillage

Findhorn Foundation	
delivery:	
Targets and Outcomes:	<ul style="list-style-type: none"> * building life skills * increasing self esteem * learning practical skills for health, well-being and personal sustainability * positive shifts in attitude and behaviour * becoming aware of a broad range of life possibilities
Engagement method:	Charity or government agency contacts Building Bridges Team at the Findhorn Foundation
Funding:	Applying for funding ongoing

G

Grampian Society for the Blind
See Moray Sensory Project incorporating Grampian Society for the Blind in Partnership with RNIB Work Focus Project

Guildry House
See Turning Point Scotland

Gypsy and Traveller Teacher	
Teacher For Gypsy/Traveller Pupils, The Moray Council, Educational Services, High Street, Elgin, IV30 1BX, Tel: 01343 563127, eve.craib@moray.gov.uk	
Target Group:	Gypsy/Travellers aged 5-16
Eligibility Criteria:	Gypsy/Travellers with additional support needs
Barriers Addressed:	Interrupted learning of Gypsy/Travellers
Outline of Activities:	Supports all schools with attending Gypsy/Traveller children by offering specialist intervention. Referrals assessed and prioritised. Teaching delivered to meet assessed needs written in individual support plans. Has a degree of flexibility to respond to itinerant Gypsy/Traveller children passing through Moray and attending school for only a short period of time.
Targets and outcomes:	Service aims to provide support for learning for Gypsy/Traveller children with additional support needs and to bridge gaps in interrupted learning caused by periods of extended travel. Individual targets are set for children in core curriculum areas which are monitored and reviewed regularly in order to meet the additional support needs of Gypsy/Traveller children.
Geographical location for delivery:	Across Moray
Engagement method:	Information sharing between schools and other authorities' Gypsy/Traveller Teachers. Weekly school visits. Phone calls.
Funding:	The Moray Council

H

Housing Needs	
Housing Needs Section, The Moray Council, 12-14 Greyfriars, Street, Elgin, IV30 1LF, Tel: 01343 563597, housingneeds@moray.gov.uk http://www.moray.gov.uk/moray_services/page_46163.html	
Details of services	
1. Housing Support	
Supporting People Assessor, Council Office, High Street, Elgin, IV30 1BX Tel: 01343 563308, supporting.people@moray.gov.uk http://www.moray.gov.uk/moray_standard/page_1129.html	
Target Group:	Age 16+
Eligibility Criteria:	Assessed need for support.
Barriers Addressed:	Any barriers, secondary to need for housing support.
Outline of Activities:	A range of support services with practical and emotional aspects of living. Tailored personal support, including assistance to make and attend appointments with employability services and to fill in paperwork.
Targets and Outcomes:	Sustaining accommodation
Geographical location for delivery:	Across Moray, with outreach
Engagement method:	Self referral or referral via agencies
Funding:	The Moray Council. Value of contracts: Aberlour CoveSea £279,641 per annum Aberlour Community £312,666 per annum Action For Children £203,393 per annum
Contracted delivery agents:	Action for Children, Aberlour Childcare Trust (for age 16 – 24)
Duration of contracts:	Annual review
2. Supported Accommodation	
Contact via Housing Needs	
Target Group:	Age 16+
Eligibility Criteria:	Homeless or threatened with homelessness To be entitled to permanent accommodation, individuals have to meet the following four conditions which are set out by law; they must be homeless or be threatened with homelessness, they must be in priority need, they must have not become homeless or threatened with homelessness intentionally; they must have a local connection.
Barriers Addressed:	Homelessness, other barriers secondary to homelessness
Outline of Activities:	The Housing Needs section will help people who are homeless or are threatened with homelessness by arranging temporary or permanent accommodation.
Targets and Outcomes:	Sustaining accommodation
Geographical location for delivery:	Hostels in Elgin, Keith, Buckie, Forres Dispersed properties elsewhere in Moray.
Engagement method:	Referrals from Homelessness
Funding:	The Moray Council

Housing Needs	
Contracted delivery agents:	None
Duration of contracts:	None

!

Integrated Mental Health Services	
Telephone: 0845 456 6000	
Target Group:	All ages (split by services)
Eligibility Criteria:	Mental ill-health; criteria vary by service
Barriers Addressed:	Mental ill health
Outline of Activities:	A range of services for people with various severities of mental illness, including addictions/substance misuse. 1. Child and Adolescent 2. Drug and alcohol services 3. Adult mental health 4. Older adults 5. Clinical associate service 6. In-patient ward (Dr Gray's, Elgin) 7. Older adult ward (Buckie Seafield) Integrated work including Psychiatry, social work, occupational therapy, psychology, psychotherapy services
Geographical location for delivery:	Across Moray with outreach
Targets and Outcomes:	Person-centred
Engagement method:	Self referrals, referrals from GPs, referrals via agencies
Funding:	Moray Council/NHS ongoing

J

Jobcentre Plus	
ELGIN - 21 Trinity Rd, Elgin, IV30 1RJ, Telephone: 01343 528000/0845 604 3719 FORRES - Tytler Street, Forres, IV36 1EL, Telephone: 01309 542900 BUCKIE - Shanks Lane Buckie, AB56 1AF, Telephone: 01542 783838 www.jobcentreplus.gov.uk	
Target Group:	Working age
Eligibility Criteria:	Unemployed or in part-time employment
Barriers Addressed	Any
Outline of activities:	Supporting people of working age from welfare into work and helping employers fill their vacancies.
Geographical location for delivery	Elgin branch serves Moray
Engagement method	Advertising, referrals
Details of contracted provision	

Jobcentre Plus	
1. Access to Work	
Target Group:	Individuals with disabilities or health conditions
Eligibility Criteria:	In a paid job, unemployed and about to start work, or self-employed and a disability or health condition prevents an individual from doing parts of their job.
Duration for client:	As long as required.
Outline of activities:	Advice and support for employee and employer with extra costs which may arise because of special needs.
Targets and outcomes:	Benchmarks, e.g. to have equipment in place by "x" number of days. This varies depending on the equipment needed.
Funding:	National
Contracted delivery agents:	Jobcentre Plus Inverness If a customer requires a workplace assessment they contact "Workfit" in the first instance but this company is used on a needs basis only
Duration of contract:	N/A
Contracted New Deal	
2. New Deal	
Target Group:	Long term unemployed
Eligibility Criteria:	An individual claiming Jobseeker's Allowance will have to take part in New Deal after a set time. This is: <ul style="list-style-type: none"> • 6 months for ages 18 to 24 • 18 months for ages 25 or over (or after claiming for 18 months out of the last 21) If an individual and their Jobcentre Plus adviser decide it is best, they could join New Deal earlier. From October 2009, New Deal is being replaced by Flexible New Deal in a rolling programme. An individual must take part in Flexible New Deal if they have been getting Jobseeker's Allowance for 12 months (or after six months in some cases).
Duration for client:	Up to 1 year
Outline of activities:	New Deal aims to help unemployed people find a job. It gives opportunities for training, learning and work experience.
Targets and outcomes:	Improving skills base of individuals
Funding:	Work, Welfare and Equality Group (WWEG)
Contracted delivery agents:	Scottish Council for Voluntary Organisations (SCVO) (Tailored employability skill training)
Duration of contract:	Expires 31.3.10
2. New Deal for Disabled People	
Target Group:	Individuals with disabilities or health conditions
Eligibility Criteria:	A disability or health condition.
Duration for client:	Voluntary ongoing. If an individual's circumstances change or they decide that New Deal is not for them, they can leave the programme without losing the benefits they are entitled to.
Outline of activities:	New Deal for Disabled People Job Brokers can

Jobcentre Plus	
	<p>Help look at skills and abilities and identify suitable job opportunities, Give advice about writing CVs, help through the process of applying for jobs, including help with filling in application forms, help with preparing for interviews, identifying any training needs and then working with local training providers to get the training needed information about local job vacancies, support during first six months in work.</p> <p>They also work closely with local employers to help make sure things go well at work. They can arrange extra support in the workplace - like special equipment, for example - if it is needed.</p> <p>Some Job Brokers may be able to help with travel costs to interviews or even pay for some costs while an individual is looking for work. They will also advise about help like the travel-to-interview scheme.</p> <p>An individual must choose and register with a Job Broker in their area.</p>
Targets and outcomes:	Improving skills base of individual
Funding:	Work, Welfare and Equality Group (WWEG)
Contracted delivery agents:	Working Links and Shaw Trust
Duration of contract:	30.6.08 – 29.6.10
Non-contracted New Deals	
3. New Deal for Lone Parents, New Deal for Partners, New Deal for 50+	
Target Group:	Lone parents, partners of those claiming benefits for them, age 50+
Eligibility Criteria:	<p>New Deal for Lone Parents: Bringing up children as a lone parent, if their youngest child is under 16 years old and they are not working, or working less than 16 hours per week.</p> <p>New Deal for Partners: partners of people claiming any of the following benefits: Jobseeker's Allowance, Employment and Support Allowance, Income Support, Incapacity Benefit, Carer's Allowance, Severe Disablement Benefit and Pension Credit. An individual can also join New Deal for Partners if their partner gets Pension Credit and they are working less than 24 hours a week; or if them or their partner get Working Tax Credit and they are working less than 16 hours a week</p> <p>New Deal for 50+: Over 50 and have been on at least one of the following benefits for the last six months or longer: Employment and Support Allowance, Income Support, Jobseeker's Allowance, Incapacity Benefit, Severe Disablement Allowance or Pension Credit.</p> <p>They may also be able to join if they have been getting National Insurance credits, Carer's Allowance or Bereavement Allowance, or if their partner has been getting other benefits for them for at least six months.</p>
Duration for client:	Voluntary ongoing. If an individual's circumstances change or they decide that New Deal is not for them, they can leave

Jobcentre Plus	
	the programme without losing the benefits they are entitled to.
Outline of activities:	<p>New Deal for Lone Parents offers a package of support with a personal adviser to take individuals through the steps to find and apply for jobs. Their adviser will also offer practical advice and help about finding childcare and training. Their adviser will also be able to explain about how benefits will be affected when starting work and to help them apply for any in work benefits or tax credits.</p> <p>New Deal for Partners: Help includes advice and guidance on training, finding work and childcare, and taking part in other government schemes.</p> <p>New Deal for 50+: Support and advice for people over 50, aiming to help them explore the barriers that might be making it difficult for them to get a job if they are out of work. A personal adviser is assigned and may help the individual update their skills or learn skills for job interviews.</p>
Targets and outcomes:	Improving skills base of individual
Funding:	New Deal Lone Parents (NDLP) Budget, New Deal for Partners (NDP) Budget, New Deal 50+ Budget New Deal
Contracted delivery agents:	<p>No separate contract – clients can access any of the New Deal provision available</p> <p>From December: JHP Employability delivering 'support contract' for Lone Parents (national organisation offering practical help, training and support for employability)</p>
Duration of contract:	JHP Employability for 'support contract' until Dec 2012
8. Progress2Work	
Target Group:	Individuals who are recovering from misusing drugs
Eligibility Criteria:	The individual does not have to be claiming benefit to get this support.
Duration for client:	Voluntary ongoing
Outline of activities:	Support and advice with getting back into training and work, and help to sort out problems like housing, or debts.
Targets and outcomes:	Employment, further education or mainstream provision.
Funding:	Work, Welfare and Equality Group (WWEG)
Contracted delivery agents:	Scottish Council for Voluntary Organisations (SCVO) (Tailored employability skill training)
Duration of contract:	Expires 31.3.10
9. WORKSTEP	
Target Group:	Individuals with disabilities or health conditions
Eligibility Criteria:	If an individual is disabled and wants to find a job, they may be able to get help from WORKSTEP.
Duration for client:	Up to 3yrs but can be as long as justified
Outline of activities:	WORKSTEP can help individuals who feel that they need a lot of support before doing a job on their own. WORKSTEP was formerly known as 'supported employment'.

Jobcentre Plus	
	<p>WORKSTEP offers a range of support that aims to:</p> <ul style="list-style-type: none"> • develop and improve skills • help an individual work with other people • help an individual get used to working, and • make an individual more confident about having a job.
Targets and outcomes:	Meeting an individual's needs so that they can get and keep a job.
Funding:	National Budget
Contracted delivery agents:	Moray Council , Capability Scotland & Remploy
Duration of contract:	3yr contract, expires 24.10.10
Details of non-contracted provision (non-exhaustive)	
1. Job Introduction Scheme	
Target Group:	Individuals with disabilities
Eligibility Criteria:	The job must last for at least 26 weeks (including the Job Introduction Scheme [JIS] period), although it can be full or part time and JIS must be applied for before they start the job.
Duration for client:	Usually first 6 weeks of a new job
Outline of activities:	A financial incentive to employers of disabled people. It could help pay wages or other employment costs for a certain period-usually the first 6 weeks of a new job.
2. Pathways to Work	
Target Group:	Individuals with disabilities or health conditions
Eligibility Criteria:	<p>An individual will automatically be part of Pathways to Work if they are making a new or repeat claim for any of the following: Incapacity Benefit; Income Support on the grounds of Incapacity; Income support whilst appealing against a decision that Incapacity Benefit is not payable; or Severe Disablement Allowance.</p> <p>Anyone not automatically included can volunteer for the service and the help it provides.</p>
Duration for client:	Flexible – needs based. Mandatory participation is 6 interviews over a set period, usually monthly.
Outline of activities:	The range of help offered may include: Extra money to help when starting work; New programmes of help for the individual to understand and better manage their condition or disability; Information about work that they might be able to do without losing their benefit, permitted work, and; New and existing financial help, New Deal for Disabled People; training and employment programmes.
Targets and outcomes:	Client-based. Targets for condition management.
Funding:	Jobcentre Plus
Contracted delivery agents:	None
Duration of contract:	N/A

Jobcentre Plus	
3. Work Preparation	
Target Group:	Individuals with disabilities or health conditions
Eligibility Criteria:	An individual may be able to take part in Work Preparation if they have a disability or health condition, and are in touch with a personal adviser. They can be in work, out of work and claiming benefit or not claiming benefit.
Duration for client:	On average, most people who take part in Work Preparation are involved for between 6 and 13 weeks
Outline of activities:	Work Preparation is tailored to suit the individual's needs, but it usually involves doing short unpaid work experience with a local employer. To be combined with Workstep in future.
4. Work Trials	
Target Group:	Unemployed
Eligibility Criteria:	By discussion with Jobcentre advisers
Duration for client:	Work trial typically up to 30 days duration
Outline of activities:	Work trial is a trial in an actual job vacancy with an employer. Voluntary involvement. Individual carries on receiving benefits while on work trial. If an employer offers a job at the end of the Work Trial period and it is accepted, this does not mean that all financial help will end – the individual may be eligible for some in-work benefits and tax credits. Ad-hoc arrangements exist with local employers.

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LEAD Scotland	
c/o Moray College, Moray Street, Elgin, IV30 1JJ Telephone: 01340 871949, Textphone users: (18001) 01340 871949 Barbara Taylor, Learning Co-ordinator btaylor@lead.org.uk Roisin Taylor, Regional Development Manager North rtaylor@lead.org.uk	
Target Group:	Age 16+
Eligibility Criteria:	Disabled young people, disabled adults and carers of disabled people. All disabilities including mental health.
Barriers Addressed:	Combat exclusion from learning. Inform and influence the development of policy and learning provision. Equal access, promotion of equality of opportunity and the elimination of discrimination.
Duration for client:	Flexible ongoing, dependent on project and funding.
Targets and outcomes:	Empower disabled people and carers of disabled people to make well informed choices and engage confidently in learning. Provide person centred, individualised support for learning.
Outline of Activities:	Supporting learners to reach their full potential through literacy and numeracy. In partnership with Moray College

LEAD Scotland	
	Lead Supports learners on a 1-1 basis towards their goal of further education. Volunteering opportunities are available for those who wish to share their skills and experiences with learners.
Geographical location for delivery:	Across Moray – outreach
Engagement method:	Referrals from other support agencies. Self referrals welcomed. Partner Organisations.
Funding:	Moray Adult Literacies Partnership (MALP) Moray College

Life Skills Centre	
126 High Street, Elgin, IV30 1BW. Tel: (01343) 550207	
Target Group:	Ages 16 - 65
Eligibility Criteria:	Mostly referred from contracting organisations
Barriers Addressed	All aspects of employability issues covered
Outline of Activities	Life Skills is contracted by Jobcentre Plus and Careers Scotland to prepare clients for work and help find them jobs. Activities include delivering courses, conducting basic skills assessments, arranging placements and mentoring.
Geographical location for delivery	Centre in Elgin. Outreach on demand – have worked in Keith and Forres.
Engagement method	Referrals from Jobcentre Plus or Careers Scotland. Also take referrals from other agencies and agree terms at that time.
Funding:	JC and SDS fund our programmes. Employability programmes delivered for other agencies, prices discussed directly.
Details of programmes delivered	
1. Get Ready for Work (See 1 st Tier Services, Error! Reference source not found. for details)	
2. Skillseekers and Modern Apprenticeships (See 1 st Tier Services, Error! Reference source not found. for details) Age 16 – 18 and occasionally 18 – 24 can get funding for specific Modern Apprenticeships. Cover Retail/Admin/Warehouse & Distribution.	
3. Gateway to Work For Jobcentre Plus. A 2-week intensive job ready course for New Deal customers 18 – 24 and 25+, covering all aspects of employability i.e. spec letters. Any JC client with a disability.	
4. Mentoring and Basic Skills – (New Deal)	
5. Work Preparation (See 1 st Tier Services, Jobcentre Plus for details) A 6-week programme for people with disabilities which involves finding a suitable placement for people who have been unemployed long term because of a disability.	
6. Jobcentre Support (replaces Positive Moves) A 6-week (2 days per week) job search course for non New Deal clients of Jobcentre Plus.	

The Loft Employability Service	
86a Mid Street, Seafield Lane, Mid Street, Keith, AB55 5AF Tel: 01542 886630, info-loft@copperstream.co.uk TBA – employability Employability-loft@copperstream.co.uk Intensive support worker Jean-loft@copperstream.co.uk	
Target Group:	Ages 12 – 24
Eligibility Criteria:	Young people who reside in the Keith and Strathisla area or who are connected to it through social networks or employment.
Barriers Addressed:	Primarily social exclusion, lack of education/qualifications, Being unemployed and without other means of support.
Outline of Activities:	<p>The Loft provides social and recreational opportunities through its weekly drop-in and other organised activities. It also provides formal and informal learning opportunities, linking through access to an Intensive Support Worker, team of volunteer youth workers and through support activities run by other agencies from within the Loft building.</p> <p>Work to address issues of employability & to support the development of work related activities i.e. CV, personal statement, job search, interview prep.</p> <p>See also 'Craighurst's' – the social enterprise / trading arm of The Loft.</p>
Targets and Outcomes:	Evolving - but consistency and continuity are important elements for the clients leading to secure employment.
Geographical location for delivery:	Keith and Strathisla
Engagement method	Direct referral from the ISW or other related organisations or self referral
Funding:	William Grant Youth Opportunities Fund – Two year project ends August 2010 £35k over two years. Note Employability Support Worker post vacant from end November 2009, board to decide future of post. Service maintained in the interim by Admin and Project Manager along with Board.

M

Moray Adult Literacies Partnership	
Adult Literacies Strategy Coordinator, Moray Adult Literacies Partnership (MALP), Moray College, Moray Street, Elgin, IV30 1JJ, Tel: 01343 576280 or 07966 120561 Althea.Forbes@moray.uhi.ac.uk	
Target Group:	Age 16+, literacy and numeracy issues
Eligibility Criteria:	Literacy and numeracy issues
Barriers Addressed:	Literacy and numeracy issues, including addressing issues in offenders
Outline of Activities:	Main providers of adult literacies are the Council's Essential Skills Service. LEAD and Moray College also provide literacy and numeracy support with LEAD providing a supported transition service to other learning.

Moray Adult Literacies Partnership	
Geographical location for delivery:	Across Moray, with outreach
Engagement method:	Self-referral. Referral from agencies. Specific targeted groups. Promoted through The Big Plus, national publicity campaign.
Funding:	Funding: Moray Council £167K annually Scottish Government for Open Doors £18K per annum.
Details of services	
1. The Essential Skills Service	
<p>Elgin - Moira Strathdee, Essential Skills Development Officer, New Elgin Primary School Annexe, Elgin, IV30 6DP, Tel: 01343 556212 or 07966120572 moira.strathdee@moray.gov.uk</p> <p>Local services available in Keith & Speyside, Lhanbryde and Fochabers, Buckie, Lossiemouth and Forres,</p> <p>Open Doors project (offender literacies) – Rose Millett, Open Doors, c/o Moray College, Moray Street, Elgin, IV30 1JJ</p> <p>Youth Literacies – Helen Mellor New Elgin Primary School Annexe, Elgin, IV30 6DP, Tel: 01343 556212 or 07527 387507, youthliteracies@moray.gov.uk</p>	
Target Group:	Adults (post compulsory school age i.e. 16+) with literacy and numeracy issues
Eligibility Criteria:	Literacy and numeracy issues
Duration for client:	As long as required
Outline of activities:	Supports for adult to develop their existing skills in reading, writing, numeracy, problem solving and communication.
Geographical location for delivery:	Across Moray
Engagement method:	Self-referral. Referral from agencies. Specific targeted groups. Promoted through The Big Plus, national publicity campaign.
Targets and outcomes:	Increased levels of literacy and numeracy through delivery of literacies learning to 200 learners per year.
Funding:	Funded from MALP Youth literacies funded through CLD
2. North East Workskills (NEWS) Project	
<p>Jim Maguire (NEWS and ESOL Project Co-ordinator for Moray) Unit 6, Elgin Business Centre, Maisondieu Road, Elgin, Tel: 01343 559989 jim.maguire@moray.gov.uk</p>	
Target Group:	Age 16+, Employees of small and medium enterprises in the food and fish processing, care, hospitality and tourism sectors in East Moray (Lowlands and Uplands Scotland area)
Eligibility Criteria:	Employer led: Small and medium enterprises in the food and fish processing, care, hospitality and tourism sectors in East Moray (Lowlands and Uplands Scotland area)
Duration for client:	Flexible training delivery
Outline of activities:	Literacy and numeracy training designed to fit around company work patterns and operational requirements.
Targets and outcomes:	Increased levels of literacy and numeracy through delivery of literacies learning to 200 learners per year through MALP
Geographical	East Moray

Moray Adult Literacies Partnership	
location for delivery:	
Engagement method:	CBAL workers contact employers directly, usually by phone, then send marketing materials to them. They then follow up with face-to-face meetings to tailor courses to the needs of the organisation. The CBALs also have info stalls at employer events, eg, Baxters. Publicity also via Moray Chamber of Commerce.
Funding:	European Social Fund plus match Funding: provided jointly by Aberdeenshire Council, Aberdeen City Council and the Moray Council. Moray's Funding: comes from MALP (£11k p.a) and Moray ESOL Strategy group (£13K p.a.) Funded until March 2011
Contracted delivery agents:	ESOL learners tutored by The Moray Council ESOL tutors. Core Skills courses run by Moray College tutors. An agreement in place with Adult Literacy to utilise tutors if required.
Duration of contract:	Ongoing

Moray Anchor Project (Step Forward)	
Ali Mclvor 07748207488	
Target Group:	Age 18 - 65
Eligibility Criteria:	Diagnosed acute mental illness
Barriers Addressed:	Mental illness
Outline of Activities:	Woodwork, crafts, stores maintenance, computer skills
Targets and Outcomes:	Progression to Employment Support Service, employment
Geographical location for delivery:	Centre at Pinefield Industrial Estate, Elgin
Engagement method:	Referrals from Social Work
Funding:	The Moray Council (to be reviewed 2011).

Moray Carers	
227 High Street, Elgin, Moray, IV30 1DJ, Tel: 01343 540 990	
Target Group:	Unpaid Carers of any age
Eligibility Criteria:	Individuals with caring responsibilities
Barriers Addressed:	Caring responsibilities
Outline of Activities:	Long Term Condition Management Training – specific to the illness that the carer faces in their caring role. Peer Support
Targets and outcomes:	Identify “Hidden Carers” in Moray
Geographical location for delivery:	Across Moray
Engagement method:	Advertising (Newsletters/Pharmacy Postcards) Drop-Ins at primary and secondary schools Referrals by other service providers (Social Work etc)
Funding:	Funded by The Big Lottery/MacRoberts Trust.Robertson Trust/Laidlaw Foundation/Other donations

Moray Carers	
Contracted delivery agents:	N/A
Duration of contracts:	N/A

Moray College (employability support)	
www.moray.ac.uk	
Target Group:	Age 14+
Eligibility Criteria:	Employability support is provided to students
Barriers Addressed	Guidance staff including the Employability Officer support students on a one-to-one basis to address any barriers to study.
Outline of Activities	Moray College deliver Scottish Vocational Qualifications, courses awarded by the Scottish Qualification Authority and offer Personal Development Planning aimed at improving employability. The College also provides Skills For Life courses which aim to provide students with the skills and confidence to have a full and rewarding life. This may be securing employment, continuing with their studies at College or simply gaining more confidence and independence in the community. Courses can be studied on a full-time or part-time basis.
Geographical location for delivery	Moray College is located in Elgin. Learning centres in Buckie, Forres and Keith are predominantly for IT related training but can host other courses.
Engagement method	Moray College promotes courses through local newspapers, its own prospectus and many open events throughout the session. Students are also referred from a range of agencies.
Funding:	The majority of the College's funding is from the Scottish Government through the Scottish Funding Council.

Moray Council on Addiction	
http://www.moray.gov.uk/moray_services/page_40181.html	
Target Group:	Any age - substance misusers or those affected by another's substance misuse
Eligibility Criteria:	Substance misusers or those affected by another's substance misuse
Barriers Addressed:	Substance misuse
Outline of Activities:	A free confidential counselling and advisory service for people experiencing problems with alcohol and drugs.
Geographical location for delivery:	Across Moray, including primary care settings
Engagement method:	Referrals can come from any agency, or the client may self-refer.
Funding:	Moray Council/NHS/private £50-£100k/annum
Details of services managed	
1. Young Person's Addiction Counselling (YPAC)	
Part of Moray Council on Addiction and operated from The Loft Youth Project	

Moray Council on Addiction	
86a Mid Street, Seafield Lane, Mid Street, Keith, AB55 5AF, Tel: 01542 886630 YPCP-loft@copperstream.com	
Target Group:	Age 12-24, Young substance misusers or those affected by another's substance misuse
Eligibility Criteria:	Young substance misusers or those affected by another's substance misuse
Duration for client:	6 weekly sessions minimum counselling offered
Outline of activities:	YPAC offer counselling to young people who need a confidential space to explore issues around addiction.
Targets and outcomes:	None
Geographical location for delivery	Across Moray, in Young Persons settings
Engagement method	Young Person Organisation Referral, Self and schools
Funding:	Big Lottery funding amount £500,000 5 years (until 2013)

Moray ESOL Project	
Target Group:	Speakers of other languages resident in Moray
Eligibility Criteria:	Speakers of other languages resident in Moray
Barriers Addressed:	Lack of confidence, competence in English & integration into receiving communities throughout Moray; literacy, numeracy, basic skills and IT skills of employees in low paid/low skills/low qualifications occupations within the food and fish processing, hospitality and tourism, and care industry sectors throughout East Moray. Develop the English language skills of significant number of migrant workers employed in those industries.
Outline of Activities:	Produce marketing materials; engage with employers; engage with learners; develop class programmes
Targets and outcomes:	Improved confidence and competence in English; 450 learners (inc. non-ESOL) from 2008-2011
Geographical location for delivery:	1. Scottish Govt Project (ESOL) – East Moray; 2. North East Work Skills (NEWS) Project (ESOL & non-ESOL) – East Moray 3. WEST Project (ESOL) – West Moray
Engagement method:	Marketing/Advertising; Community-based open day info stalls, e.g., ASDA, Libraries; employer engagement; Workplace-based info days engaging directly with potential learners; Publicity, telephone calls & face-to-face meetings.
Funding:	1. Scottish Govt Project (ESOL): £24K; Sep 2009 – Aug 2010 (plus Moray College contribution – unknown, but probably similar). 2. North East Work Skills (NEWS) Project (ESOL & non-ESOL); £72K, European Structural Fund/MALP funding; April 2008 – March 2011. 3. WEST Project (ESOL); £268K, European Structural Fund; Sept 2008 – Aug2011

Moray Integrated Drug and Alcohol Team	
Target Group:	All ages
Eligibility Criteria:	Those with issues arising from drug and alcohol misuse
Barriers Addressed:	Drug and alcohol misuse
Outline of Activities:	The Moray Integrated Drug and Alcohol Team includes NHS Treatment services and Social Work services at Moray Council and supports people with issues arising from drug and alcohol misuse.
Geographical location for delivery:	Across Moray, with outreach
Engagement method:	Referrals can come from any agency, or the client may self-refer. Referrals for health services must come through a GP (however this is being looked at through review and redesign procedures).
Funding:	Scottish Government supply Drug and Alcohol Partnership with £334k per annum for alcohol services and £108k per annum for drugs. Funding separate for statutory services: NHS/SW
Contracted delivery agents:	Turning Point Scotland (Studio 8) – direct access Moray Council on Addiction – counselling/support
Duration of contracts:	Both until March 2010 No funding beyond March 2010 for Turning Point, result of council cutbacks Review and redesign procedures in operation – will result in re-tendering for services.
Details of services	
1. Integrated Social Work and Health	
Jean Sinclair / Mike Perera	
Target Group:	All Ages
Eligibility Criteria:	Those with issues arising from drug and alcohol misuse
Duration for client:	Drug and alcohol misuse
Outline of activities:	Social work and health services
Engagement method:	Referrals to social work through any means Referral to health through GP
Targets and outcomes:	Non-specific
Funding:	NHS / The Moray Council
2. Turning Point Scotland- Studio 8	
Direct Access Service See below for details.	
3. Moray Council on Addiction	
Counselling service. See below for details.	
Moray New Futures	
See SCVO	

Moray Reachout	
Mary Madden (Learning Disability Day Services Coordinator) Telephone: (01343) 557218 mary.madden@moray.gov.uk	
Target Group:	Age 18+
Eligibility Criteria:	Learning disabilities
Barriers Addressed:	Learning disabilities
Outline of Activities:	Support to develop manual labour skills and retail skills (recycling aluminium, Start 2 and Buckie Training). Participants work towards units of SVQs (not full qualifications)
Targets and outcomes:	Progress to Employment Support Service
Geographical location for delivery:	Across Moray
Engagement method:	Referred by Community Care Officers
Funding:	The Moray Council, 3 year Service Level Agreements

Moray Sensory Project incorporating Grampian Society for the Blind (GSB) in partnership with the RNIB Work Focus Project	
GSB, Elizabeth House, Victoria Centre, 10 Victoria Crescent, Elgin IV30 1RQ Tel: 0845 2712345, Textphone: 0207 490 8913 opt. 09 Fax: 01343 547167, moray@grampianblind.org	
Work Focus Project Liz Redpath, liz.redpath@grampianblind.org Ruth Morrell Ruth.morrell@grampianblind.org (based in Aberdeen but hotdesk in Elgin)	
Target Group:	Working age
Eligibility Criteria:	Those with a significant sight loss, usually registered blind or partially sighted
Barriers Addressed:	Visual impairment
Outline of Activities:	One to one support, confidence building, support with accessing college, skills development, e.g. interview techniques, etc
Geographical location for delivery:	Grampian Society for the Blind (GSB) cover all of Grampian and this service is delivered in partnership with RNIB (The staff for Moray on the employment service are employed by RNIB under an agreement with GSB)
Engagement method:	Self referrals, or referrals through other agencies
Targets and Outcomes:	Employment
Funding:	Funded by RNIB charitable income till June 2010.
Contracted Delivery agents:	None
Duration of contract:	N/A

N

NHS Condition Management Programme
See Condition Management Programme

North East Workskills Project

See Moray Adult Literacies Partnership

Q

Occupational Therapy

Tel: 01343 559461

Target Group:	All ages
Eligibility Criteria:	Assessed need
Barriers Addressed:	All functional abilities Physical health, learning disabilities, mental health
Outline of Activities:	Assistance with activities of daily living. An occupational Therapist is currently seconded to the NHS Condition Management Programme as a General Practitioner. (see Condition Management Programme)
Targets and outcomes:	Based on individuals' needs
Geographical location for delivery:	Across Moray, with outreach. Condition management programme operates from bases in Elgin, Forres and Buckie.
Engagement method:	Self referral or referrals from other agencies
Funding:	Occupational Therapy - The Moray Council & NHS Grampian Condition Management Programme provided by the NHS but funded by DWP until March 2011.
Contracted delivery agents:	None
Duration of contracts:	N/A

P

Progress 2 Work

See SCVO

Q

Quarriers

25 Batchen Street, Elgin, Moray, IV30 1BH
Telephone 01343 556031. Helpline: 01343 555031
www.quarriers.org.uk

Target Group:	All ages
Eligibility Criteria:	Individuals with caring responsibilities
Barriers Addressed:	Caring responsibilities
Outline of Activities:	Helpline service, Information and advice, Formal and Informal assessments, training for carers
Targets and outcomes:	Completion of 5 formal assessments per week, provide training for carers across Moray.

Quarriers	
Geographical location for delivery:	Across Moray – with outreach
Engagement method:	Advertising, Referrals
Funding:	Moray Council £226,00 for the present financial year. Funded for a 3 year period.
Contracted delivery agents:	None
Duration of contracts:	N/A

R

RNIB Work Focus Project
See Moray Sensory Project incorporating Grampian Society for the Blind in Partnership with RNIB Work Focus Project

The Rowan Centre	
Glassgreen Centre, 2 Thornhill Road, Elgin, IV30 6GQ Tel: 01343 553111	
Target Group:	Age 0 –18 years if still at school in Moray, 0-18 for those registered with a Banff GP with mental health issues.
Eligibility Criteria:	Mental ill-health difficulties for children and young people.
Barriers Addressed:	Mental ill health
Outline of Activities:	A support service for all agencies working with children and young people around mental health issues and a multi-disciplinary assessment and treatment service for children and young people, their families and carers. Work with Employment Support Service and Careers Scotland where young people are in transitional stage.
Geographical location for delivery:	Moray and Banff
Engagement method:	CALM (Consultation, Advice and Liaison in Moray) Process – advice and support to all agencies concerned about a young person's mental health. Can lead to direct support or a referral. Referrals taken from GPs, school doctors, paediatricians and colleagues working in the adult mental health services, Social Work, Education and the Children's Hearing System.
Funding:	Core funding NHS Grampian Mental Health Directorate CALM Process is supported from £140k p/a from Moray Council (Previously the Changing Childrens Services Fund) ongoing subject to review.

S

SAMH
35 and 37 North College Street, Elgin, IV30 1ET, Tel: 01343 542781 www.samh.org.uk/

SAMH	
Target Group:	Mental health issues, aged under 65
Eligibility Criteria:	Mental health issues, aged under 65 with chronic enduring mental illness. Also need to be referred direct from Community Mental Health Team.
Barriers Addressed:	Mental ill health, homelessness, addictions and other forms of social exclusion also employability.
Outline of Activities:	SAMH provide direct services, including accommodation, support, employment and rehabilitation, and actively campaign to influence policy and improve care services in Scotland. The service in Moray operates a Care Home and an outreach service and provides flexible support with employability skills such as CV writing and interview techniques. Support staff would also accompany clients to training sessions and to Jobcentre Plus as required. Also provide rural drop in services in Keith, Aberlour, Buckie and Forres.
Geographical location for delivery:	Moray
Engagement method:	Community Mental Health team – Social Work
Funding:	£776,543 funded by Moray Council and supporting people (reviewed annually) across outreach, housing support, residential rehab services 8 and at present 12 residential long stay places. Services due to change registration status from Care Home to Care at Home following consultation and redesign with Moray Council. Contracts have not yet been finalised due to redesign.

Scottish Council for Voluntary Organisations (SCVO)	
http://www.scvo.org.uk	
Target Group:	All vulnerable groups, age 16+
Eligibility Criteria:	16+, unemployed, living in Moray
Barriers Addressed:	Any significant
About:	The Scottish Council for Voluntary Organisations (SCVO) is the national body representing the voluntary sector.
Geographical location for delivery:	Elgin office and outreach services
Engagement method:	Self/agency referrals
Funding:	Varies for programmes, see below
<i>Details of programmes managed</i>	
1. Moray New Futures	
Target Group:	Vulnerable adults, age 16 +, majority with mental ill-health, drugs, alcohol and offending behaviour.
Eligibility Criteria:	Significant barriers to employment and not able to sustain existing mainstream provision.
Duration for client:	As required.
Outline of activities:	Tailored guidance and support to help the individual progress into employment, training, further education and other mainstream employability provision.
Targets and	Progress into employment, training, further education and

Scottish Council for Voluntary Organisations (SCVO)	
outcomes:	other mainstream employability provision.
Engagement method:	Referrals can be made by agencies, family, friends or self referral. Referrals are made through the SCVO office located in Elgin however outreach provision is offered.
Funding:	Multi-funded annual package of funding: Fairer Scotland Fund (until April 2011), Criminal Justice (1 year)
2. Progress2Work	
Target Group:	Drug mis-users
Eligibility Criteria:	Ex drug-users only or those on a treatment programme(s) at point of referral
Duration for client:	As required.
Outline of activities:	Tailored guidance and support for the individual to progress into employment, training, further education and other mainstream employability provision.
Targets and outcomes:	Progress into employment, training, further education and other mainstream employability provision.
Engagement method:	Referrals can be made by agencies, family, friends or self referral. Referrals are made through the SCVO office located in Elgin however outreach provision is offered.
Funding:	DWP, until October 2010

Skills Development Scotland	
Skills Development Scotland: Careers Scotland, 7 Commerce Street, Elgin, IV30 1BS, Tel: 01343 548884 Call centre [0845 8502502] www.skillsdevelopmentscotland.co.uk	
Target Group	Enabling individuals of all ages to fulfil their working and learning potential, making skills work for employers and working with partners & stakeholders to be a catalyst for positive change in the labour market
Eligibility Criteria:	Dependant on service – see below
Outline of activities:	Careers Scotland, national training programmes [see below] learndirect Scotland, PACE, National Learning Opportunities Database, ILAs [see websites]
Geographical location for delivery	National service delivered across Moray from an area office in Elgin
1. Skills Development Scotland direct services	
Careers Scotland - Careers Advisers and Personal Advisers www.careers-scotland.org.uk	
Target Group:	All ages, but focussed on those who aren't working or studying fulltime, are at risk of redundancy or are in work but seeking to improve their skills and employability
Eligibility Criteria:	None
Duration for client:	Flexible, ongoing
Outline of activities:	Working 1:1 and in groups, Advisers assist people to plan for their future by giving information, advice and guidance and helping them develop their career management skills to make decisions about learning, working, volunteering and

	personal development. Works closely with schools, colleges and other learning organisations, Jobcentre Plus and services which support people facing barriers to employment.
Targets and outcomes:	Positive and sustained destinations in further or higher education, training or work
Funding::	Scottish Government non-departmental public body
Contracted delivery agents:	none
Duration of contract:	n/a
Careers Scotland Key Worker Service	
Target Group:	Age 15-19, More Choices More Chances group
Eligibility Criteria:	Supporting those who face barriers to employment such as lack of or low qualifications, learning difficulties, homelessness, mental ill health, physical disability, anti-social or offending behaviour, substance misuse, etc. with a view to enabling them to find and sustain work, training or further learning.
Duration for client:	Flexible, ongoing
Outline of activities:	Key Workers provide intensive 1:1 mentoring and support based on the client's needs, including advocating on the client's behalf, coordinating inter-agency support, self awareness and confidence building activities, sign-posting to specialist agencies e.g. housing, mental health, drug and alcohol.
Targets and outcomes::	Positive and sustained destinations in further or higher education, training or work
Funding:	Scottish Government non-departmental public body
Contracted delivery agents:	none
2. Details of Skills Development Scotland contracted provision	
Work Preparation	
Get Ready for Work http://www.skillsdevelopmentscotland.co.uk/our-services/services-for-individuals/national-training-programmes/get-ready-for-work.aspx	
Target Group:	Age 16 – 19
Eligibility Criteria:	Not at school, college, employed or in training. Need to be referred by an SDS Careers Adviser or Personal Adviser
Duration for client:	Intervention tailored to individual needs, up to a maximum of 20 weeks
Outline of activities:	Support to move into a job, further training or college with a tailored, individual training plan and work placement.
Targets and outcomes:	Positive and sustained destinations in further or higher education, training or work
Funding:	Scottish Government non-departmental public body – national training programmes
Contracted delivery agents:	Lifeskills Central Scottish Council for Voluntary Organisations (SCVO)
Duration of contract:	Annual (1 st April renew date)
Training for Work http://www.skillsdevelopmentscotland.co.uk/our-services/services-for-individuals/national-training-programmes/training-for-work-.aspx	

Target Group:	Age 18+, unemployed or under notice of redundancy
Eligibility Criteria:	Unemployed clients must be referred from Jobcentre Plus. Clients under threat of redundancy can be referred by an SDS Careers Adviser. Normally need to be unemployed for 13 weeks, but early entry is available to target groups and those under notice of redundancy.
Duration for client:	Maximum of 12 weeks
Outline of activities:	The programme is individual to the candidate, and can include such topics as interview techniques, suitable work experience placements, job specific skills, confidence building and communications. Discretionary short course training is also available for those who meet the above criteria and who require a specific occupationally related training course to gain employment. Trainees must have a guaranteed job, the offer of a job interview or other evidence of demand from employers.
Targets and outcomes:	Job Outcome
Funding:	Scottish Government non-departmental public body – national training programmes
Contracted delivery agents:	Moray Training Moray College
Duration of contract:	Annual (1 st April renew date)
3. In-work Training	
Skillseekers & Modern Apprenticeships	
http://www.skillsdevelopmentscotland.co.uk/our-services/services-for-individuals/national-training-programmes/skillseekers.aspx http://www.skillsdevelopmentscotland.co.uk/our-services/services-for-individuals/national-training-programmes/modern-apprenticeships.aspx	
Target Groups:	Age 16 – 19 and 20+
Eligibility Criteria:	Aged 16-19 and in a job Aged 20+ and working in a targeted industry sector
Duration for client:	Normally between 1 and 2 years for Level 2, and up to 5 years for Level 3 or 4
Outline of activities:	Training for a Vocational Qualification (VQ), whilst working. Skillseekers learn at VQ Level 2 or 3; Modern Apprentices train at Levels 2,3 or 4. Training will be delivered on the job, or may involve day or block release to College.
Targets and outcomes:	Achieve a Vocational Qualification and sustained employment
Funding:	Scottish Government non-departmental public body – national training programmes
Contracted delivery agents:	Construction Skills, Floral Hall, Glasgow Training Group Goal Training, Health & Social Care Training Consortium HiMATS, In Training [NTP] Ltd, Inverness College, ITP Solutions, LAGTA Group Training Ltd, Lifeskills Central Microcom Training, Moray College, Moray Firth Training Group, Moray Training, Muir Slicer Associates, Oatridge College, Polaris Training Ltd, ReMit Ltd, Scottish Meat Training, SECTT, SNIPEF training Services, Success Training Ltd, Varis Engineering Ltd
Duration of contract:	Annual (1 st April renew date)

Social Work	
<p>CHILDREN'S SERVICES: Four area teams: Central Moray (Elgin), North Moray (Elgin), Buckie, Forres. Contact for each details at www.moray.gov.uk</p> <p>ADULT SERVICES: Referrals are made to different areas of specialisation Moray Integrated Drug and Alcohol Team Criminal Justice Integrated Mental Health Services Learning Disability Social Work Generic Social Work</p>	
Target Group:	All ages
Eligibility Criteria:	Children's Services: Any child aged under 16 Adults' Services: Ages 16+
Barriers Addressed	Wide range of barriers
Outline of Activities	<p>CHILDREN'S SERVICE: Area social work teams specialise in providing a children and families service. Work with parents to improve their life circumstances, which may include moving into employment. Support is provided on an individual basis, agreed as part of action / care plan with a primary focus on the child. This may include signposting for further support / advice connected with employability, but only as a secondary focus. This would not be required in all situations. Accommodated children move into Throughcare/Aftercare services, whose work is more relevant for employability of young people.</p> <p>ADULT SERVICE: Adult services operate by area of specialisation, i.e. Drug and Alcohol, Criminal Justice, Mental Health, Learning Disabilities and Generic – these are separate teams. Social Workers generally refer unemployed adults to the Employment Support Service.</p>
Geographical location for delivery	Across Moray
Targets and Outcomes:	<p>CHILDREN'S SERVICES: Meeting and securing care and protection needs of children in the community. ADULT SERVICES: Dependent on individual's needs. Dependent on individual's needs.</p>
Engagement method	Referrals from any source.
Funding:	The Moray Council (statutory services)

Step Forward
See Moray Anchor Project

Studio 8
See Turning Point Scotland

I

TEAM	
Mary Madden (Learning Disability Day Services Coordinator) Telephone: (01343) 557218 mary.madden@moray.gov.uk	
Target Group:	Age 18+
Eligibility Criteria:	Learning disabilities
Barriers Addressed:	Learning disabilities
Outline of Activities:	Support to develop manual labour skills (recycling wood)
Targets and outcomes:	Progress to Employment Support Service
Geographical location for delivery:	Across Moray
Engagement method:	Referred by Community Care Officers

Throughcare / Aftercare	
Moray Throughcare & Aftercare Team, The Moray Council, 6 Moss Street, Elgin IV30 1LU, Tel: 01343 563578, through.aftercare@moray.gov.uk http://www.moray.gov.uk/moray_standard/page_50208.html	
Target Group:	Ages 14-21 (can be extended to 25 if in further education/or at university)
Eligibility Criteria:	Looked After and accommodated on their 16 th birthday and school leaving date. The service provides finances to those aged 16 or 17 who are care leavers. This does not include those who have children or those with disabilities.
Barriers Addressed:	Looked after children. Flexible – dependent on young person.
Outline of Activities:	Throughcare is the on-going preparation and support for young people who have been looked after and may soon be making the transition to live more independently. Aftercare is the continuing support, planning and guidance for a young person who has left care or a supported living environment. The service provides support to access employment, education and training, including mock interviews, searching for jobs online and providing advice and support for making job-related phonecalls. The service would attend careers appointments and DWP appointments as appropriate. There is partnership working with employability agencies where the young person allows it. The focus is on helping the young person make their own informed choices.
Targets and outcomes:	Flexible based on young person.
Geographical location for delivery:	Across Moray with outreach for young people accommodated out of area.
Engagement method:	Automatic referral aged 14 for Looked After Children. May be referred from other local authorities. Finances provided by service are key engagement tool.
Funding:	Quality of Life £212,748 per annum ongoing
Contracted delivery agents:	Action for Children – pilot project young people accommodated for 3 years with provision of throughcare and aftercare.
Duration of contracts:	3 years 01 Sep 2009 – 01 Sep 2012

TRiY Training	
13 Harrow Inn Close, Elgin, IV30 1BP, Tel: 01343 556680 info@triytraining.co.uk , www.triytraining.co.uk	
Target Group:	Any age, generally over 15 (usually school-leaver)
Eligibility Criteria:	Clients referred through employers, Jobcentre Plus. Also commercial marketing for clients.
Duration for client:	As per programmes.
Barriers Addressed	Unemployment, lack of education/qualifications
Outline of Activities	TriY Training deliver recognised certificated courses as well as customized packages. TRiY can offer support on a variety of employability skills including: personal presentation, getting the job, application forms and letters, effective job search techniques and interview skills.
Geographical location for delivery	Training is delivered at the learning centre in Elgin, off site or online.
Engagement method	Referrals through employers, through Jobcentre Plus. TRiY also market for commercial clients.
Funding:	Programmes funded through SDS Registered as Learndirect centre – so clients can use ILAs Also commercial organisation
Details of programmes delivered	
Work Preparation	
1. Training for Work	
See 1 st Tier, Error! Reference source not found. for details	
In-work Training	
2. Skillseekers and Modern Apprenticeships	
See 1 st Tier, Error! Reference source not found. for details	
TRiY currently deliver MAs in the sectors of Business & Administration, Hospitality & Catering and Management.	

Turning Point Scotland	
www.turningpointscotland.com	
Target Group:	Age 16+?
Eligibility Criteria:	Turning Point Scotland provides services to people 16+ who may suffer as a result of their learning disability, mental health, homeless, acquired brain injury or their drug or alcohol addiction.
Barriers Addressed:	Substance misuse, homelessness, mental health, learning disability, acquired brain injuries.
Outline of Activities:	See below
Geographical location for delivery:	Services located all over Scotland.
Engagement method:	Agency referrals, self referrals, arrest referral
Funding:	Funding differs from authority to authority and service to service.
Details of services	
1. Studio 8	
Studio 8, Direct Access Service, 7 North Guildry Street, Elgin, IV30 1JR	

Turning Point Scotland	
Tel: 01343 543792 studio08@turningpointscotland.com http://www.turningpointscotland.com/studio_8	
Target Group:	Age 16+
Eligibility Criteria:	People who are affected by their own or another's substance misuse
Duration for client:	As required.
Outline of activities:	A direct access service, a 'drop-in' facility, a needle exchange, arrest referral and group work.
Engagement method:	Advertising, leaflets, external agencies, self-referrals.
Targets and outcomes:	To increase the amount of people attending substance misuse services, to reduce waiting times in Moray and to widen and improve the range of services available in Moray.
Funding:	Moray Drug and Alcohol Action Team
2. Guildry House	
Guildry House Project, Hall Place, Elgin, IV30 1JP Tel: 01343 549808 lisastronach@turningpointscotland.com http://www.turningpointscotland.com/services/guildry_house	
Target Group:	Age 16+
Eligibility Criteria:	Those dealing with homelessness, some of whom will have drug and alcohol and/or mild mental health issues.
Duration for client:	Flexible, ongoing. Each service user given a six month occupancy agreement which can be extended if necessary.
Outline of activities:	Opportunity to learn how to cope with budgeting, social skills, housekeeping skills, addiction issues, etc.
Engagement method:	Homeless and referred from Moray Council Housing Needs Dept.
Targets and outcomes:	Temporary supported accommodation giving skills needed to maintain a tenancy in the community once they have moved on.
Funding:	All funding provided through Moray Council.

U
V

Volunteer Centre Moray	
15 High Street Elgin Moray IV30 1EQ Tel: 01343 544104 helen.milnes@volunteermoray.org.uk	
Target Group:	All ages
Eligibility Criteria:	People of all ages are encouraged to become involved in some aspect of volunteering
Barriers Addressed:	Support on a one to one basis, including people and young people who have barriers to volunteering eg higher support needs as a result of ill health, disability, life experiences; homelessness, drug use.
Outline of Activities:	All prospective volunteers receive an initial interview to

Volunteer Centre Moray	
	identify the volunteering opportunity best suited to them. Once placed, volunteers receive follow up contact; at 3 months, 6 months and annually. For those people requiring extra support, personal plans are put in place with objectives to work towards.
Geographical location for delivery:	Moray wide
Targets and Outcomes:	To provide volunteering opportunities and support to take up and maintain a volunteering opportunity.
Engagement method:	Self referrals mainly. Also receive referrals from Occupational Therapy, Careers Scotland, Social work etc.
Funding:	Scottish Government

W

Well North (Dufftown project)	
Target Group:	Age 16- 65, 3 target groups: 1) At risk of cardiovascular (CV) disease (e.g. overweight, smoker) 2) Long term condition (e.g. asthma, depression, Chronic Obstructive Pulmonary Disease [COPD]) 3) Well people
Eligibility Criteria:	Member of Dufftown Medical Group, fall into three Target Groups
Barriers Addressed:	Risk of cardiovascular disease, remote/rural health inequalities
Outline of Activities:	The practice are identifying people in target groups 1 & 2 to invite for health checks, where they are given information and advice on making lifestyle changes, local activity groups and may be referred to specialist services (e.g. smoking cessation, condition management programme). The project overall is aiming to help clarify key rural issues, barriers and gaps and to provide recommendations to inform and support primary care re-design.
Geographical location for delivery:	Dufftown area
Engagement method:	Send out flyer about project to individuals to inform them that the practice will be getting in touch. This is followed up by telephone call to invite them to attend for a health check. Followed up after 6 months. Promotion at local events.
Funding:	Funded for 2yrs from NHS Health Scotland

X Y

Youth Justice	
31 Clifton Road, Lossiemouth, Tel: 01343 811134 youthjustice@moray.gov.uk http://www.moray.gov.uk/moray_standard/page_55169.html	
Target Group:	Age 8 – 16
Eligibility Criteria:	Young offenders. Early intervention Persistent offenders, Intensive support as alternative to custody Assessing high risk behaviours
Barriers Addressed:	Anti social behaviour , Offenders, Inappropriate interpersonal behaviour
Outline of Activities:	Statutory service. The service utilises a variety of intervention techniques Restorative justice, acceptable behaviour contracts, parenting programmes, cognitive behavioural programmes addressing the problems identified during assessment. The team is also delivers intensive support and mentoring support orders via the children's hearing system.
Targets and outcomes:	Reduce youth offending & prevent offending Managing risk.
Geographical location for delivery:	Across Moray
Engagement method:	Referrals from social work teams, the police, education and the Children's Reporters office.
Funding:	Core funding and annual budget for ISMs
Contracted delivery agents:	None
Duration of contracts:	N/A

Young Person's Addiction Counselling (YPAC)
See Moray Council on Addiction

Young Persons Mental Health Social Work Service	
Jayne Gerrard 01343 567973	
Target Group:	Young people with issues which affect their mental wellbeing at risk of suicide or self-harm
Eligibility Criteria:	Age 16 – 22 in need of crisis intervention for mental wellbeing reasons but not with acute/severe or enduring Mental Illness
Barriers Addressed:	Assisting young people to improve their coping skills and seek appropriate confidence building opportunities enhancing training and employment chances and choices
Outline of Activities:	Crisis work with young people looking at any issues which have caused low mood or suicidal ideation/ support and sign posting.
Geographical location for delivery:	Moray-wide
Targets and Outcomes:	Prevention of young people entering the mental health system unnecessarily/'The National Programme of Improving MH and Wellbeing '2003

Young Persons Mental Health Social Work Service	
Engagement method:	Referral via mental health teams/ Liaison following mental health assessment / also work alongside other agencies working with young people
Funding:	The Moray Council

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