



New East Lothian Offenders Recovery Service

A new employability project – the East Lothian Offenders Recovery Service – has begun for people with criminal convictions who live in the region. It is funded through East Lothian Community Justice Social Work (CJSW) and the East Lothian ESF Challenge Fund, alongside match funding from MELDAP. It is part of our on-going expansion of our recovery services within Midlothian and East Lothian.

A key element of the service is the 1:1 support participants receive. This engages them in structured activity and launches them on their employability journey. People can progress into group work through the community college based within Musselburgh's East Community Learning Centre. Group sessions help clients to develop their CV's and cover letters and to practise mock interviews..

'We aim to help our clients to feel empowered to apply for a job,' says Caseworker, Lewis Keddie. 'The project has started really positively and we have had such support from our partners. For example, the local community centre is a fantastic resource for our clients. Now we are starting to see the results of people's hard work paying off.'

Lewis has been employed full-time to engage with clients who are active within the criminal justice system. For each participant he develops an achievable action plan in collaboration with their social worker.

Lewis has embraced the potential of partnership working and works within the Community Justice Social Work Team one day per week. This allows him to take part in weekly meetings and to attend meetings between social workers and client. This collaboration enhances opportunities for the development of the service and helps cement strong communication links between partners.

'We offer support to clients engaging with CJSW, who are looking to gain skills and return to the world of employability, explains Lewis. Going forward, we hope that this project can continue and that further funding can be secured.'



Gardening project blooming for the seventh year running

Our Dumbiedykes Community Gardening project is in its seventh year and is now being funded from the Spirit of Dumbiedykes – A Fourteen Community. The Fund is administered by Foundation Scotland.

To open the Project for 2018, we held a BBQ at the gardens, using the cooking facilities built the previous year. Students and residents from the area were invited. Some potatoes planted last year were dug up for the occasion.

Aided by tutor Alastair, this year's programme will focus on food production, organic gardening, growing fruit and vegetables and the general maintenance of the gardens. Projects will include building a new rockery and expanding the compost heap.

The Gardening project will also be working with the community to enable them to benefit from the resources available. We hope to teach residents how to grow their own vegetables, show them how to use the things they grow to eat healthily, help them find out about the history of the Braidwood centre and introduce them to the sensory garden.



We also hope to involve the Cannongate youth project and its Old School café, along with the Serenity café and community shop.

Another open gathering is planned for the end of the year to enable the community to come together and celebrate what has been achieved.



Picture This exhibition showcases students' stunning photos

May saw the launch of our third annual 'Picture This' exhibition at the Image Collective Gallery, Ocean Terminal.

The exhibition featured photographs by students from across the Lothians who completed the 18-week 'Access: Photography' course, a collaboration between AI at Cowgate and Edinburgh College at Sighthill.

Marjory Crooks, Curriculum Manager Broadcast Media and Photography at Edinburgh College, described this year's show as 'stunning'.



The course tutor, Alan MacCorquodale, taught the budding artists how to take simple, successful shots with a digital SLR camera, setting them weekly briefs and challenges to capture the people, places and spirit of Edinburgh. Former AI photography student Susan, now a professional tour guide, returned as a volunteer to share her skills and experiences along with her unrivalled knowledge of the city and its history.

Back in the classroom the students researched and studied the work of renowned photographers, learning how to analyse and critique their own work. Caseworker Jennifer says: 'From unsure beginnings, all who completed this course blossomed into creative and imaginative photographers'.

Some of the students on the course will progress onto a higher level photography course, while others will continue to develop and pursue photography as a creative hobby.



Passport wins ERSA award

AI's Passport Project was the winning nomination of the Employment Related Services Award (ERSA), in the Youth Employment category. The project has been successfully serving individuals leaving HMPYOI Polmont for over 10 years.

The annual ERSA awards showcase and champion best practice from across the employment support sector, celebrating and recognising the hard work and achievements of those involved in supporting people into work.

The Youth Employment Award recognises an exemplar provider who has demonstrated exceptional dedication to helping young people to overcome barriers to enter and maintain work.

Our Co-Chief Executive Adele Hill collected the award at a ceremony held in the prestigious Rooms on Regent Park in central London.



Shining a light on women's experiences of prison

After participating in a weekly public speaking group with our Shine mentor, Jan Anderson, Shine mentees from East Lothian and Edinburgh found the confidence to speak out at two high-profile meetings: the Shine Conference for International Women's Day, which took place in March 2018, and Holyrood's Women in the Justice System event, which took place in April.

At the Shine conference, five of the women spoke before a large audience about some of the factors that had contributed to their offending. They also discussed the impact of Shine mentoring and the mutual support and friendship they'd gained from the confidence-building group they had attended together. The Holyrood event focused specifically on the impact of maternal imprisonment on children. At the event, one of the women from the Shine group highlighted the issues she had experienced. Her powerful story has since been followed up by the Prison Reform Trust.



The Shine women also invited Karyn McCluskey, head of Community Justice Scotland, for coffee and cake and to share their experiences of the criminal justice system and their hopes for the future.

Building the confidence of Shine mentees, so they feel able to speak out about their 'lived' experiences to policy makers and professionals, has been positive all round. The women have felt heard and valued. They are now looking forward to more opportunities to have their say.

Access to Industry Statistics 2017/18

- 424 people supported
- 54 into employment
- 80 sustained further education
- 200 received training
- 96 attended AI access courses
- 92 qualifications received in-house through Edinburgh College

POSITIVE
OUTCOMES

Two AI students Go Dutch

The Going Dutch programme offers opportunities for young people to gain a work placement in the Netherlands and to live and work in the country for around four weeks at a time.

In the last year, two of our young people, Racheal and Ellie, successfully applied for this programme. For Racheal this was her second Going Dutch experience in two years.

Both girls really enjoyed their experience, with Ellie extending her stay and doing a further two weeks of training. The programme has provided both young people with their first trip abroad and their first flight on an aeroplane

'I miss you all and me and Racheal are having an amazing time,' Ellie wrote in a postcard. 'Thank you for coming to the airport with us and we will keep you updated with our adventure.' (they wrote to their caseworker).

The Going Dutch programme enables young people to improve their confidence and self-belief by living within a different culture. It also helps them to gain work experience and a relevant up-to-date reference.

BETTER
CLASSROOMS

Encompass events highlight new-look learning environment

Our EnCompass Service held an open afternoon to showcase its services and introduce people to the newly refurbished environment in which students are now working.

EnCompass is an employability programme for people living with complex needs. At the event, its work was brought to life through a short film and presentation. Guests learned about the project's successful first year, during which 325 people have been supported.

We opened the building to stakeholders and key partners and were delighted to have a high turnout, including founder members of our own board and councillors from City of Edinburgh Council alongside referral agencies.

The afternoon was a great success. It enabled our new referral partners to get to know where their clients would be going and to develop a broader sense of what the EnCompass service delivers.

The new-look environment has been funded from the Clothworkers' Foundation. This enabled new learning zones to be created, complete with the most up-to date technology. The zones offer an environment that is welcoming and which encourages creativity.



MORE
SERVICES

Passport Programme grows across country

Over the last 12 months AI has developed its Passport work with prison leavers in many parts of Scotland.

In Lanarkshire we were successful in receiving Social Economy Growth Funding, which is ESF funding through the Scottish Government. This has allowed us to develop new approaches to community justice and to pilot new ways to engage with young people. In addition, we have received North Lanarkshire ESF Challenge Fund Funding to offer employability support to adult males in custody within HMP Addiewell and HMP Barlinnie who are being liberated back to North Lanarkshire.

In Glasgow we are working in partnership with Action for Children to deliver a throughcare service to young people within Polmont who are being liberated back to Glasgow city. This will enable AI to deliver employability work to these young people whilst they are still in custody.

POLMONT
SUCCESS

Passport Polmont Employability Hub

Over the last 12 months, our Lottery-funded Employability Hub at HMPYOI Polmont has been a hive of activity, with training being provided in areas ranging from construction to hospitality.

The Hub has helped 60 young people to gain their Construction Skills Certification Scheme card. It has also helped 88 individuals gain an SQA in Health & Safety in a Construction Environment. In addition, the Hub has helped students generate 89 CVs and 50 Letter of Disclosures to move them forward on their employability journey.

From February to mid-March, 35 industry-recognised licences and qualifications were issued to our students in Polmont. This was achieved through a partnership between us and the Tiger project (Training Initiatives Generating Effective Results Scotland). As a result of this work one liberated young person

who achieved an Abrasive Wheels qualification has already found full-time employment.

One of the highlights of the last year was a three-day World Host in Hospitality course. The course was devised by Springboard, using advice from the AI Employability team in Polmont. It involved other agencies in the field, including Elior and the Liquid Academy.

Ten motivated students were trained in various aspects of hospitality, both front and back of house. The students all completed and passed the course and gained their World Host certification, with four of them attaining 100%.

The course was a combination of classroom learning and practical activities such as cooking and baking, barista training and the presentation of an afternoon tea comprising sandwiches, scones and cakes.

A number of companies participated, including Costa Coffee, Freedom Bakery, Chardon Training and Gather & Gather.

These companies interviewed the students for vacancies that might exist following their liberation.

The success of the event led Freedom Bakery to set up a joint initiative with AI within Polmont. On a fortnightly basis, the bakery trains a group of six students to make various types of bread from scratch. The company hopes to recruit one student when he is liberated.



HAPPY
CHRISTMAS

Game Changer Funding for Christmas Lunch

Our Youth Services were able to hold a very successful Christmas lunch thanks to a successful bid to the NHS Lothian Game Changer fund.

The meal was an opportunity for young people from within our South West Edinburgh group to cook and eat their Christmas meal together. Their support workers also joined in the fun.



The young people worked together to create a table plan, decorations and a three-course meal. They sourced all of the food and worked with AI staff to decorate the room and cook the meal. For one of the young people who took part, it was their only Christmas meal.

To add to the festivities, our staff worked with the Forth 1 Cash for Kids appeal and obtained presents for all the young people.

BUSINESS
LINK UP

HMP Edinburgh Careers Fair

In May 2018, we took part in an employer engagement event at HMP Edinburgh, organised by DWP and supported by SPS. The aim of this jobs fair was to give suitable prisoners the chance to meet employers in sectors including hospitality, industrial cleaning and construction.

The event took place in the visits area of HMP Edinburgh. Amongst the participants were a number of large employers (Balfour Beattie, Laing O'Rourke, NHS), recruitment agencies (Search, Change), local training providers (All Cleaned Up, Broomhouse Centre, Newtongrange Café) and support organisations (Streetwork, Crisis, CGL). The event was also well attended by the Department of Work and Pensions and by Scottish Prison Service staff, including managers and the governor of HMP Edinburgh.

Our team represented employability support. Almost all of the current prisoners doing the Construction Skills Certificate Scheme with us took advantage of this opportunity.

The prisoners were brought down to the job fair in small groups. Each group was given approximately half an hour to speak to the companies and to see what was on offer. They were able to leave their CVs with employers they were interested in.

Overall the feedback about the event was very positive, with the governor of HMP Edinburgh sending an email thanking all involved.



ART
PROJECT

Second Year with Fruitmarket's Art Projects

We were very excited to be asked to be part of a new Fruitmarket Gallery Project, Art and Identity, with ten creative sessions.

These sessions took place in Access to Industry's offices and in the Fruitmarket's gallery space. The project culminated in an exhibition at the gallery in June 2018.

This project was part of the Engage Scotland, Celebrate ART Programme for the Year of Young People 2018. It enabled young people to explore their creative side and to explore the Lee Lozano exhibition that ran concurrently at the Fruitmarket Gallery.

It was open to young people aged between 16 and 25 who were not currently in education, training or employment or who had experience of mental health issues, such as anxiety, Aspergers or who had additional support needs..

NEW
TRAINING

CSCS is launched in HMP Edinburgh

After a lot of hard set-up work, we have started to run a Construction Skills Certification Scheme (CSCS) programme at HMP Edinburgh.

The first course started in January 2018, with 18 candidates. It included five weekly practice sessions on Health, Safety and Environmental issues. A mobile testing unit came to the prison in March.

Some issues arose with candidates being transferred, released or just losing interest, but reserve candidates were brought in to replace

them. Overall, 14 passed and obtained their green CSCS labourer cards. The remaining students will have an opportunity to resit.

The overall success of this first course led to the Scottish Prison Service allocating a larger, freshly decorated training room for the course. It also generated significant interest amongst the general prison population. As a result, a second course has already started.

The CSCS was set up at HMP Edinburgh because construction is an achievable way into employment for many male prison-leavers. Getting a CSCS qualification prior to leaving prison will enable individuals to seek employment in the construction immediately after they are released.