

European Social Fund
Equal 2001 Call – Action 2



**Development Partnership Progress Report and
Interim Claim Form**

Section 1 Development Partnership details

Development Partnership name Curiad Calon Cymru

Dossier Number 05E020WA0

End of claim (<i>month and year</i>) April 2006

Section 2a Expenditure incurred (actual)

Please confirm that you have completed and attached the Expenditure and Revenue Spreadsheet to this claim by ticking this box.

	Actual expenditure - cumulative	£
A	Staff costs – cumulative	
B	Beneficiary costs – cumulative	
C	Other costs – cumulative	
D	Transnational costs – cumulative	
E	Total gross costs – cumulative (A + B + C + D)	0
F	Revenue – cumulative	
G	Total net costs – cumulative (E – F)	0

Must agree with row A in the Expenditure and Revenue Spreadsheet

Must agree with row B in the Expenditure and Revenue Spreadsheet

Must agree with row C in the Expenditure and Revenue Spreadsheet

Must agree with row D in the Expenditure and Revenue Spreadsheet

Must agree with row F in the Expenditure and Revenue Spreadsheet

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Section 2b Match funding contributed (actual)

You should only complete this section when you are submitting General Statements of Expenditure; otherwise, please leave this section blank. Please make sure that the ESF meets all the requirements detailed in Chapter 2 of the guidance on preparing progress reports and claiming payments in Action 2.

	Match funding and ESF – cumulative	£
H	Public match funding – cumulative	
I	Private match funding – cumulative	
J	ESF – cumulative	
K	Total ESF and match funding – cumulative (H + I + J)	0

Please make sure that the ESF does not exceed the figure in the Action 2 Agreement.

L	Public match funding intervention rate (H÷G) x 100	!Zero Divide
M	ESF intervention rate (J÷G) x 100	!Zero Divide

Please make sure the public match funding intervention rate is at least 10%.

Please make sure that the ESF intervention rate does not exceed the figure in the Action 2 Agreement.

Section 3 Beneficiaries (actual)

Actual beneficiaries	
Number of starters – cumulative	
Number of completers – cumulative	
Number of ongoing participants – cumulative	
Number of early leavers – cumulative	
Number of companies supported - cumulative	

Section 4 Progress of the Development Partnership

Please detail the Development Partnership's progress since the last interim claim under the following headings.

a Development Partnership's aims and objectives

- 1) Started the process of needs analysis of the different Black & Minority Ethnic (BME) communities to establish the generic barriers as well as community specific barriers.
- 2) Partnerships being formed through networking with various key individuals from different organisations.
- 3) Workshops for May 2006 onwards being planned, which will concentrate on different communities working together in identifying needs, concerns, ambitions and barriers.
- 3) Private & social enterprise champions and role models will be identified. Motivational conversations are planned to demonstrate how business can grow by individuals taking initiatives in a small way.
- 4) The concept of individuals pooling resources will be encouraged to show how mutual encouragement can lead to greater confidence and positive outcomes in business creation.
- 5) Early indications show that work will need to be quickly undertaken in all three of CCC's cross-cutting themes. Research is already under way. The need for training and mentoring is already obvious through an informal analysis of the questionnaires being completed.
- 6) Some skepticism is already being expressed in Newport from the Caribbean community. Issues such as that most members of the Caribbean community are elders and that they wish to remain as they are.
- 7) However, some optimism and positive messages are also starting to emerge. This includes the one that are already in work and do not wish for any support, and those with higher qualifications who are already working in their field of expertise.
- 8) Some evidence is beginning to emerge which suggests that following organising musical workshops, there may be the potential of starting a social enterprise by establishing a community musical studio.
- 9) Identifying heritage, environmental and other relevant organisations that play a role in social inclusion.
- 10) Identifying chronic illness and disabilities specific to BME communities including areas of "over-diagnosis".
- 11) Improving the situation of women in the labour market.
- 12) English as a spoken and written language when it may not be vital for some job, it would be essential for others. This is a barrier to making progress in employment.

Overview of Curiad Calon Cymru (CCC)

1. Progressing in Employment
- 1.1 All Wales Ethnic Minority Association (AWEMA) -Sunil Patel
 - a) Undertook web-based research on printed materials for the disadvantaged BME individuals in employment.
 - b) Organised meetings and took notes for two community groups i.e. Somali and Bangladeshi. Notes being typed will be analysed to identify potential for future activities.
 - c) Established working links with key members of the community groups. Advantage will be taken of this emerging network to identify future activities.
 - d) In common with other Curiad Calon Cymru (CCC) Officers, Needs Analysis Forms designed and amalgamated into a unified questionnaire. This will now be used by all the AWEMA CCC Officers, and shared with Development Officers across the partnership. This will help with recording participants to the project, and consequently beneficiaries will also be counted, once participants have undertaken activities to develop their skills and knowledge in different fields of activity.
 - e) Met with CCC Development Officers from SOVA and BAWSO to gain a deeper understanding of their work. Explored the potential for strengthening a stronger working relationship that will enable the achievement of quantitative targets in the Officers' Action Plan.

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- f) Made links with the BME Outreach Team of Jobcentre Plus. Additional links have been made with the public service sector through Cardiff County Council's Equality and Diversity Officer, with a view to engaging with their BME Officers.
 - g) Western Mail recruitment advertisements trawled to identify employers who make positive statements of "BME under-representation." Sign-posted the employers (3) to the Partnership Manager on Positive Action Training (PAT) at CEED.
- 1.2 Cardiff and Vale Coalition of Disabled People (CVCDP) - Natasha Smith
- a) Undertook a desk-based literature review with developing a framework that is bound within defined boundaries and terms.
 - b) Support the setting up an African-Caribbean Mental Health Women's Group. This is a user group, specifically for women who have mental health issues from the African and Caribbean cultures.
- 2 Empowering Communities
- 2.1 Introduction
- a) Officers from within AWEMA and other partners were invited to a meeting so that common areas of activity could be better organised.
 - b) This meeting was also attended in the AWEMA offices by Officers from:
 - (i) CEED
 - (ii) BAWSO
 - (iii) CVCDP
 - (iv) BEN
 - (v) Mewn Swansea
 - (vi) Scarman Trust
 - c) Three documents have been developed and these have been merged into one. Efforts will be made to use the Forms developed by the Officers from the above partners. The documents are:
 - (i) An Introductory Letter, explaining the project to individuals and organisations. This also sets out the roles of the various Officers and some of the activities that will be undertaken by the project.
 - (ii) A Needs Analysis Questionnaire that will be completed with individuals from all the various communities. These individuals will be participants in the project and become beneficiaries during the course of the project.
 - (iii) A Beneficiary Form that will be completed by participants in the project after activities/events have been organised and delivered to them.
- 2.2 Chinese Community, Swansea - (AWEMA) - April Kong
- a) Made a presentation to key individuals of the Chinese Community with the aim of gaining support for project delivery.
 - b) Made telephone contacts with known individuals of the community to elicit their views of community needs.
 - c) Organising a workshop in May to promote Social Enterprise and Innovation. Have identified individuals who would be good role models in motivating community groups and individuals to consider self employment. This activity to be shared between the Chinese, Filipino, the Caribbean and the Sikh communities.

a Development Partnership's aims and objectives

- d) Engaged in promoting the Sikh Harvest Festival of Vaisakhi. Identified individuals (mainly, the elderly) and provided details to the BEST Development Officer for Swansea who was co-ordinating the event.
- e) Through consultation with the Chinese Community, identified the need for a "Basic Food Hygiene" course for restaurants and takeaways. As this course is delivered in the medium of English, discussed the possibility of an interpreter so that the course content could be understood by the Chinese-speaking participants. The course is likely to be delivered in May 2006.
- f) Met with a representative of Swansea University to promote an open day for widening access to young people of a pre-university age. Ideas still being worked on themes and activities to make the visit to the university an enjoyable one.
- g) Links being made with the Chair of the Filipino community to explore the potential for joint working as well as organising combined activities.

2.3 Filipino Community, Swansea - (AWEMA) - Alan Tamayo

- a) Began the process of identifying the areas in which the community lives, so that practical groupings can be made by towns (Swansea, Llanelli, Neath and Port Talbot). Further sub-groupings being considered in wards.
- b) Began the process of meeting with key individuals of the community to explain in better detail, the CCC project. This will enable greater participation in organised activities in months to come.
- c) At the same time, Needs Analysis Questionnaires had been distributed to gather the written views of participants in future organised activities.
- d) Co-operating in organising a joint event on listening to role models, to motivate others to consider self employment.

2.4 Bangladeshi Community, Cardiff - (AWEMA) - Ferdous Kabir

- a) Began the process of establishing links with individuals and organisations that support and/or provide a service to members of the Bangladeshi community in the Riverside area of Cardiff.
- b) Through meetings with individuals and organisations, mapped out the services and activities currently on going. The main purpose of this exercise is to ensure that future activities organised under CCC are not duplicated. Where individuals express a need that is currently being met with existing activity, then those individuals are sign-posted to those activities.
- c) Met with key individuals and explained CCC as a project to them. Some sceptical views were expressed about yet another project that will be "time-wasting". Assurance given that this programme will be activity-based, and beneficiaries will be counted after participants have "travelled a distance" of empowerment with newly learnt skills.
- d) Meetings have taken place with other CCC Development Officers to ensure that efforts and activities are not duplicated.
- e) Undertook literature research of field work within AWEMA that had already been undertaken with the Bangladeshi Community of Riverside. This research had shown that individuals wished to undertake community-based courses in computer literacy and English, both basic and conversational.
- f) Meetings have been held with key individuals from the Bangladesh Welfare Association as well as the Bangladeshi Association. Some understanding of their needs and activities has been obtained.

2.5 Pakistani Community, Cardiff - (AWEMA) -Farida Aslam

- a) Contact has been made with key individuals within the community and fifteen meetings were arranged, of which 12 were actually held.
- b) 13 Needs Analysis Questionnaires had already been completed.
- c) Some meetings highlighted other projects that are also working with BME individuals funded through ESF. Intelligence gained will be needed to sign-post community members to other projects, such as the one being delivered through South Riverside Community Development Centre.
- d) One of the meetings was with the Genesis Project. This is for the potential of identifying the need for a Child Care Day Centre. This is being co-

a Development Partnership's aims and objectives

- ordinated between AWEMA, BAWSO and Mewn Swansea.
- e) Some of the training needs that are already emerging from the completed questionnaires are:
 - (i) Basic Skills
 - (ii) Interview Skills
 - (iii) Completing Application Forms
 - f) The following wider needs have also been identified:
 - (i) A Community Centre
 - (ii) Muslim (Pakistani) Matrimonial Service
 - (iii) Elderly care provision
 - (iv) Child Day Care
 - (v) Pakistani/Muslim counseling (mental health)
 - g) Some of the above needs have been floated, as forming the basis of some form of social enterprise.
- 2.6 African, Caribbean and Somali Communities, Cardiff - All Wales Ethnic Minorities Association (AWEMA) - Wayne Lee
- a) Following the CCC's Induction/Residential Training course, a firmer understanding of the project was gained. This also provided an opportunity to meet and network with other partnership and AWEMA Development Officers. As part of the AWEMA team, a skills audit was conducted, with a view to pooling resources. A strategy was devised to ensure that work was not duplicated when making contact with individuals and organisations.
 - b) Contact and a meeting had been held with the Somali Advice Centre. Following this, an invitation had been received to attend and participate in a seminar which will focus on addressing some of the problems of Somali Community.
 - c) Participated in a seminar that was organised by the Somali Integration Society. The aim of this seminar was to look at how to overcome barriers to employment. An excellent networking opportunity was created, as the Job Centre Plus BME worker was present.
 - d) A meeting was held with the Manager of Red Sea House, which is a social housing initiative by Taff Housing Association. Red Sea House provides accommodation for older men from the Somali Community. The centre is well used by Somali of all ages as it has a daily lunchtime canteen facility.
- 2.6 Black Heritage Association Cymru (BHAC) Newport - All Wales Ethnic Minorities Association (AWEMA) - Kenroy Levy
- a) Fieldwork has been on-going in distributing questionnaires to enable the process of diagnostic needs analysis and determine the current capacity of the various BME community groups.
 - b) Work is being undertaken to identify the training needs of individuals with high qualifications to ensure that their chances of employment are increased in the area of their expertise.
 - c) Planning and organisation (May 2006) has been started to run pre-employment training workshops in health and safety.
 - d) Work has also been started to identify individuals who would be prepared to volunteer as mentors.
 - e) Planning has also begun to identify the potential and the development of some innovative projects.
 - f) Other BME individuals are also being encouraged to engage in the project, where they are being sign-posted to their appropriate Development Officers.
- 2.7 Black Environment Network (BEN) - Sian Hughes & Mike Cherry
- a) Made contact with (and invited) BME groups and individuals already associated with BEN to a networking event to be held on 30 May 2006.
 - b) Attended the launch of the Muslim Year of Culture at Swansea Industrial Museum.
 - c) Started the process of developing projects between BME communities and the environment and the heritage sector. Project proposals being

a Development Partnership's aims and objectives

considered include Metro Allen in Cardiff and Newport, Sculpture in the Bay, Swansea Communities Recycling Alliance; plan for presentation to Museums and Galleries of Wales, and working with refugees on environmental projects.

2.8 Scarman Trust - Margaret Woigo

- a) Started the process of consultation with community groups on the idea of Social Enterprise.
- b) Made a presentation in Swansea to four community groups on the concept of Social Enterprise.

3 Women

3.1 Black Association of Women Step-Out (BAWSO) - Fatima Sirati

- a) Progress has been made in preparing a work programme schedule, setting up a database and meetings with various stakeholders.
- b) Links have been made with service providers to include Careers Wales, UWIC and WEFO on childcare provision.
- c) A meeting has also been held with the co-ordinator of the Bangladeshi Women's Association.

3.2 Minority Ethnic Women's Network (MEWN) - Shehla Khan

- a) A role model project in partnership with Swansea University is under way. It aims to encourage young girls to consider university education, - workshops identify barriers girls face, and find ways of addressing them.
- b) Following the role model project, girls are being encouraged and motivated to consider going to university, through support in revision methods to help achieve good grades. Motivation classes are also being held.

4. European Economic Migrants/Refugees/Contract Workers

4.1 North Wales Race Equality Network (NWREN) - Elena Kotchetkova

- a) Carried out literature review and held various meetings with a range of stakeholders across the agencies within North Wales.

4.2 The South East Wales Racial Equality Council (SEWREC) - Drazen Nozinic

- a) Established a network through personal contact and visits to over 26 organisations/agencies.
- b) Undertook desk based research in immigration issues as they affect Eastern European Migrants.

4.3 Welsh Refugee Council (WRC) - Yasin Mohamoud

- a) Developed an Action Plan following induction (both residential and in house).
- b) Participated in a Learning Exchange Conference.
- c) Met with Co-op Centre for Wales on how to set up co-operatives.
- d) Met with a project on refugee nurses held at the University of Glamorgan and UWIC. The aim is to increase communication between refugees and other external agencies.

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- e) Participated in several days of training organised by Refugee Employability Forum, Education Training, Employment Working Group, the Institute of Fundraising and AWEMA.
- 5. Isolated Families/Households
 - 5.1 The Valleys Race Equality Council (VALREC) - Tara Sinclair & Edias Mushayanyama
 - a) Started to organise an away-day for isolated BME families
 - b) Identified two discrimination cases for in depth study of isolated households.
 - c) Forging links with local authorities and service providers to identify gaps in training on diversity issues.
 - d) In partnership with SOVA, setting up a mentoring service for isolated households when the emphasis will be on women and children.
 - e) Plan to establish focus groups for isolated households in four boroughs within the area of remit.
 - 6. Cross Cutting Cluster -Research
 - 6.1 University of Wales Institute Cardiff (UWIC) - Sam Konadu
 - a) Carried out literature review and produced initial statistics on the following areas:
 - i) Health
 - ii) Housing
 - iii) Environment
- 7. General
 - 7.1 Women and Project Management and Transnational - (AWEMA) - Naz Malik, Sook Yee Gwyther-Jones, Ayesha Farooq, Marta Tome
 - a) Activities for pre-employment training and other confidence building courses and workshops are being organised on the back of the Cardiff and Swansea Homework Clubs, being run for young boys and girls. Some of current activities being planned to start in May 2006 are:
 - (i) Art workshops in partnership with Artes Mundis for 17 BME women in Cardiff. Provision will be made for childcare, if required.
 - (ii) Retail Shop Assistants Course for 6 weeks for women in Swansea. A minimum of 8 women is required to run this course.
 - (iii) An elementary IT course for 6 weeks. Both the activities for Retail Shop and elementary IT are being organised in partnership with Swansea College.
 - (iv) Workshops for 35 children (8 Cardiff Somali girls and 26 Swansea mostly Pakistani boys and girls) for teenage poetry performance have been conducted during the month of April. 8 finalists will be selected in May to represent Wales in the London Teenage Poetry Slam 2006 Finals in June 2006.
 - b) The Project Management Director (CEO AWEMA) and the AWEMA Operations Manager are also involved in gathering sufficient information on Transnational Partners and their activities and objectives. The Project Chair of the Steering Group, AWEMA CEO, AWEMA Operations Manager and the CEO of MEWN Swansea visited Finland in February 2006; and in April 2006, with the Project (Partnership) Manager visited Holland to agree the basis of transnational themes as well as the structure of the conference for November 2006 to be held in Wales.
 - c) Following a presentation at the CCC Residential Training course for new Development Officers, detailed planning work had started for the Employment Week in Brussels, where CCC, as a project, will be showcased. Three exhibition stands have been booked, and three presentations on three separate themes will be made.

b Equal opportunities

- a) Contact has been made with the Equality and Diversity Team from Cardiff County Council to promote greater representation of the workforce in the public sector.
- b) When the workshop for promoting social enterprise is being planned, the identification of the venue included an assurance that wheelchair access and disabled toilet facilities were available.
- c) In organizing events, cultural and religious needs are taken into account. Attention is taken to ensure that dietary needs are catered for (halal, vegetarian options) and a quiet room for the purposes of prayer. Events on a Friday makes time allowance at lunch time to ensure that Muslims can have the time to offer prayers as well as lunch before meetings re-commence.
- d) Workshops are being organised so that they are available for individuals from all other community groups.
- e) Workshops and training courses that are being planned include the provision of translation into the home language. This will ensure that information is also provided so that it is easily assimilated and understood. Whenever possible, ways are being explored to ensure that the lack of the ability to speak English, is not a barrier to economic activity.
- f) Care is also being taken in planning to ensure that “cultural barriers” that are not consistent with equal opportunities legislation are challenged, and not accepted in any activity being organised.
- g) Literature on disabilities have already been produced in four community languages (Somali, Urdu, Arabic and Bangla). All have been produced in large font format and can be produced in alternative format on request i.e audio and braille.
- h) Ensuring that there are women-only mentors and role models from the same ethnic and cultural background.

c Innovation

- a) A BME project has been launched, which is exploring at all the challenges that such a large partnership faces in ironing out working and co-operation mechanism.
- b) Development Officers' co-operation across the different partners where the management structures and styles are very different. All challenges and subsequent solutions will be recorded to see what lessons can be learned for the future.
- c) Research of job advertisements, where BME under-representation is highlighted, is being captured to ensure that a strategy for the future is developed.
- d) In May, new and innovative ways are being encouraged between CCC, as a project and Swansea University, to attract young people into university education. Culturally, enriching fashion shows for staging at Swansea University are being considered.
- e) The idea that lack of English is a complete barrier to economic activity is being tested. Ways are being found through translation and experience to demonstrate that at a lower and social enterprise level, a complete command of language is not absolutely vital.
- f) Through the communities cluster of activities, consideration of cross-community co-operation is being explored. Where different needs are expressed, ideas are already being explored to access how these will be managed. These include:
 - i) A purpose built community centre/s
 - ii) A Pakistani matrimonial service
 - iii) Elderly day care centre/lunch club
 - iv) Child day care centre
 - v) A Muslim counseling service - mental health
- g) Developing a web-based project to increase IT skills.
- h) Ensuring that environmental education is considered when developing employment opportunities.
- i) Learning lessons from the recycling bike project based in the African Community Centre where cheap transport enables access to employment opportunities. This project is also encouraging the concept of volunteering amongst the BME communities.
- j) Appointment of care workers have been made to open advice Drop-In centres for overseas workers in Conwy and Wrexham.

d Empowerment

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- a) Engagement with BME individuals and community groups has begun in earnest through Needs Analysis Forms. Meetings and seminars had been held as well as others planned from May onwards.
- b) Supporting and pro-actively encouraging the development of new and innovative ideas, where Officers and community groups are being encouraged to identify solutions to the problems themselves.
- c) Officers have been challenged to take a disciplined and structured approach to project management by writing their own action plans based on the submission of the original CCC application to WEFO. Quantitative and qualitative outputs are being encouraged to focus the minds and activities that will need to be taken with the respective stakeholders.
- d) The CCC Development Officers were given the exposure to make presentations at the CCC Induction/Residential Training at very short notice, and having just started work for a couple weeks.
- e) Team working within AWEMA is being encouraged, where sharing of knowledge and information can be seen as empowerment in itself. The first test of team worked will be monitored and analysed, once the staging of Employment Week in Brussels is over in May 2006.
- f) A need for confidence building through participation in activities has already been suggested as a positive way to achieving empowerment for young people and women.
- g) Individuals have already demonstrated their willingness to be empowered and to empower by undertaking a mentoring course and then become mentors to others.
- h) Participants are already expressing their willingness to help and support their own communities as well as those from other communities. This cross-communal boundaries is being seen as a first in such a "large" scale to ensure some form of initiatives for the future in achieving community cohesion.
- i) Young members from the Bangladeshi community in Cardiff had expressed frustration at not being listened to and ignored by the elders. This group is being encouraged to "group" itself and convene meeting at the AWEMA offices. This, in itself, will be empowerment that will be coupled with innovation.
- j) The re-used bike project has eliminated previously identified barriers of a lack of transport to social inclusion.
- h) Young girls have expressed the motivation to consider further education in years to come. With the help of mentors, young girls are finding solutions to their problems themselves.

e Transnational work

- a) The CCC Project Management Team visited Finland in March 2006 to gain an understanding of the transnational partnership of which CCC is a part.
 - b) Visits were made to two Women's Groups (called Together Association and Daisy Ladies), a group of Returning Immigrants (called Estonian Association), and a Somali Association.
 - c) As for the women, apart from attending basic skills training like computer literacy & sewing classes, and participating in cultural programmes, talks and weekend activities, most of the women were pre-occupied with learning the Finnish language, as a pre-requisite to getting a job.
 - d) Where the Estonian Association is concerned, it is the focus of Finland to encourage the integration of former Finnish migrants who had settled in the former Soviet Union, to return to Finland, to make a contribution to its economy.
 - e) The Finnish partner is primarily focusing on promoting the learning of Finnish to non-European immigrants so that they can be integrated into Finnish society, as a first step to gaining employment.
 - f) Community-based networks are being encouraged so that they can be further developed into wider interactive networks to promote greater economic activity.
 - g) Following a meeting to understand the project of our Finnish partner better, there was a realisation that our transnational partnership is not going anywhere as there is no organised or co-ordinated activity that will lead to any joint working. None of the partners actually understood each other's work.
 - h) Hence, the AWEMA CEO proposed a way forward for joint working for each of the six agreed themes. Each partner will undertake to co-ordinate one or two themes, and produce a paper for the transnational conferences in Wales, Holland and Finland.
 - i) A paper was presented by the CCC at the Secretariat Co-ordination Meeting in Holland in April 2006, where a way forward has been proposed for each of the themes under the following three headings:
 - i) Fieldwork
 - ii) Analysis
 - iii) Report
 - j) At the same meeting, a milestone chart was also developed so that all the Transnational Partners' Steering Groups are informed of the various deadlines to meet in order to produce the final reports for the 6 themes at the November 2006 Conference in Wales, and the April 2007 Conference in Holland. The 6 final reports will culminate in an over-arching report to be launched at the October 2007 Conference in Finland.
 - k) The structure for the conference in Wales was also agreed. The emphasis and the focus of the conference to be held in November 2006 in Wales has been planned by addressing the desire of the transnational partners as to what they would wish to see in Wales. A draft timetable had been agreed, and it will be tabled at the next CCC DP Steering Group meeting in June, before the final details are sent to the Transnational Partners.
 - l) Whilst in Holland, visits were also made to a Parents' Group, three Women's Groups and a college. Most of the immigrants in Holland are from Turkey and Morocco. Again, just like the Finnish, apart from equipping themselves with basic skills, and engaging in social events, the immigrants are pre-occupied with mastering the Dutch language so as to integrate with the mainstream Dutch population, with the possibility of gaining employment.
 - m) Most of our Dutch partner's work focus on empowering the immigrants' women in making them more aware of issues of health, parenting and general well-being so as to build their confidence before they can integrate into the Dutch society, and gain employment, as a result.
 - n) The conclusion from the 2 transnational visits are:
 - (i) Whilst the UK does not have language requirements for the BME communities as such, most European immigrants have to fulfill the language requirement of the respective countries before they can even progress with gaining employment. Hence, this would form an additional barrier by delaying the process of immigrants gaining employment in Europe.
 - (ii) The focus of Holland and Finland seems to be on formal language training.
- There seems to be little evidence on pre-employability training and initiatives to connect immigrants to the labour market.

f Monitoring and evaluation

- a) All Officers have prepared detailed individual Action Plans, based on the full application submitted to WEFO.
- b) Each Action Plan has identified in advance, a consideration of the following:
 - (i) Objectives
 - (ii) Activities to achieve the objectives
 - (iii) Steps that need to be undertaken to complete the activities
 - (iv) Quantitative outcomes (predicted)
 - (v) Qualitative outcomes (predicted)
- c) Each Action Plan has been set out on spreadsheets, and each month, the plan will be monitored and evaluated against the above by reporting on:
 - (i) Actual quantitative outcomes
 - (ii) Actual qualitative outcomes
- d) All Action Plans are geared to identify problems, difficulties and challenges so that detailed analysis in the latter stages of the project will enable the project to write policy papers based on the experiences of the participants and beneficiaries.
- e) A database is being developed of contacts within the heritage, environmental and arts sector from across North/South Wales.
- f) Information that maybe relevant to CCC was gathered on evaluations forms at a recent South Wales BEN conference.
- g) The activities at MEWN Swansea have been evaluated with positive comments and requests for more pro-active activities.
- h) Network of agencies and individuals concerned about the well-being of economic migrants in the Gwent area is still being established.
- i) A questionnaire used to interview economic migrants is expected to offer a deeper insight into the relevant issues.
- j) Two community groups have expressed an intent in forming social enterprises.

g Activities, outputs and outcomes

- a) Residential training and dissemination courses organised for the newly-appointed Development Officers.
- b) AWEMA Development Officers encouraged to prepare their own Action Plans, and then support other Officers.
- c) Investment in terms of time and effort made by the AWEMA Management Team to instill the importance of good quality outputs in report writing.
- d) Many meetings had already been held to engage BME individuals and community groups in the work of CCC.
- e) Outputs and outcomes of activities will be reported in the May 2006 Report, as the bulk of the current activities being organised will commence from then onwards.
- f) One activity that was organised in April 2006, was with the Sikh Community of Swansea. This was a celebration of their harvest festival called Vaisakhi. This was a good occasion where, using all the AWEMA networks and the CCC Development officers, we were able to engage members of other community groups. The other groups included Afghanistan, Pakistani, Chinese, the Filipino, African and Welsh communities. Through the AWEMA networks, over 120 people participated in the festival.
- g) This occasion will form the platform for getting enrollment onto the Retail Shop Assistants course as well as the IT course.
- h) Other activity is being considered through the Teenage Poetry Slam (Performance) where men, women and young people will be encouraged to attend informal courses on digital photography and the use of video equipment, with heavy use made of computer equipment.

h Dissemination and mainstreaming

- a) A website has been developed. This can be visited at www.awema.org.uk.
- b) Considerable material has now been gathered that will be used to update the program of the project.
- c) Our website has suffered from some technical failure through BT and our ISP hosts. These problems are in the advanced stages of being resolved. Once that is done, the website will be regularly updated.
- d) The CCC project is being interlinked with other AWEMA projects. Wherever possible, information is being used to add value to CCC and other projects. This enables the most efficient use of our resources, without the potential for duplication.
- e) A comprehensive photographic and video record is being kept by one of the partners (Lozano Productions) to ensure that when the full project is being disseminated in Action 3, a good record is available of Action 1 and 2. Activities in Action 2 are also starting to be captured by the various Development Officers.
- f) CCC will be preparing 2 transnational papers for the conference in November 2006 for discussion and completion. They will be on the following two themes:
 - i) Connections to the Labour Market
 - ii) Social Activation

This work will make comparisons of practices and legislative arrangements in the transnational partner countries of Finland, Holland and Spain.

Dossier Number: 05E020WA0

Section 6 Certification

I certify that:

- I have already claimed an advance payment.
- The expenditure declared is eligible for ESF purposes and has been spent on the Development Partnership.
- The Development Partnership activities and outputs stated are accurate.
- I agree to repay on demand any payments made if, after investigation, the Development Partnership has not been carried out in line with the ESF regulations and the Development Partnership Agreement.
- I understand that it is my responsibility to declare any significant changes in line with the Action 2 Agreement and **Equal** guidance.

Name (in CAPITALS) NAZ MALIK

Position in organisation CHIEF EXECUTIVE

Signed

Date

Official stamp of lead partner or DP Ltd

If the lead partner or DP Ltd does not have an official stamp, you should send a letter on the organisation's headed paper explaining this. The same person who signed this form must sign the letter.



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