

## **APPENDIX 1**

### **SOUTH WEST COLLEGE**

#### **SUSE+ Proposal to Mid Ulster District Council**

##### **1.0 Introduction**

Based on the success to date of the Step Up to Sustainable Employment + (SUSE+) programme to date, South West College intends to submit an application in response to the ESF Call 3 for a 1 year extension to the existing SUSE+ funded under Call 2 of the ESF Programme. It is anticipated that this Call will be live from 1<sup>st</sup> April 2022 and will end on 31<sup>st</sup> March 2023. The purpose of this paper is to provide an overview of the success of the SUSE+ programme in Mid Ulster area and set out the broad outlines of the proposed new programme.

The SUSE+ Programme is a collaborative employability programme, which support participants entering or moving towards employment across the Mid Ulster and Fermanagh/Omagh District Council Areas. The Programme is led by South West College (SWC) with the support of a range of partners:

- Northern Regional College
- Mid Ulster District Council
- Fermanagh & Omagh District Council
- Education and Library Boards
- Northern, Southern and Western Trusts Health and Social Care Trusts
- Department of Agriculture, Environment and Rural Affairs

##### **2.0 SUSE+ Outputs and Outcomes 2018 to 2021**

As we approach the end of quarter 1 of year four in the delivery of the current SUSE+ Programme, the impacts to date have been significant with 170 or 28% of participants entering sustained employment. Even at the minimum wage this yields wages of over £2 million per annum to the local economy.

The SUSE+ programme is a mentor led initiative with six mentors employed to support participants across the district. Whilst the initiative supports citizens in the urban areas of Magherafelt, Cookstown and Dungannon, assistance for rural dwellers is a key focus of the programme and is reflected in the spread of mentoring resources across the district. To ensure an equal distribution of mentors the College has divided the district into three discrete sectors and allocated two mentors to each sector.

Table 1 below provides an overview of the programme outputs to date by geographic sector:

**Table 1: Cumulative programme outputs by area 2018-2021, Mid Ulster Council.**

District Sector	Participants Recruited	Outputs		
		Qualifications	Specialist Training	Sustained Employment
Carntogher Moyola Magherafelt	177	232	168	46
Cookstown Torrent	183	255	186	52
Dungannon Clogher Valley	240	347	243	72
<b>Total</b>	600	834	597	170

### 3.0 Self-Evaluation

At the conclusion of year 2 of the current programme (June, 2020) the SUSE+ Programme team undertook a detailed self-evaluation process, which identified strengths and areas for improvement. A synopsis of the findings is contained in Table 2.

**Table 2: SUSE+ Strengths and Areas for Improvement (June 2020)**

Strengths	Areas for Improvement
Six dedicated mentors based in MUC area supporting citizens to reach full potential.	Further increase the provision of engineering training to match local employer needs
246 participants recruited in MUDC area in year 2 of the current programme against a target of 200.	Further develop a comprehensive range of Blended provision for Year 3 of the programme which fully meets the care, welfare, personal development and learning needs of participants
Focus on rural outreach with 139 participants recruited from these rural areas in year 2 against a target of 96.	Develop a comprehensive Recruitment and Marketing Strategy for Year 3 of the Programme to take into account remote working model for staff, a remote delivery model for staff and a remote learning model for participants.

76 citizens in the district securing sustainable employment against a target of 44 for year 2.	
The ability of the programme to provide participants with travel, childcare and subsistence allowances to address barriers to participation.	
54 participants progressing to Education and Training against a target of 16   year 2 of the programme.	

#### 4.0 Programme Proposal 2022-2023

South West College intends to apply for a 1 year extension to the current SUSE+ programme in response to the imminent ESF Call 3 which will run from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023. The programme will continue to be delivered in its current format and will again be collaborative in its approach and it is envisaged that the partnership which was developed to deliver SUSE+ will be retained to deliver any new programme. It is intended that all current partners including The Department of Agriculture, Environment and Rural Affairs, Fermanagh and Omagh District Council will continue to support the programme for a further year in response to Call 3 of the ESF programme.

#### 4.1 Programme Aim and Rationale

To provide a mentor led initiative which supports citizens in the Mid Ulster District Council area move into or towards sustained employment through the provision of a mentor led education, training and development programme.

**Table 3: Programme Rationale**

<b>Who</b>	Engage 200 unemployed and economically inactive people exhibiting barriers to employment.
<b>Where</b>	Delivery will be provided in the College campuses and via outreaching mentoring support in a range of locations across the region. Partner organisation premises will be utilised for mentoring, work placement and delivery of Step into Employment Programmes.
<b>When</b>	200 participants in the 2022/23 financial year.
<b>What</b>	Mentor led initiative will identify and address barriers to progression into Education, Training & Sustained Employment through mentoring, support, guidance, Essential Skills and qualifications at level one and below along with specialist training. Participants will have access to Specialist Support Services, work placement and Step Into Employment Programmes. Mentors will signpost participants to the provision and support which best meet their needs.

	All participants will avail of post programme mentoring after they leave provision to ensure the progression to education, training and employment is sustained.
<b>Why</b>	To increase economic performance across the region thus combating poverty; securing sustained employment for 36% of the target group and significantly enhancing the employability of the remainder through a structured, partnership based approach which complements existing provision and places employers at the centre of delivery.

## 5.0 Opportunities for Mid Ulster Council

South West College intends to make an application to The European Social Fund Managing Authority Call 3 for approximately £634,614 for a further year's funding for the SUSE+ employability programme representing 75% of the total budget required to fund the programme. It is envisaged that the remaining 25% match funding requirement will be realised from the statutory partners that supported the SUSE+ programme. Based on the breakdown of annual funding realised for SUSE+ it is anticipated that the commitment profile for any new programme would be as outlined in Table 4.

**Table 3: Annual Funding Profile**

<b>Source</b>	<b>Percentage</b>	<b>Amount</b>
DfE/ESF	65%	£543,710.15
DAERA	10.16%	£100,000
MUDC	4.26%	£40,000
FODC	4.26%	£40,000
Radius Housing	2.99%	£25,000
SWC	13.33%	£62,767.01
<b>Total</b>	<b>100%</b>	<b>£836,477.16</b>

In a Mid Ulster specific context the provision of £40,000 per annum in match funding would leverage an additional £464,768 of funding to support citizens in the district. As we enter the development stage of this proposal an opportunity exists for council officials to participate in a range of partner workshops where that application will be developed and aligned with the community plan.

**Indicative objectives for the delivery of proposed employability programme in the Mid Ulster Council area**

<b>1. 425 Qualifications Achieved at Level 1</b>
<b>2. 35 Essential Skills Level 1 Qualifications to be Achieved (Literacy , Numeracy and a strong focus on ICT)</b>
<b>3. 44 participants or 22% of participants to Enter Employment on Leaving the Programme</b>
<b>4. 44 Participants or 22% of Participants in Employment Six Months After Leaving Programme</b>
<b>5. 16 Leavers From the Programme Join Education or Training Programmes</b>
<b>6. 294 Specialist qualifications attained</b>

## APPENDIX 2



### **Proposal to Mid Ulster District Council for Match Funding for ESF Programmes 2018-22**

## Company Background

Network Personnel was established in 1987 to address the skills and employment needs of those seeking to return to work in the Magherafelt area. We have grown substantially over the subsequent 34 years and at present, have a staff of 110no. with 12 offices throughout Northern Ireland and 3 in the Republic. We currently deliver a diverse portfolio of employability programmes which are as follows: -

- **Jobpath:** - This is the key employment support initiative in the Republic (equivalent to Steps to Success) which we deliver in Cavan, Monaghan and Carrickmacross. It is funded by the Department of Social Protection.
- **Up for Work, Community Family Support Programme and Jobmatch** (all of which are ESF funded).

Network Personnel is wholly owned by the Workspace Group, a registered charity with its headquarters in Draperstown. Workspace currently provides property and support services for businesses and is involved, through subsidiary companies, in recruitment; training and employment; insulation; heat recovery; childcare and recreation/leisure. The organisation's strong business approach and customer focus is reflected in the achievement of ISO 9001, ISO 14001, ISO 18001 and the Investors in People Bronze Award.

Workspace was named Northern Ireland Social Enterprise of the Year in 2015 and was also runner up in the UK Social Enterprise of the Year.

We are requesting match funding for the continuation of the following ESF programmes. The funding period is from April 2022 – March 2023.

- **Jobmatch:** - currently operating in Mid Ulster area with a proportion of match funding provided by the Council
- **Up for Work:** - currently operating in Mid Ulster with a proportion of match funding provided by the Council

## **PROGRAMME 1: - 'UP FOR WORK'**

### **Current delivery (2018 -2022)**

This programme is available to all 16 -24 year olds in the Mid Ulster Area who are not in education, training or employment or who work less than 16 hours per week. A number of our participants are early school leavers and may also have issues which are marginalising them in the job market e.g. poor mental health, convictions, drug and alcohol issues or rurality.

The programme shares resources and expertise with the other 2 ESF programmes and offers a range of vocational training courses as well as mentoring and job search support. Recognising that young people are difficult to engage, we focus on sectors that may appeal to them. To date this has included creative media and beauty therapy. We anticipate this offering will continue to diversify in this final year of the programme depending on feedback from clients.

As can be seen from our statistics (see below), outcomes from the programme have been exceedingly positive. For example, our job outcomes to date are 144% over target.

<b>April 2018 – May 2021</b>		
<b>Outcomes</b>	<b>Target</b>	<b>Actual</b>
Participants	293	300
Qualifications	641	674
Employment	45	143
Further Ed/H. Education	102	96

### **Future delivery (2022 - 2023)**

The new programme is based on the learning from the current initiative and will seek to engage and support those perceived to be at most distance from the labour market.

Our current experience, from speaking to employers who are recruiting for entry level jobs, is that their primary requirement is to find staff who are motivated to work and who have good overall life skills. Based on this, we plan to offer a bespoke programme which will incorporate personal development with employability support. We envisage this being the 'go to' provision for young people who fall out of college/work or are just unsure of their path in life.

Phase 1 – (up to 4 weeks) : - The focus of the initial stages will be on life skills, team building, short qualifications and helping participants to identify a realistic career path. The programme will be very much tailored to the individual group. A structured approach will be adopted over 3/4 days per week. This phase will include a community project. Where necessary, transport will be provided by Network Personnel (eg use of the Network Personnel bus or reimbursement of public transport costs).



Phase 2 – (up to 6 weeks): - This aspect of the programme would be industry specific, focusing on a particular sector where there are job opportunities that would be suitable for the young people. Participants would have the opportunity to undertake the relevant qualifications and a work placement/ work sampling.

Throughout the programme (and in particular during Phase 2) we will provide tailored job search support. This will involve interview skills, CV preparation and talks from local employers to develop skills and to provide guidance on what is expected from employees in the workforce. We will also support participants with our Network Personnel wrap around support including benefit advice; information on subsidised childcare; peer mentoring and wellbeing support via our counselling service.

Participants will also be given the opportunity to work with Network Personnel's Employer Engagement Officers matching them to local vacancies and progression opportunities for further training/education.

#### **Projected Outcomes ( 2022 – 2023 )**

Outcomes	PROGRAMME TOTAL
Participants	75
Qualifications	75
Employment	15
Further Training/Education	17

#### **Match funding request (2018-2022)**

ESTIMATED FINANCES	PROGRAMME TOTAL
Programme Total	£271,000
<b>Funding breakdown</b>	
ESF (65%)	176,150
DfE (28.5%)	£77,235
<b>MUDC (3.5%)</b>	<b>£9,485</b>
Workspace (3%)	£8,130
TOTAL	

## **PROGRAMME 2: - JOBMATCH**

### **Current delivery (2018 - 2022)**

The Jobmatch programme provides vocational training and employability support for those aged over 18 years old. It has a particular focus on supporting participants with specific barriers e.g. long-term unemployed, economically inactive, caring responsibilities, ex-offenders, addictions and NEETS. The programme covers Magherafelt, Cookstown, Dungannon, Omagh, Fermanagh, Ballymena, Antrim, Larne, Carrickfergus, Ballymoney, Coleraine and Newtownabbey. At present participants are supported by a team of Career Mentors, Facilitators, Employer Engagement Officers and an Wellbeing Advisor.

As can be seen from the statistics below (April 2018 – May 2021), the programme has operated exceedingly successfully irrespective of COVID19, particularly with respect to job outcomes which are well ahead of target.

	<b><u>ANNUAL TARGET</u></b>	<b><u>TARGET TO DATE April – May 2021</u></b>	<b><u>ACTUAL April – May 2021</u></b>	<b><u>PROGRAMME TO DATE TARGET</u></b>	<b><u>PROGRAMME TO DATE ACTUAL</u></b>
<b>REGISTRATIONS</b>	418	70	96	1220	1297
<b>Employment</b>	63	11	32	184	562
<b>Education and training</b>	12	2	0	35	44
<b>QUALIFICATIONS</b>	<b>706</b>	118	<b>162</b>	2060	1951

### **Jobmatch (2022 - 2023)**

Our plan for the next iteration of this ESF programme is to build on what we know has worked best in terms of helping participants progress to employment or further training and to step back from the measures that have been less fruitful.

We will continue to reach out to those who are in receipt of Universal Credits and given the high numbers of those who are deemed to be economically inactive, will target those on sickness benefits, lone parents, carers and non-claimants. We will also be focusing our attentions on those who have recently been made redundant due to the recent pandemic. We will operate across 5 council areas where Network Personnel already has a footprint.

We will continue to take an ‘employer led approach’ with training and job search activities having direct relevance to the current job opportunities in the various geographical areas in which we deliver the programme. Our Employer Engagement Officers will engage with companies on a daily basis to ascertain their staffing requirements and will match them to the participants who are work ready. We will offer our Career Connection days whereby employers will meet groups of participants on our premises or remotely, explain about their skills requirements and carry out interviews on the day if required.

In order to make the participants 'work ready', we will continue to offer our tailored job search support on a one to one basis using our skilled Career Mentors. This may involve interview skills; CV preparation and confidence building.

As an accredited training centre, we will offer a wide range of courses aimed at upskilling participants in line with local jobs. Our menu of qualifications will vary depending on current local employment opportunities and may include training in construction skills; customer service, first aid; office skills; health awareness and hospitality.

We will enhance our partnership working arrangement and ensure that we are meeting the needs of those who are at a distance from the labour market (e.g. due to drug and alcohol issues; a history of offending or mental ill health) by working closely with support organisations in the relevant geographical areas. Our Wellbeing Advisor will also be on hand to provide support and guidance to those who need it in both a group and 1:2:1 setting.

For those who aren't work ready on programme completion, we will support a transition to Further Education or apprenticeship programmes.

#### **Projected Outcomes (2022 - 2023)**

Outcomes	PROGRAMME TOTAL FOR 1 YEAR	MUDC YEAR 1	GRAND TOTAL MUC AREA
Participants	418	98	98
Qualifications	706	137	137
Employment	67	25	25
Further Training/Education	12	10	10

#### **Match funding request (2022 - 2023)**

ESTIMATED FINANCES	PROGRAMME TOTAL	YEAR 1	GRAND TOTAL
Programme Total	£795,340	£795,340	£795,340
<b>Funding breakdown</b>			
ESF (65%)	£516,971	£516,971	£516,971
DFE (28.87%)	£229,615	£229,615	£229,615
<b>MUC(1.3%)</b>	<b>£10,332</b>	<b>£10,332</b>	<b>£10,332</b>
OTHER COUNCILS M/F CONTRIBUTION (1.3%*2)	£20,664	£20,664	£20,664
WORKSPACE (2.23%)	£17,758	£17,758	£17,758
<b>TOTAL</b>	<b>£795,340</b>	<b>£795,340</b>	<b>£795,340</b>

**Grand total of match funding requested for Jobmatch and Up for Work  
April 2021 – March 2022**

**£ 19,817**

## **APPENDIX 3**



**First Steps Women's Centre Application for  
ESF Call 3 Match Funding  
to Mid Ulster Council**

**14<sup>th</sup> June 2021**

**Author: Michael McGoldrick, CEO**

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## Executive Summary

First Steps Women's Centre (FSWC) is a registered charity and Company Limited by Guarantee, based in Dungannon. It was formed in 1998 to provide education, training and support to women. These support services include free onsite creche, minibus transport service to and from the Centre and a Benefit Checker service aimed at assisting women and their families through the complex benefit system. This support alongside the training is vital for the retention and success of the programmes.

Since 2008 FSWC has been a recipient of the European Social Fund (ESF). The remit of applications was to provide training, education that would lead into employment and further education and training.

The main training and education areas are

- **IT** – Ranging from Sage Accounts, Sage Payroll to Microsoft Office and Excel
- **Wellbeing and Lifeskills** – These courses are often the first steps for many women seeking to reengage positively in society. They include programmes such as Assertiveness, Creative Writing, Managing Stress in Lockdown, Building Resilience, Pilates, Yoga Hormone Harmony
- **Lifeskills** - Consists of accredited Numeracy, Literacy and ESOL – English for Speakers of Other Languages programmes.

At present the Centre employs 2 full time and 16 part time staff. The Centre also hires up to 20 part time tutors every year.

## Economic Impact and Track Record

**Financial Impact** - Since 2015 First Steps Women's Centre has brought in a staggering **£2.5million** into the Mid Ulster Council area. Most of this funding was through our European Social Fund programme, however £479k was for a capital refurbishment programme (2017-18). This capital investment has doubled the size of the Centre and totally transformed the building into a modern Centre with facilities including 4 training rooms and an onsite creche. The Centre is a fully equipped and modern building with WIFI throughout. It has been recently endorsed by CEO of South West College, Michael McAllister and also Adrian McCreesh, CEO of Mid Ulster Council.

**Employment** - 219 women gained employment since 2015 as a result of attending FSWC. FSWC believes that this has been a very positive boost for the local economy. The additional

development of Wellbeing programmes has created a positive environment for many women to consider employment who had previously been labelled “Economically Inactive”.

## ESF Outputs and Outcomes 2015-2021

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	Total
<b>Job Creation</b>	63	45	48	35	22	6	219*
<b>Qualifications</b>	108	94	129	138	151	183	803
<b>Number of Courses</b>	41	49	61	51	61	38	301
<b>Participants - places</b>	356	489	763	623	776	259	3,266
<b>Income</b>	£420k	£405k	£394k	£436k	£424k	£424k	£2.5m

**\*Employment Trends** – The above table indicates a downward trend in employment. There are two main reasons for this. There has been a downward trend in local vacancies and also a number of women who have attended the Centre have other family/caring responsibilities that make it difficult to travel outside the Borough.

**Job Fair** – FSWC has held two successful Job Fairs with more than 30 employers and over 400 participants attending. These were open to the whole community including schools. FSWC had to cancel a planned Job Fair in March 2020 due to the COVID 19 Pandemic. It is a key aim of ESF Call 3 application is to host a Job Fair in the autumn of 2022.

**Local Migrant Population** – FSWC has a 15-year successful track record of providing accredited English for Speakers of Other Languages (ESOL) training and qualification. Approximately 45% of all participants attending FSWC have been from the migrant community. They come to learn English so that they can gain employment, further their learning and to help integrate within the Mid Ulster community. Testimonials show that it is the manner and way in which FSWC provides the learning that ensures 80% and above retention levels. These include the following:

- **Family Friendly Times** – Courses start at 9.45am or 1.00pm for 2-3 hours,
- **Bi-Lingual Staff** – FSWC has 4 bi-lingual staff operating within its creche,
- **Transport** – This is a big plus for many women who do not have access to transport,
- **Benefit Checker** – Assistance with the numerous forms including Universal Credit has helped bring some financial stability to women and their families.

## New ESF Programme

### Title of Project: Women Towards Education and Employment

Annual Cost of programme £480k

Match Funding required £168k

Request to MUC £25k

Additional Match Funders identified – see page 5

#### Wrap Around Project

This proposal will be based at FSWC's own premises. This is a fully equipped, self-contained space with an onsite creche. It is the intention of FSWC to provide the following programmes on an annual basis. Each area of work has its own co-ordinator who will recruit and mentor the women throughout their journey. They will be assisted by a Progression Worker who will help and encourage those attending to apply for higher levels of education and/or seek employment.

### Proposed Outputs and Outcomes 2022-23

**Interview & CV Skills** – FSWC has liaised with Terex to provide Interview Technique training.

**5 X ESOL Courses for 110 Migrant Women.** These courses will operate twice per week from September to March 2022. The aim is to improve the level of English in order for women to be able to gain employment and/or attend further education;

**1 X Literacy & Numeracy** – up to Level 1 for 25 women

**12 X IT Courses for 120 women.** These courses will range from Level 1 Sage Accounts & Sage Payroll, Microsoft Office, Excel and Beginners IT. There will also be introductory programmes including: iPad & Tablet, Digital Photography.

**20 X Health & Wellbeing Programmes for 175 women** – These are aimed at building up the soft skills such as Confidence, Resilience, Assertiveness and Communication.

**Progression & Mentoring work** – FSWC will employ a Progression Worker whose role is to guide women into further education and employment. The Progression Worker will assist women in setting training and employment targets and working towards them

**1 X Job Fair** – 25 organisations and 200-300 people attending



## Outcomes for Women Towards Education & Employment 2022-23

Outcomes	2022-23	Outcomes	2022-23
Job Creation	42	Participants - places	264
Qualifications	145	Job Fair	1 with 200-300 in attendance
Number of Courses	39	Improvement in Soft Skills	225
Income	£480k		

## Partnership

FSWC has been a vital cog within the community and voluntary sector of Mid Ulster. Our ESF programme stretches far and wide throughout the Borough and beyond. The Centre has developed many partnerships especially for referrals and for progression beyond FSWC. These include the following:

- **South West College** – regular contact with senior and programme staff. This included College providing a progression route for Literacy class up to a Level 2 qualification. FSWC recently met with CEO and Ciaran McManus to plan a Level 3 programme at FSWC. This partnership will include FSWC providing transport, childcare and a room while the College will provide a tutor. This will be a progression route for 15 of FSWC's ESF participants.
- **University of Ulster** – This has been through the Community Engagement Office at UU. A new Level 3 course Unlocking Potential will commence in the autumn hosted by FSWC, and run by UU.
- **Terex** – provision of Interview Skills training for participants at FSWC.
- **Surestart Dungannon & Coalisland** – Referrals from Surestart for local and migrant women as well as sharing of best practice by childcare staff.
- **Women's Aid** – WA has an outreach office with FSWC. They use this to meet with a clients. Some of these clients will be signposted to attend a course at FSWC. FSWC will also provide Benefit Checker assistance and help complete Universal Credit applications as well as providing reception support.
- **Mid Ulster Council** – Through receipt of Strategic Development Grant. MUC has provided funded over the past 5-6 years under the SDG. This has enabled FSWC

provide much needed services for the Centre. Over the past 8-9 months CEO of FSWC has been liaising with MUC regarding future ESF programmes and match funding. MUC has also been supportive of the Community Relations work with local migrant community through guidance and funding.

- **PSNI, Education Authority NI, De Paul Ireland, St Vincent de Paul, Vineyard Church, Probation Board NI, et al** – FSWC works with many statutory, community and voluntary organisations including the those listed.

## Funding

### Leveraging Additional Funding through Match Funding

The ESF programme makes a 65% contribution to the overall cost of the project. FSWC needs to raise £155k-£170k per annum in order to maximise the outputs and outcomes. The income on page 2 shows the fluctuation on funding. This is down to the difficulty in raising and identifying match funding. If MUC were to provide £35k in Match Funding then this would draw down an additional £65k for the project.

Funding Sources – FSWC has had to apply for Match Funding from multiple sources. It is estimated that this project will cost £480 with a £168k match fund required from FSWC. With £168k FSWC will be able to draw down an additional £312k per annum into the Mid Ulster Council area.

Source of Funding	Amount	Definite (Y/N)
<b>FSWC</b>	£25k	Y
<b>Dept f Communities</b>	£70k	Y
<b>MUC</b>	£25k	TBC
<b>Match Funding to be identified</b>	£48k	

### Funding Request to Mid Ulster Council

FSWC understands the current economic situation and the financial situation of Mid Ulster Council. FSWC also recognises that the Council has awarded financial support in the past to other organisations from its Economic Department. However, FSWC had not been offered such support. FSWC believes that an award of £25k is a reasonable request given the proven benefits that it brings to the Council area.