

Report

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Report to:	Enterprise Services Committee
Date of Meeting:	19 June 2012
Report by:	Executive Director (Community and Enterprise Resources)

Subject:	Routes to Inclusion – Delivering the Council’s Jobs Access and Employability Services
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ report the performance of the Council’s Routes to Inclusion Programme in 2011/2012 and to approve additional activities and additional spend for 2012/2013

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the strong performance of the Routes to Inclusion programme in 2011/2012 is noted
- (2) that the additional activities and funding allocations for the proposed programme of services in 2012/2013, as set out in section 5 of the report are approved
- (3) that the actions taken to award additional work to Routes to Work South under delegated authority be noted
- (4) that proposals to allocate a further £150,000 to Routes to Work South Job Brokerage contract be approved

3. Background

3.1. South Lanarkshire Council and its partners are committed to promoting employability and access to sustainable employment opportunities, particularly for targeted priority groups, through the implementation of the Routes to Inclusion policy.

4. Performance in 2011/2012

4.1 The operating environment in which the employability partnerships, Routes to Inclusion and More Choices More Chances Groups operate has continued to prove tremendously challenging. Recent statistics indicate that young people aged under 24 made up around 30% of all unemployed in South Lanarkshire.

4.2 An update was presented to the Enterprise Resources Committee at its meeting in February 2012 on performance of the Programme to December 2011. The table below provides full year figures which are significantly higher due to additional investment of external funds to support interventions, jobs and businesses.

Routes to Inclusion Outcomes	Target	2011/ 2012	Performance against targets
Number of workless individuals on programmes (engagements)	2000	3840	192%
Number entering jobs	1100	1761	160%

4.3 The range of targeted services implemented last year has proved successful in meeting the needs of many 'harder to reach' clients. Key elements of the programme included:-

- **Youth Jobs Fund** – this initiative was designed to support job-ready young people who left school and were experiencing difficulty in securing employment, training or college places. It offers a 50% wage subsidy for 50 weeks. It has delivered significant success with 95% of those who complete the subsidy period retaining employment
- **South Lanarkshire Works 4 U** – this is the branding applied to the European Priority 5 Programme and has been displayed widely across the area on billboards, buses, leaflets and other promotional and marketing materials.
- **EK Works** – based on achievements and continued demand, this service was extended to offer job brokerage services and employer engagement to residents of East Kilbride and surrounding rural areas
- **SW Justice Team Employability Support** – this was extended to cover people on community disposals from the courts. It has enabled access to employability support as part of this.
- **Health for Employability** – a highly valued service assisting vulnerable groups with health and wellbeing issues access services to address health and related barriers and offering progression towards employment
- **Job Brokerage Aftercare Support** – to assist programme completers and more job ready beneficiaries identify, secure, sustain and progress in their employment
- **Sectoral specific training** – linking opportunity and need by supporting local companies and public sector bodies to address their recruitment needs particularly in retail, construction, care and hospitality
- **Work Ahead** - a programme to support adults with brain injuries access employment in the open labour market by providing intensive support and coaching.
- **Mentoring and volunteering programmes** - for key client groups to develop employability skills using volunteering and social economy opportunities
- **Employability Support for people with Learning Disabilities** – providing funding to Council and external specialist programmes to enhance the employability of this client group and provide wage subsidy payments to enable this key client group compete in the labour market
- **Mental Health Pilot programmes** – working jointly with colleagues in the Council, NHS Lanarkshire, Jobcentre Plus, Skills Development Scotland, Voluntary and private sectors to ensure employability services better reflect the needs of this client group, including support and signposting being offered to those who are facing redundancy
- **Connect 2** – offering practical work experience in paid employment, a vocational qualification at level 3 in Social Care and intensive support for vulnerable groups e.g. homeless people, those with experience of substance misuse, victims of domestic violence or health barriers.

- **Youth Connect** – building on the successful Connect 2 Programme, this targets vulnerable groups, e.g. care leavers, and offers access to a nine month paid work experience placement in social care or child care and access to a vocational qualification at level 2.
- **Winter Leavers Employability Programme/Specialist Summer Leaver Programme** – providing additional places for vulnerable young people including those experiencing or affected by substance misuse.

- 4.4 The slow emergence from the economic downturn has been difficult to plan for and respond to as there has been limited local growth. The ambitious, but realistic targets set for 2011/2012 were 2000 people supported with 1100 into work have been substantially exceeded, a reflection of the demand for employability support and additional resources deployed. 1761 people successfully accessed employment, training or education despite the challenging operating environment, and against a backdrop of a reduction in notified vacancies and the recruiting sectors diminishing.
- 4.5 The delivery of the programme has had to be more flexible and responsive to harness potential opportunities. It has been the ability to adapt and change delivery that has contributed to success for vulnerable groups such as young people. This is particularly important in the current climate in which competition with those with a recent job history and experience makes the process much more difficult for people without experience or with significant barriers who require intensive support.

5 Additional Resources for the Programme

- 5.1 At the Enterprise Resources Committee meeting in February 2012, a programme of activity totalling £3,675,208 using EU Funding, Tackling Poverty Fund resources and Community and Enterprise funds was approved for 2012/13. At the Executive Committee in March 2012, a further £983,000 of monies held by Community and Enterprise Resources was approved to be spent specifically on the creation of 150 additional temporary jobs for unemployed young people.
- 5.2 The Council has also been informed that it will receive an award of £1.457 million as part of the national Youth Employment Strategy measures of the Scottish Government. Further details on this allocation, and proposals to spend it, will be considered by the Executive Committee meeting at its meeting on 11 July 2012.
- 5.3 Finally, the Department of Work and Pensions (DWP) has indicated that they will make available approximately £430,000 from its Flexible Support Fund. It is proposed that these resources should also be used to support the employability of young people through wage subsidy or demand led programmes.
- 5.4 On the basis of the “Teckal” exemption, Routes to Work South were contracted to undertake the Job Brokerage Service and the management of job subsidy payments at a total cost of £1,260,000. Since then, and under delegated powers agreed by the Committee to the Executive Director (Community and Enterprise Resources), a continuation of the Rebuilding Opportunities contract valued at £196,000 was also awarded to Routes to Work South. In addition, it is recommended that a further £150,000 is added to the contract to deliver 32 additional places for young people under the General Jobs Fund.

6. Employee Implications

- 6.1 There are no employee implications.

7. Financial Implications

- 7.1 Overall the additional resources to support employability services for 2012 to 2013 are summarised as follows:

Employability Services	Additional Resources 2012/2013
Flexible Support Fund - DWP	£430,000
SLC	£983,000
Youth Employability Fund - Scottish Government	£1,457,000
Total	£2,813,000

8. Other Implications

- 8.1 There is no direct risk to the Council as current and proposed services will be funded from identified existing budgets and external finance which has been or shortly will be notified.
- 8.2 There are no significant issues in terms of sustainability arising from the recommendations in this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1 This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and, therefore, no impact assessment is required.
- 9.2 Partners, local communities, service users, employers and local delivery organisations have been consulted in the design and development of the relevant components of the Routes to Inclusion programme.

Colin McDowall

Executive Director (Community & Enterprise Resources)

12 June 2012

Link(s) to Council Objectives/Values/Improvement Themes

- Connect
 - Tackling disadvantage and deprivation
 - Supporting the local economy by providing the right conditions for growth, improving skills and employability

Previous References

Enterprise Resources Committee – 15 February 2012

Executive Committee – 7 March 2012

List of Background Papers

- Enterprise Resources Committee Report February 15 2012 - Routes to Inclusion – Delivering the Council's Jobs Access and Employability Services Agenda Item 11

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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