

Report

Report to:	Finance and Corporate Resources Committee
Date of Meeting:	17 March 2021
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Youth Guarantee and Kickstart Employability Programmes - Workforce Implications
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise on the action taken, in terms of Standing Order No 36 (c) because of the timescales involved, by the Executive Director (Finance and Corporate Resources) in consultation with the Chair and ex officio member, to implement the 2020/2021 Youth Guarantee Grant Offer made to South Lanarkshire Council

2. Recommendation(s)

2.1. The Committee are asked to approve the following recommendations(s):-

- (1) that following action taken, in terms of Standing Order No 36 (c) by the Executive Director of Finance and Corporate Resources, in consultation with the Chair and an ex officio member be noted:-
- ◆ approval of proposal to temporarily increase the Finance and Corporate establishment by 6 full-time equivalent (FTE) posts and Education Resources by 5 FTE posts for a 12-month period and recruit 9 FTE temporary key workers and 2 FTE temporary team leaders as set out in Section 5; and
 - ◆ approval of proposal to offer up to 50 supernumerary Kickstart training placements.

3. Background

- 3.1. Young people aged 16 to 24 years are disproportionately affected by the global pandemic. The Universal Credit claimant count for young people of this age in South Lanarkshire stands at 2410 claimants – a rate of 7.8% (November 2020), 0.7% higher than the rate for Scotland for that age group (7.1%). Both UK and Scottish Governments have pledged to introduce employability interventions to counteract this impact.
- 3.2. The 2020/2021 Youth Guarantee grant offer to South Lanarkshire Council, received on 16 November 2020, is £1,654,675. The detail contained within the grant letter, indicates that the funds must be spent this financial year, or committed beyond March 2021 for defined supports, such as staff costs.

- 3.3. The proposals for implementation of the Scottish Youth Guarantee should be seen in the context of other funding, including Kickstart funding also for 16 to 24 year-olds, which is available from the UK government. Kickstart funding is designed to support work placements and job opportunities specifically.

The Council has been successful in obtaining two Kickstart bids, an intermediary Gateway host bid for 243 opportunities in SMEs and a council Employer bid for 50 new and additional supernumerary council posts.

- 3.4. In addition, due to an anticipated increase in redundancies linked to Covid-19 for employees of all ages, particularly when the Government's Job Retention Scheme concludes in April 2021, the Scottish Government has allocated grant funding to each local authority to support activities related to redundancies, both individuals and businesses. Part of the funding has been ring-fenced for the creation of a Single Point of Contact (SPOC) post within each Council.

4. Proposals to Support Implementation

- 4.1. The Youth Guarantee funding allows for the temporary appointment of Key Workers to facilitate employability support to affected young people.
- 4.2. These posts will operate in 2 teams, one based in Education Resources focusing on the needs of those aged 16 to 17 years, who are not eligible for other government supports, such as Universal Credit. This team will work closely with Developing Scotland's Young Workforce activity within schools, which has also been allocated additional in-school staffing support. The second team will be based in Finance and Corporate Resources and will focus on the older group of young people up to the age of 24 years, as well as the administration and compliance arrangements of the Employer Recruitment Incentive and reporting to the Scottish Government on progress and outcomes.
- 4.3. The Kickstart opportunities within the Council are 50 additional temporary opportunities which will be available to unemployed young people aged 16 to 24. These young people will be identified and referred to the Council by our partner, Department of Work and Pensions (DWP), locally. The grant conditions for the Kickstart vacancies are limited to 25 hours per week, for 26 weeks, at the national minimum wage, with some additional funds available for training for each participant. The Council will use Youth Guarantee funds to wrap around each of these vacancies within the Council, creating opportunities which can be up to 52 weeks, paid at the living wage, and for up to 35 hours. The constraints of the Youth Guarantee funding having to be spent or committed by March 2021 means that this wrap around approach will only apply to the identified Council vacancies at this stage.
- 4.4. It is anticipated that there will be a further grant award of Youth Guarantee funding in the next financial year, by which time the current economic restrictions and lockdown of businesses should be relaxed and allow more flexibility in the use of both Kickstart and Youth Guarantee funding.
- 4.5. Recognising that there are significant numbers of people on furlough across Scotland, who may be affected by redundancy when furlough ends in April 2021, the Scottish Government has increased the funding to support business and employees at risk of redundancy. This is led by Skills Development Scotland at a national level, with other agencies, including local authorities, being involved in the Partnership Approach to Continuing Employment (PACE). Additional monies have been allocated to councils so that there is a Single Point of Contact to support those at risk

of redundancy and to ensure consistency of approach across Scotland. The Single Point of Contact (SPOC) post for those affected by redundancy, will sit within the Finance and Corporate Employability Team, and support the existing PACE activity which the Council participates in with our partners. The post will have responsibilities which are broadly similar to those of Key Workers.

5. Employee Implications

- 5.1. The following table outlines the requirements for additional staffing to support these initiatives for a period of 13 months from appointment.

Post Title	No of Posts (FTE)	Grade SCP	Hourly Rate	Annual Salary	Total costs (including on costs)
Key Worker	8	Grade 2 Level 4 SCP 57	£16.52	£241,176	£314,252
Team Leader	2	Grade 3 Level 2 SCP 65	£18.60	£67,886	£88,455
Key Worker SPOC	1	Grade 2 Level 4 SCP 57	£16.52	£30,147	£39,281
				£399,209	£441,988

- 5.2. It is expected that successful applicants will be available to start in these roles in March 2021. This meets the requirements of the grant offer, that staffing is eligible for spend in financial year 2021/2022 if committed by the end of March 2021.
- 5.3. These posts have been graded using the Council's job evaluation scheme. 4 Key Workers and 1 Team leader are allocated to Education Resources, 4 Key Workers, 1 Team Leader and 1 Key Worker (SPOC) are allocated to Finance and Corporate Resources.

6. Financial Implications

- 6.1. The cost of the additional temporary posts to support these initiatives are fully funded from the No-One Left Behind Funding grants for Youth Guarantee and Partnership in continuing Employment (PACE).
- 6.2. The Kickstart vacancies within the Council, up to maximum of 50, will run for 25 hours per week and 26 weeks, and will be paid at the national minimum wage, as per the Kickstart grant. As the Council is committed to the Living Wage, some of the Youth Guarantee funding will be used as wrap-around, to bring hourly pay up to that level.
- 6.3. The focus of most of the funding is on young people aged 16 to 24 years of age, however, the Council is monitoring the impact of COVID on all age groups and will adjust services accordingly.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. There are no climate change, sustainability or environmental implications of the proposals contained within this report.

8. Other Implications

- 8.1. There are no implications for risk in terms of the information contained within this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy and therefore does not require an Equality Impact Assessment.

Paul Manning

Executive Director (Finance and Corporate Resources Resources)

19 February 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve the Quality of Life for Everyone in South Lanarkshire
- ◆ Focussed on People and Their Needs
- ◆ Promote Economic Delivery and Tackle Disadvantage

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

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

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