

Report

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Report to:	Enterprise Resources Committee
Date of Meeting:	30 March 2011
Report by:	Executive Director (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:-

- ◆ Present the performance of the Council's Jobs access and Employability Services

2. Recommendation(s)

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

- (1) that the performance of the Routes to Inclusion programme in 2010/2011 be noted; and
- (2) that the key activities and proposed spend of £4,069,342 for 2011/2012 including a contribution of £2,456,968 from Enterprise Resources 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.

3.2 In 2010/11 there have been significant changes, challenges and highlights in Routes to Inclusion activity. These developments have included:

- The change in Government and the emerging shift in Welfare Policy, in particular and the development of the mandatory Work Programme which will target virtually all claimant groups.
- The continuing effects of the global economic downturn which has significantly and disproportionately impacted on South Lanarkshire.
- The successful conclusion of the ambitious 3 year (2008—11) £11 million Community Planning Partnership (CPP) European Programme, with Routes to Inclusion directly delivering £5.1 million of its activity.
- Implementation of the former Fairer Scotland Fund Programme delivering employability services directly to the heart of the most deprived communities and very vulnerable groups.
- The implementation of the 16+ Learning Choices initiative aimed at improving partnership responses for young people requiring More Choices More Chances

- Ongoing delivery of the successful Future Jobs Fund, providing opportunities within the Council and in the voluntary and community sectors delivering tangible community benefits
- The implementation of the Activity Agreement Pilot to support the employability progression of our most vulnerable school leavers
- The implementation of a Youth Jobs Fund and Youth Connect Programme, offering opportunity to young people and support to small local businesses to employ them
- Implementation of the Clyde Gateway Employment Action Plan.

4. Performance in 2010/ 2011

4.1 The environment in which the employability partnerships, Routes to Inclusion and More Choices More Chances, operate has continued to prove tremendously challenging. The performance table below presents a positive picture in terms of job outcomes, including 800 Future Jobs Fund and over 230 Youth Jobs Fund opportunities. These jobs would not have existed without an additional investment of over £6m from the Government, Europe and the Council.

4.2 The table also clearly demonstrates the difficulties faced by people trying to progress through national training programmes or further education as places become more and more difficult to secure. This makes the services that the Council support all the more important in terms of up-skilling and improving the personal capacity of individuals in key client groups. Additionally the improvements to the local delivery infrastructure ensure that services are well positioned to harness improvements in the labour market when economic recovery gains momentum. The outcome data to December 2010 with the anticipated outcomes projected to March 2011 are as follows:

Routes to Inclusion Outcomes	Target	Actual to December 2010	Projected to 31 March 2011	Anticipated Performance against target
Number of workless individuals on programmes (engagements)	4050	4012	4709	116%
Number of individuals with enhanced employability	2700	3007	4009	148%
Number entering jobs	1800	1667	2200*	122%
Numbers into training	447	276	368	82%
Numbers into education	134	85	113	84%

* This includes 1030 YJF and FJF opportunities – when these are excluded job entry was 65% of target

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

- ♦ **Future Jobs Fund** – this initiative was one of the previous UK Government's initiatives and was designed to help young people and other groups who were facing difficulty in securing jobs. It offered people access to a job of community benefit for a minimum of 25 hours for 26 weeks and paid at least the minimum wage. The Council led a bid involving 42 community based voluntary organisations and key public sector partners, e.g. NHS, to deliver 1200 jobs for local people. This has required an investment of up to £7.8M.

- ♦ **Youth Jobs Fund** – building on the successful Future Jobs Fund model, this initiative was designed to support job-ready young people who had left school and were experiencing difficulty in securing employment, training or college places. It offers a 50% wage subsidy for 50 weeks.
- ♦ **Ex service personnel programme** – dedicated support and guidance, specific to the needs of ex-service personnel who are returning to South Lanarkshire after active service, to connect with local services, employment and training opportunities.
- ♦ **Nustart** – offering support and assistance to those who are over 25 and homeless to link with work education and training opportunities available in the area.
- ♦ **EK Works** – offering an Academy approach, this sought to engage residents from East Kilbride and the surrounding rural communities. It has a particular focus on employer engagement and training
- ♦ **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
- ♦ **Linking Opportunity And Need** – The Clydesmill Accord involves the Council working closely with the Fire Service to secure value from their procurement of a new training centre. The Accord involves agreement from the contractors and the supply chain to deliver, jobs, apprenticeships, training and a series of community benefits
- ♦ **Job Brokerage Aftercare Support** – to assist programme completers and more job ready beneficiaries identify, secure, sustain and progress in their employment
- ♦ **Sectoral specific training** – supporting local companies and public sector bodies to address their recruitment needs, particularly in 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
- ♦ **Support for Learning Disabilities** – providing funding to Council and external specialist programmes to enhance the employability of this client group
- ♦ **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 including 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 young people such as care leavers offering access to a nine month paid work experience placement in care or child care and access to a vocational qualification at level 2 in Social Care or Child Care.

- 4.5 The slow recovery from the recession has proved difficult to plan for and respond to as at the moment there is limited jobs growth locally. The ambitious but realistic targets set for 2010/11 of 4050 people supported, with 2381 successfully accessing employment, training or education, have been achieved despite the challenging operating environment and against a backdrop of a reduction in notified vacancies as the range of sectors recruiting has diminished.
- 4.6 The delivery of the programme has had to be more flexible and responsive to harness potential opportunities. The ability to adapt and change delivery has contributed to achieving success for vulnerable groups, such as young people, particularly in the current climate where competition with those with experience and a recent job history mitigates against people with significant barriers who require intensive support.
- 4.7 The lack of job opportunities, capacity issues in Higher and Further Education and fewer apprenticeships has resulted in a triple blow that has disproportionately affected young people. The Council and partners have invested additional resources and joined up services to help address the worst effects. The likelihood of a significant increase in negative leaver destinations would have been the result.
- 4.8 The Regeneration and Inclusion Team have been developing a range of interventions and activities at a programme level responding to priorities for 2011 to 2013. These are summarised at Appendix 1. In the light of the recession and its effect on outcomes last year, outcome targets may be revised for the coming year. These activities will build on those previously undertaken and will aim to support partner services collectively contributing towards meeting jointly agreed targets in the Single Outcome Agreement.

5. Employee Implications

- 5.1 There are no employee implications.

6. Financial Implications

- 6.1 The budget for the overall programme is supported by European Union, Enterprise Resources and Tackling Poverty Programme funding. Overall resources to support employability services for 2011 to 2012 are summarised as follows:

	2011/2012
CPP EU Funding	£1,612,374
Enterprise Resources	£2,456,968 (including the former Fairer Scotland Fund)
Total	£4,069,342

7. Other Implications

- 7.1 Risk assessment will be carried out on the components within this large scale employability support programme. Maximising draw down of awarded CPP EU funding requires the application of adequate match funding from Enterprise Resources. The bulk of services will be provided through a Framework Agreement which will ensure value for money and flexibility that meets the needs of priority client groups. Although unclear at the moment, it is expected that the introduction of the DWP Work Programme will have an impact on Council programmes which will be designed to ensure avoidance of overlap and duplication and delivery of maximum added value.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1 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.
- 8.2. 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 (Enterprise Resources)

4 March 2011

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 17 March 2010

List of Background Papers

- ◆ Enterprise Resources Committee Report 2010 - Routes to Inclusion – Delivering the Council's Jobs Access and Employability Services

Contact for Further Information

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

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Appendix 1

Route Ways	Description of Programmes
More Choices more Chances	Youth Connect – targeting vulnerable young people and providing 9 months paid work experience combined with vocational training to level 2 and intensive support Youth Jobs Fund – offering a 50 week, 50% wage subsidy to small and medium sized companies to take on 16-17 year olds
Inclusiveness	Demand-led programme offering beneficiaries Wide ranging supports including employability interventions, citizenship skills, core and basic skills along side industry accredited training e.g. SAGE Line50, moving and handling, health and safety
Re-Building	Focusing on demand led training in renewable technologies, life sciences and construction. Offering specialist vocational training in solar hot water, ground/air source heat pumps, energy efficiency, energy awareness, unvented domestic hot water, photovoltaic electric and rain water harvesting, gas installation and maintenance alongside tradition construction training.
Connect2	Connect 2 has operated for over 5 years, delivering significant outcomes for the most vulnerable groups by offering a 6 month waged placement in the health and social care sectors, access to a vocational Qualification at level 3 and intensive personal support. This has evolved to offer the supported employment model of delivery to other occupational areas.
Infrastructure Support	Job Brokerage Service – offering support to employers and access to employment opportunities for key client groups Discretionary Fund – offering specialist support and flexible funding of last resort, to overcome barriers. This includes e.g. childcare, assistance with workwear or travel. Health 4 Employability – delivering case management support and targeted health interventions to key client groups to support their transition to training and employment Volunteering/Community Engagement- providing additional employability support and opportunities to volunteer for key groups in the community Supported Employment – targeting clients with brain injury, learning disability or mental health issues