

Report

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Report to:	Enterprise Resources Committee
Date of Meeting:	15 February 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 to outline key activities and proposed spend for 2012/2013.

2. Recommendation(s)

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

- (1) that the good performance of the Routes to Inclusion programme, to quarter 3, 2011/12 is noted;
- (2) that the proposed programme of services totalling £3,675,208 in 2012/13 is approved including a contribution of £445k from Community and Enterprise Resources budget; and
- (3) that Routes to Work South be awarded the Job Brokerage Service in 2012/13 under the "Teckal" exemption and the management of job subsidy payments at a total cost of £1,260,000.

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 2011/12 there have been significant changes, challenges and highlights in Routes to Inclusion activity. These developments have included:

- Significant changes in the approach to Welfare Reform, including the implementation of the Work Programme targeting and mandating virtually all claimant groups, and the introduction of the Youth Contract by the UK Government.
- 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.
- The implementation of the new £7.2m, 2 year European Priority 5 Programme with Routes to Inclusion directly delivering £3.89m of activity

- Implementation of the Tackling Poverty Programme to deliver employability services directly to the heart of the most deprived communities and for very vulnerable groups.
- The on-going developments to support young unemployed people e.g. 16+ Learning Choices and Activity Agreements both aimed at improving partnership responses for young people requiring More Choices More Chances
- Ongoing delivery of the successful Youth Jobs Fund, creating opportunities in small to medium sized employers
- The introduction of the Graduate Jobs Fund Pilot to support this key group to help both local businesses and graduates benefit from the investment made in their education
- The expansion of Youth Connect Programme, offering opportunity to young people and small local businesses.
- Key sectoral pilots in partnership e.g. with South Lanarkshire College to develop training and qualifications for emerging sectors including green technologies
- Increased and improved employer engagement and coordination.

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 indicated 32% of all unemployed people in the area are under 24 years old. Job vacancies are down 22% from the previous year and there is increased competition for opportunities the School leaver population has increased each year for the past 3 years.

4.2 Despite these challenges the performance table below presents a positive picture in terms of job outcomes. However, included in this figure are over 230 Youth Jobs Fund opportunities. These jobs would not have existed without the additional Council investment. 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 internal and external services the Council supports all the more important in terms of up-skilling and improving the personal capacity of key client groups. Additionally the improvements to the local employability delivery infrastructure ensure that services are well positioned to harness improvements in the labour market when sustained growth returns.

	Target	Actual to December 2011	Projected to 31 March 2012
Routes to Inclusion Outcomes			
Number of workless individuals on programmes (engagements)	2000	1921	2300
Number entering jobs	1100	507	1100

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 – 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. this programme has delivered significant success- 95% of the young people who complete the subsidy period sustain employment.

- ◆ **South Lanarkshire Works 4 U** this is the brand extended to cover the implementation of the Priority 5 Programme.
- ◆ **EK Works** – based on the significant achievements and the continued demand for this service, the initiative was extended and continues to offer job brokerage and employer engagement to the residents and businesses of East Kilbride and the surrounding rural communities.
- ◆ **SW Justice Team Employability Support** was extended to offer people on court orders to benefit from specialist input to support skills development and positive progression
- ◆ **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** – increased and improved employer engagement and targeted responses.
- ◆ **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 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, this has been extended to offer a specific peer mentoring pilot to support developments for people with learning disabilities in the rural area
- ◆ **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 2 or 3 in sectors with high employer demand 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 care or childcare and access to a vocational qualification at level 2 in Social Care or Child Care.
- ◆ **Funding additional Winter Leaver places** and a pilot programme for summer leavers who have substance misuse issues

- 4.4 The slow emergence from the economic downturn has proved difficult to plan for and respond to as no sectors locally appear to be leading growth. The ambitious, but realistic targets set for 11/12 of 2000 people supported with approximately 80% successfully accessing employment, training or education have been achieved despite the challenging operating environment and against a backdrop of a reduction in notified vacancies and the variety of sectors recruiting 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 influenced success for vulnerable groups such as young people and graduates, particularly in the current climate in which competition with those with a recent job history and experience makes the process much more difficult for those without experience or with significant barriers who require intensive support.
- 4.6 The impact of the slow recovery, capacity issues in training and Further Education, fewer employers taking on apprentices 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 mitigate the worst effects. The School Leaver Destination Report indicated an improvement in positive destinations with the Council's programmes directly contributing.
- 4.7 The Regeneration and Inclusion Team will continue to manage a range of interventions and activities at a programme level as agreed at the March 2011 Committee meeting and summarised at Appendix 1. These will aim to support partner services collectively contributing towards meeting jointly agreed targets in the Single Outcome Agreement. On the basis of the "Teckal" exemption, Routes to Work South would again be contracted to undertake the Job Brokerage Service and the management of job subsidy payments at a total cost of £1,260,000.

5. Employee Implications

- 5.1 There are no employee implications.

6. Financial Implications

- 6.1 The budget for the overall programme outlined was agreed by the Committee in March 2011 and the Community Planning Partnership and is supported by European Structural Funding, Community and Enterprise Resources and Partner funding. Overall resources to support employability services for 2012/13 are summarised as follows:

	2012/2013
CPP EU Funding	£833,687
Community And Enterprise Resources	£444,660
Tackling Poverty Fund	£2,396,861
Total	£3,675,208

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 Community Planning Partnership European Funding requires the application of adequate match funding from Community and Enterprise Resources. The bulk of services will be provided through a Procured Framework Agreement which ensures value for money

and flexibility that meets the needs of the client groups and employers. Although unclear at the moment, the Dept of Work and Pensions, Work Programme may impact on the Council programmes. The Council programmes will require flexibility to avoid overlap or duplication and deliver maximum 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 (Community and Enterprise Resources)

18 January 2012

Link(s) to Council Objectives and Values

- 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 30 March 2011

List of Background Papers

- Enterprise Committee Report March 2011 - 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:-

Simon Carey Regeneration and Inclusion Manager

Ext: 01698 453812

E-mail: simon.carey@southlanarkshire.gov.uk

Appendix 1

RouteWays	Description of Programmes
More Choices more Chances	<p>Youth Connect – targeting vulnerable young people and providing 9 months paid work experience combined with vocational training to level 2 and intensive support</p> <p>Youth Jobs Fund – offering a 50 week, 50% wage subsidy to small and medium sized companies to take on 16-17 year olds</p> <p>STEP – mentoring and job coaching for vulnerable young people aged 18+</p>
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 traditional 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 a range of sectors including health and social care, catering, hospitality and retail, access to a vocational Qualification at level 3 and intensive personal support.
Infrastructure Support	<p>Job Brokerage Service – delivered primarily by Routes to Work South, offering support to employers and access to employment opportunities for key client groups, the expanded service will cover the whole of South Lanarkshire.</p> <p>– offering specialist support and flexible funding of last resort, to overcome barriers. This includes e.g. childcare, assistance with workwear or travel.</p> <p>Health 4 Employability – delivering case management support and targeted health interventions to key client groups to support their transition to training and employment</p> <p>Volunteering/Community Engagement- providing additional employability support and opportunities to volunteer for key groups in the community</p> <p>Supported Employment – targeting clients with brain injury, learning disability or mental health issues</p> <p>Workless Families – targeting family groups who need additional employability support to progress</p> <p>Graduate Jobs Fund – offering a wage subsidy to employers to encourage the recruitment of local unemployed graduates</p>