
Report To: Environment and Regeneration Committee **Date:** 16th January 2014

Report By: Corporate Director – Environment, Regeneration & Resources **Report No:** E+R/14 01/02/SJ/SL

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Subject: Employability Programme – 2013/14

1.0 PURPOSE

- 1.1 To update the Committee on the performance and future of the Skills Development Scotland Employability Programme - formerly known as Get Ready for Work.

2.0 SUMMARY

- 2.1 On an annual basis, Inverclyde Council submit a proposal to Skills Development Scotland for a contract to deliver training and employment placements for young people. In 2013/14, the proposal was successful and Inverclyde Council have provided 40 placements for young people aged 16-18 - typically in the leisure industry and supported by Inverclyde Leisure. It is anticipated that Inverclyde Council will draw down the full contract value in this current year of £114,370.
- 2.2 Participants can access the programme at various levels and will complete up to 26 weeks of learning and work placement activity, in addition, this year Inverclyde Council has successfully achieved accreditation to deliver the Certificate of Work Readiness - a national employability certificate identifying the key skills of young people.
- 2.3 This has been the first year of the new programme and there have been some challenges, nevertheless, delivery has been excellent and positive outcomes have been achieved.
- 2.4 Skills Development Scotland are currently re-contracting for the period 2014-2015, with a notice issued on Public Contract Scotland on 22nd November 2013 and a closing date of 18th December. Inverclyde Council is preparing a submission and is seeking to increase the volume of trainees from 40 to 50 new starts.

3.0 RECOMMENDATIONS

- 3.1 That Committee note the content of the report.
- 3.2 That Committee note the proposal to submit for a new contract and approve acceptance of contract should the bid be successful.

4.0 BACKGROUND

- 4.1 Inverclyde Council have delivered the Get Ready for Work programme for a number of years and since 2007 within the structure of Economic Development. The programme has been delivered by two officers within the Workforce Development team, including all aspects of recruitment, training, certification and employer engagement. In the final year of the Get Ready for Work programme, the team at Inverclyde Council delivered the best performing programme of any provider in the area, with a positive outcome rate above 70%.
- 4.2 In 2012, Skills Development Scotland rebadged and relaunched the programme as the Employability Programme. Nevertheless, the core activity remains around delivering training & employment opportunities for young people and a total of 289 placements were made available for residents of Inverclyde.
- 4.3 Inverclyde Council obtained a contract to provide 40 placements for 16/17 year olds, with 20 of these to be recruited at stage 2 and 20 at stage 3. Assessment of individuals is undertaken by the Careers Office with participants at stage 2 having multiple barriers and those at stage 3 being a bit closer to the labour market.
- 4.4 The contract has been delivered throughout the course of the year and the final intake will be completed in January 2014. The majority of participants have worked hard whilst on placement and have successfully progressed to other options including jobs and further education.
- 4.5 The success of this contract is dependent on the delivery of appropriate and accredited training, with candidates having options around personal development, first aid and sports certification. The programme has been significantly enhanced this year with Inverclyde Council now an accredited centre for the delivery of the Certificate of Work Readiness.
- 4.6 The Certificate of Work Readiness has been developed by Scottish Government, Local Authorities and Employers. This was developed in response to employers seeking a simple identification of young people having worked through basic skills training and identified as potential good employees, for example, where they have not performed well at school or had any subsequent work experience.
- 4.7 Skills Development Scotland issued a call for new proposals on 22nd November 2013 via Public Contract Scotland, with a closing date for returns of 18th December. It should be noted that the current contract value of £114,370 covers all aspects of the programme including staff, trainee and training costs – there are no Inverclyde Council funds associated with this programme and any surplus generated is retained as income by the Council.
- 4.8 Inverclyde Council are keen to continue developing the programme and have identified capacity to increase the volume of trainees at Level 3, thereby creating additional progression routes for all participants. Accordingly, the bid submitted will be for a total of 50 new placements and will seek additional variation in the eligible age group to incorporate 18 and 19 year olds.

5.0 FINANCE

Financial Implications – One off Costs

| Cost Centre | Budget Heading | Budget Year | Proposed Spend this Report | Virement From (If Applicable) | Other Comments |
|-------------|----------------|-------------|----------------------------|-------------------------------|----------------|
| N/A | | | | | |

Financial Implications – Annually Recurring Costs/ (Savings)

| Cost Centre | Budget Heading | With Effect from | Annual Net Impact | Virement From (If Applicable) | Other Comments |
|-------------|----------------|------------------|-------------------|-------------------------------|----------------|
| N/A | | | | | |

6.0 CONSULTATIONS

- 6.1 Consultations have included:-
 Inclusive Education & Corporate Policy
 Human Resources
 Finance
 Inverclyde Leisure

7.0 REPOPULATION

- 7.1 Regarding the economic case for repopulation and issues related to unemployment or underemployment in the area; by providing additional training options for young people we are creating opportunities that will encourage those young people to stay within the area. Targeting additional external funding and contracts minimises the stretch on our core budget.