

Report To: Environment & Regeneration Committee
Date: 1st May 2014

Report By: Corporate Director – Environment, Regeneration & Resources
Report No: E+R/14/05/03/SJ/SL

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Subject: Employability Resources

1.0 PURPOSE

- 1.1 To identify and update the Environment and Regeneration Committee on the planned dispersal and usage of additional funding for employability.

2.0 SUMMARY

- 2.1 Since 2008 Inverclyde Council has developed a successful employability pipeline. The services contained within the pipeline, which are procured through appropriate tendering processes, have successfully attracted European Structural Funding both from the European Regional Development Fund and the European Social Fund.
- 2.2 The existing European Structural Fund programme finished on 31st December 2013 albeit with planned expenditure through till June 2014. The successor to the programme has not materialised and is still under discussion / design and this period of no funding had the capacity to significantly reduce the overall funds available within the employability pipeline.
- 2.3 At its budget setting meeting in February 2014, Inverclyde Council allocated £400,000 for the purpose of sustaining the delivery of employability services, within the employability pipeline, which equates to the level of funding which the Council and its partners would have received under the auspices of the previous European programme.
- 2.4 The £400,000 will be allocated within the existing range of employability services. Existing contracts are due to expire on 30th September 2014 and the balance of resources will be built into the re-contracting process.

3.0 RECOMMENDATION

- 3.1 That Committee note the planned expenditure and activity.

Aubrey Fawcett
Corporate Director – Environment, Regeneration & Resources

4.0 BACKGROUND

- 4.1 At its budget setting meeting in February 2014, Inverclyde Council allocated £400,000 for the purpose of sustaining the delivery of employability services with in the Council's employability pipeline.
- 4.2 This budget is a one off payment for financial year 2014/15, to support the delivery of employability services.
- 4.3 The previous European Social Fund and European Regional Development Fund programmes operated from 2007-2013, providing significant resources for employability in Inverclyde. The programme is now in transition however, as yet, no final arrangements have been made for the implementation of the new programme and it is anticipated this will not be completed until later in 2014.
- 4.4 In the financial years 2013/15, Local Authorities were asked to spread reduced resources over an extended period. This necessarily has resulted in financial pressures on employability delivery at a time when welfare reform and the reduction in public sector spending are already increasing the demand for employability support from local residents.
- 4.5 Employability services are delivered by a range of organisations and achieve a wide range of outputs in supporting local residents (Appendix of current performance).
- 4.6 The allocated funds will result in programme delivery including future jobs, graduate opportunities and support targeted at a wide range of local residents:-

Young people
 Lone Parents
 People with health issues
 People with disabilities
 People on low incomes
 Short term unemployed
 Long term unemployed

5.0 IMPLICATIONS

Finance

5.1 Financial Implications – One off Costs

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From (If Applicable)	Other Comments
		2014/15	£400,000		

Financial Implications – Annually Recurring Costs/ (Savings)

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

Legal

- 5.2 There are no legal implications arising from this report.

Human Resources

- 5.3 There are no HR implications arising from this report.

Equalities

5.4 There are no equalities implications arising from this report.

Repopulation

5.5 Regarding the economic case for repopulation and issues related to unemployment or underemployment in the area; by sustaining our approach to the funding of employability services we can generate programmes to retain the existing population and attract new residents. Investment in employability helps to sustain jobs within our local business base and can also help create new jobs resulting in better employment prospects for our population. This is achieved through the delivery of programmes targeted at young people, graduates, short term and long term unemployed residents.

6.0 CONSULTATIONS

6.1 Finance

Strategic Employability Group – local partners.

7.0 LIST OF BACKGROUND PAPERS

7.1 None.

EMPLOYABILITY SERVICES CONTRACTOR PERFORMANCE APRIL 2013 - March 2014

Target Performance for Stage of Delivery 100%

EMPLOYABILITY SERVICES							
Contract Title	Contractor	Summary of Activity	Contract Information	2013/14 Contract Value/Targets	Actual	% on target	COMMENTS
PROGRESS	STEPWELL	Supporting unemployed/inactive residents with a physical, mental, sensory or learning disability into sustainable employment by providing specialist health advise and supported employment and job placement opportunities.	Financial	£ 97,500	£ 97,500	100.00%	
			Number of Clients Supported	30	77	256.67%	
			Number of clients referred from the end-to-end employability service	20	21	105.00%	
			Number of supported employment placements/job placements directly provided	10	13	130.00%	
			Number of clients with greater confidence to progress into work	30	65	216.67%	
EMPLOYMENT ADVICE, ADVOCACY AND GUIDANCE	INVERCLYDE ADVICE AND EMPLOYMENT RIGHTS	Delivers services in the field of Employment Rights and Work Related issues including specialist advice, advocacy, and guidance on employment rights including employment law, workplace health & safety and occupational health.	Financial	£ 59,950	£ 59,980	100.05%	
			Total Number of clients supported	670	741	110.60%	
			No of clients remaining in employment	500	569	113.80%	
			No of job retention hearings attended	50	66	132.00%	
			No of clients with greater awareness of their employment rights	670	741	110.60%	
		No of clients with improved self esteem	300	741	247.00%		
INVERCLYDE WORKS	INVERCLYDE COMMUNITY DEVELOPMENT TRUST LTD (ICDT)	Provides a range of activity for those wanting to improve confidence, motivation and skills to enable progression to employment. Pre-vocational and vocational training in a range of sector provided. Future Jobs, Graduate programme and Employer Engagement/Job Brokerage and in-work support are also provided. Financial Fitness and Community Learning & Development deliver specialist support to clients.	Financial	2,218,478	£2,218,478	100.00%	
			Total number of unemployed/unwaged clients	1,000	1062	106.20%	
			Number gaining a partial/full qualification	405	399	98.52%	
			Number progressing to employment	432	370	85.65%	
			Number gaining employment via Job Brokerage	170	179	105.29%	
			Number of Future Jobs	130	147	113.08%	
			Number gaining Financial Fitness support	600	1021	170.17%	
			Number gaining CLD support	150	172	114.67%	

Inverclyde Council has allocated an additional £400,000 as detailed in the report and given the ongoing challenges associated with European funding.

This funding will maintain and enhance the delivery of employability services, specifically, to contribute to the delivery of the following options:-

Support 500 clients over a 6 month period, targeting 185 job outcomes and additional qualifications.

Future Jobs - 50 * 26 week posts based in local community organisations.

Graduate posts - 8 * 1 Year F/T posts.

The main end to end service is delivered by Inverclyde Community Development Trust with staff directly employed in this activity.