

North East Derbyshire District Council

Cabinet

24 September 2014

Ambition Sheffield City Region update

**Report No: GBXR/21/14/JW of Councillor G Baxter MBE, Portfolio Holder with
Responsibility for Building a Better Council**

This report is public

Purpose of the Report

- To provide Cabinet with an update on progress of the Ambition Sheffield City Region (SCR) Programme.
- To recommend that Cabinet agree to the formation of an Ambition Partnership Group and nominate a member from NEDDC to be a member of this Partnership Group.
- To recommend that Cabinet agree that NEDDC provide work placements for young people on the Ambition programme.

1 Report Details

- 1.1 Ambition SCR is a 2 year pilot employment support programme for 18 – 24 year old Job Seekers Allowance claimants who are 6 month + unemployed. Individuals who can be identified as having been persistently or long term NEET and who can be predicted to becoming long term unemployed can also be referred onto the programme. All referrals will be via the Department of Work and Pensions.
- 1.2 This pilot programme will be funded via monies obtained through the Sheffield City Region Local Enterprise Partnership from the Youth Contract Underspend.
- 1.3 The programme will be delivered via intensive 1-1 support, individually tailored employability and skills training, work placement, in work support and support with progression.
- 1.4 There is funding allocated in the budget to support with travel during the training and work placements to ensure that this is not a barrier to finding employment.
- 1.5 A back to work bonus – total of £500 - will also be provided for each young person who remains in work for 26 weeks as an additional motivator to stay in work. This back to work bonus will be paid over three instalments.
- 1.6 Details of the funding available and expected outputs that we have previously been allocated can be seen in Appendix I. However, due to the number of JSA claimants

being reduced for all authorities except Chesterfield which has seen an increase, since December 2013, the numbers of expected beneficiaries and the funding have now been changed to:

	Impact on monies & outputs	New average starts/ month
Bassetlaw	Reduced by £26,937	3
Bolsover	Reduced by £4,848	2
Chesterfield	Increased by £6,194	4
Derbyshire Dales	Reduced by £13,096	1
North East Derbyshire	Reduced by £2,493	2

- 1.7 A report was presented on 19 March 2014 to provide Cabinet with background information re Ambition SCR. It was agreed that NEDDC work collaboratively with Bolsover District Council and utilise the expertise of both councils. It was also agreed that the Chief Executive, in conjunction with the Leader of the Council, have delegated authority to agree contractual arrangements regarding Ambition Sheffield City Region following discussion with Sheffield City Region and other partners.
- 1.8 A delegated decision has been approved (dd/041/14/JW) that NEDDC become accountable body for the sub-regional delivery of the Ambition SCR and recruit additional staffing to deliver the programme. An Ambition SCR Contract Specification has been developed and this is currently with the legal services team at Bolsover which is acting for both North East Derbyshire and Bolsover.
- 1.9 Discussions have now taken place with Bassetlaw District Council and Chesterfield Borough Council and both have agreed to have the service delivered in their local authority areas via the collaborative working between North East Derbyshire District Council and Bolsover District Council. An inter-authority agreement is currently being developed to ensure that any risk is shared. Derbyshire Dales District Council have also requested to join the partnership and this has been agreed by NEDDC through a delegated decision DD/086/14 /JW
- 1.10 Sheffield City Council have now negotiated with the Department of Work and Pensions (DWP) that JSA claimants can be referred from the DWP to Ambition SCR when they are 3 month + unemployed. This will be advantageous for the Derbyshire area as there is a current DWP programme which supports the same age group 6 month + unemployed which could have potentially reduced the number of young people being referred.
- 1.11 Due to the large geographical area to be covered, a full time Team Leader will be recruited and four full time equivalent Key Workers to provide the intensive support to clients. The Team Leader will be responsible for the employer engagement role to find work placements and jobs as appropriate for the young people. There will be

ongoing monitoring of the programme to ensure that the staffing levels are as required to deliver the programme.

- 1.12 It has been recognised that there will be young people with debts to include credit card debt, loans and student therefore it has been decided to employ a Financial and Debt Adviser within the Ambition Team. The Financial and Debt Adviser will develop and facilitate workshops/training sessions as required for the young people in addition to providing financial support on a one to one basis.
- 1.13 There is also a need for mental health support for young people across the geographical area. The team will therefore include a Health Support Advisor who will develop and facilitate workshops/training sessions as required for the young people. Discussions are also taking place with the Clinical Commissioning Groups to see how they can provide added value to the project given that it meets many of their priority themes.
- 1.14 All the posts have been evaluated through NEDDC's job evaluation process and contracts will be issued for one year initially, following formal review of the programme.
- 1.15 The delivery model that is going to be used for this geographical area can be seen in Appendix II.
- 1.16 Advertising will take place in August using local authority channels of communications and networks and wider advertising will take place using the Derbyshire Times, Mansfield Chad and Worksop Guardian. Secondments may also be an option to support skills development of existing employees. The Team Leader will be appointed first and then be involved in the recruitment process for the rest of the team. It is expected that the Team Leader, the Health Support Adviser, the Financial and Debt Adviser and 2 FTE Key Workers will be in place to start delivery in November/December 2014. A further 2 FTE Key Worker will be appointed in February 2015 to ensure that there is sufficient staffing in place at the end of the project time to support young people who have registered with the project towards the end of the two years.
- 1.17 The Ambition Team will initially be based at Coney Green however it expected that around 80% of their time will be out in the community supporting clients in facilities to be sourced. Staff will then move to Mill Lane when required in the accommodation/move project plan.
- 1.18 A communications protocol is being developed to ensure that any promotional materials, publicity and press releases are co-ordinated by NEDDC, but which involve partners.
- 1.19 An Ambition Partnership Group will be formed with one member and one officer to represent each of the five local authority areas and this Group will meet bi-annually. The purpose of this group will be to provide feedback and advice on project progress. Regular meetings will take place with individual authorities to provide an update and ensure that any local issues are dealt with quickly.

- 1.20 Employers across this geographic area will be engaged with to provide young people with an invaluable work placement opportunity. This will be for 3 days per week for a period of 8 weeks which could be extended if required to further support the young person for 12 weeks. Each work placement will be in a safe working environment and the young person's experience will be structured around their Individual Development Plan. The young person will have weekly contact with their Key Worker and have formal monthly reviews against their Individual Development Plan to ensure that progress is being made. The employer will also be supported by the Team Leader for the duration of the work placement and if there is feedback about the young person then this will be provided to the Key Worker. It will be critical that the right work placement can be provided for the young person to support them with their long term career aspirations and the Team Leader through liaison with the Key Worker will ensure that the most suitable employer is selected.
- 1.21 NEDDC can provide a variety of work placement opportunities for a young person through their front line and back office services. This programme provides the opportunity for NEDDC to be a leading example to other employers in providing work placements for young people. If vacancies are made available then the young person will apply for positions as per NEDDC recruitment and selection procedures.
- 1.22 A further report will be produced in summer 2015 to provide Cabinet with a progress report when the programme has been running for six months.
- 1.23 An opportunity has arisen to bid for funding under the DCLG's current Help for Single Homeless bidding round. The bid criteria encourages an integrated approach to homeless prevention through working with partner agencies such as health, job centre plus and debt advice agencies to ensure that those at risk of homelessness are able to access support to gain health, independence and stability to enable them to sustain a home of their own.

Under this bidding round, local authorities from Derbyshire and Derby City have submitted a bid for £340,000 over 18 months. The Housing Strategy and Enabling Manager has negotiated proposals for a dedicated project totalling £150,000 in the north of the County to work in partnership with the Ambition Project and Talent Match to ensure the housing needs of young people are met. The project will employ a Project Coordinator and 2 Housing Support workers.

These workers will cover North East Derbyshire, Chesterfield, Bolsover and Derbyshire Dales and will coordinate a pathways approach to housing for young people. Housing units will be identified for young people, including shared accommodation and links into the existing Private Rented Access Scheme.

The remaining Derbyshire wide bid also includes a worker to be based within Calow Royal Hospital to manage admissions and discharge protocols for people with complex needs; a Benefit Sanctions Worker and a No Second Night Out Worker based in Chesterfield to work with rough sleepers or those at risk of rough sleeping in the north of the County.

The partnership working with Ambition will be used as a pilot project to provide evidence of need for a future Derbyshire wide project linking housing with

employment, skills and health. Best practice will also be cascaded across Derbyshire and Derby City. The closing date for this bid is 8th August with successful bids announced mid September with a projected starting date of November 2014.

2 Conclusions and Reasons for Recommendation

- 2.1 That Cabinet agree to the formation of an Ambition Partnership Group and to nominate a member from NEDDC to be a member of this Partnership Group
- 2.2 That Cabinet agree to work placement opportunities being made available for young people on the Ambition programme within the Council.

3 Consultation and Equality Impact

- 3.1 The Sheffield City Region Skills and Labour Market Workstream Group have worked together to draw down funding from Central Government and have developed this project.
- 3.2 Sheffield City Council are the accountable body for the region and they have had discussions with the Department of Work and Pensions on behalf of this Group.
- 3.3 A presentation of the project was given to Leadership in February 2014 and a report has been taken to Cabinet in March 2014.

4 Alternative Options and Reasons for Rejection

- 4.1 Alternative options for the local delivery of Ambition SCR were discussed in the Cabinet report in March 2014 and it was decided that a direct delivery mechanism would be used.

5 Implications

5.1 Finance and Risk Implications

- 5.1.1 Funding is provided by SCR LEP for the 2 year programme. Performance will be reviewed formally every six months throughout the life of the programme. The tolerance level of performance is 50% of job starts. If this target is not being met then the local authority will have 3 months to improve performance. If under-performance continues then the funding could be re-distributed to other local authority areas, the contract size could be reduced or the contract could be removed completely. The programme will be managed in house on a monthly basis and any issues will be identified quickly. Partnership meetings will take place on a regular basis to discuss any localised issues and the way forward. Project management documentation will be completed to ensure that progress can be monitored and issues and lessons learned can be logged as appropriate. There is a risk that the numbers expected from the Department of Work and Pensions are

not referred to Ambition. Promotion of Ambition will take place with individual Job Centres to ensure that their advisers are fully aware of the programme and if there are issues, these will be raised up to Sheffield City Council. There is a risk that work placements are not secured for the young person. Again promotion of Ambition will take place by the Team Leader. Partners will also promote Ambition with their businesses when the opportunity rises and at networks and forums that take place in their geographic area. The Team Leader will meet with individual businesses before a young person is placed with them to ensure that the business and the young person is a suitable match, as this is a critical element of the programme. Other regional networks such as Skills Made Easy will also be utilised.

5.2 Legal Implications including Data Protection

- 5.2.1 Data will be stored onto a SCR database. This data will be collected, stored and maintained in accordance with the Data Protection Act. Meetings are to take place with the Data Protection Officer to ensure that data is collected, stored and retained as appropriate. SCR has also negotiated data sharing agreements with the DWP.

5.3 Human Resources Implications

- 5.3.1 Recruitment of staff will be in accordance with NEDDC equalities policies and procedures as NEDDC is the accountable body for the programme and therefore the employer.

6 Recommendations

- 6.1 That Cabinet notes the progress made to date.
- 6.2 That Cabinet agrees the formation of the Ambition Partnership Group comprising Officers and a Member.
- 6.3 That Cabinet nominates a Member onto the Ambition Partnership Group
- 6.4 That Cabinet approves that work placements be provided for young people on the Ambition Partnership Group programme.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
District Wards Affected	All
Links to Corporate Plan priorities or Policy Framework	Create jobs, build skills and attract investment.

8 Document Information

Appendix No	Title
1	Key Performance Indicators and outputs
2	Flowchart showing local delivery model of Ambition SCR
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Cabinet report, 19/3/14 Delegated decision, dd/041/14/JW	
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AGIN 6(a) – CAB(0924) – Ambition SCR Update/CLS

AGIN 6(a) Appendix 1

Key Performance Indicators and Outputs

ALL	JSA Claimants Aged 18-24 as of Dec 2013	% of LEP 18-24 JSA's	LA Contract value	Back to Work Bonus (retained by SCC)	Number Assessed	Number Beneficiaries	Minimum Number Jobs (4 weeks)	Minimum Number of progressions (26 weeks)	Minimum Number of sustained in the workplace (26 weeks)
						67% of column A	40% of column B	55% of column C	80% of column C
Barnsley	1,545	13.4%	£ 567,755.01	£ 67,203.13	324	218	87	48	70
Bassetlaw	600	5.2%	£ 220,487.38	£ 26,098.30	126	85	34	19	27
Bolsover	385	3.3%	£ 141,479.40	£ 16,746.41	81	54	22	12	17
Chesterfield	640	5.6%	£ 235,186.54	£ 27,838.19	134	90	36	20	29
Derbyshire Dales	110	1.0%	£ 40,422.69	£ 4,784.69	23	16	6	3	5
Doncaster	2,205	19.2%	£ 810,291.14	£ 95,911.27	463	311	124	68	99
North East Derbyshire	360	3.1%	£ 132,292.43	£ 15,658.98	76	51	20	11	16
Rotherham	1,920	16.7%	£ 705,559.63	£ 83,514.57	403	271	108	60	87
Sheffield	3,730	32.4%	£ 1,370,696.57	£ 162,244.45	783	526	210	116	168
City Region Total	11,495	100.0%	£ 4,224,170.80	£ 500,000.00	2414	1620	648	356	518

Number of young people:

- Referred by JCP and assessed by a Key Worker
- Started on the programme – minimum number assessed by a Key Worker and started the programme
Numbers undertaking 12 and 18 week programmes split out in the tables below
- Starting a job (a minimum of 16 hours per week for 4 weeks – last date for job start is 31 April 2016)
- Progressing within the workplace; training/qualification, increased hours, increased salary, second job (to increase hours), career progression, achieving next step on career ladder (within 26 weeks of starting the job)
- Remaining within work after the programme (a minimum of 16 hours per week for 26 weeks)