

REPORT TO: Employment, Learning & Skills and
Community Policy & Performance Board

DATE: 24th September 2018

REPORTING OFFICER: Strategic Director, Enterprise, Community
and Resources

PORTFOLIO: Economic Development

SUBJECT: ESF Ways to Work Programme Update

WARDS: Borough wide

1.0 PURPOSE OF THE REPORT

- 1.1 To provide Members with an overview of the ESF Ways to Work Programme currently being delivered by Halton People into Jobs, including achievements to date, income and expenditure and future strategy for delivery.
- 1.2 To provide opportunities for Members of the PPB to raise any questions with regards to the ESF Ways to Work Programme.

2.0 RECOMMENDATION: That

- 1) **the report be noted**

3.0 SUPPORTING INFORMATION

3.1 Background information

- 3.1.1 In January 2016, Halton Borough Council as part of a Liverpool City Region (LCR) - Combined Authority (CA) submission successfully secured grant from the European Social Fund (ESF). The total cost of the programme is over £40 million. The programme runs until December 2018. Halton's contract is up to a maximum of £3.3 million. The ESF Ways to Work Programme provides funding to reduce the barriers to employment to those residents furthest away from the job market. Participants on the programme are able to access a personal budget for items such as training, interview clothes, travel costs, and, in some cases where the case is proven, driving lessons. The funding also supports 6-12 month paid work placements known as Intermediate Labour Market Placements (ILMs). ILMs are designed to give residents practical work experience which ideally will lead to a job in the area where they undertake a placement, or will at least provide them with some job skills which should help them in their future search for work.

3.1.2 The programme is voluntary and referrals can be made either by residents themselves, the Jobcentre Plus, internal HBC departments, partner organisations and outreach work undertaken by the Ways to Work team.

3.1.3 Contract delivery commenced in January 2016 and is split into two distinct age groups as defined by ESF investment priorities; 1.1 and 1.3. 1.1 relates to participants aged 30 years upwards, with no upper age limit and has a project end date of 31st December 2018. 1.3 relates to participants aged 16-29 and has a project end date of 31st July 2018. Halton Borough Council's 14-19 Team (who contributed to the match funding element of this ESF programme) work very closely with a private organisation called Training Attention who were procured to engage 1.3 inactive participants and deliver a coaching and mentoring service to 16-18 year olds.

3.1.4 The LCR has recently applied for an extension to funding until March 2020 for both 1.1 and 1.3 cohorts. The 1.3 extension to programme has been approved already and we await confirmation of the 1.1 extension to programme.

1.3 extension to funding £1,346,758.91

1.1 extension to funding £ 545,666.58

3.2 Performance/achievement

3.2.1 Performance to date (since January 2016)

A total of 1064 unemployed Halton residents have registered on the ESF Ways to Work programme, broken down as:

- 409 1.1 participants, and;
- 655 1.3 participants.

Participant categories for which the project has over performed in registrations are detailed below:

1.1 Over 50's
 Participants without basic skills
 Unemployed participants into employment

1.3 Participants with disabilities
 Participants who live in a single adult household with dependent children

3.2.2 Areas of focus up to December 2018 include the following participant categories: ethnic minorities; "inactives" i.e. people not engaged in training or employment; and 1.1 participants who live in a single adult household with dependent children.

3.2.3 The project has placed 142 Halton people into ILMs. Of these, 66% (93 participants) who started an ILM have since moved into employment. 7 individuals are still on their ILM placement. The next recruitment round of ILM recruitment will start in mid-September using the extension to programme funding.

Table of ILM outcomes up to 31st July 2018

OUTCOME	NO. PARTICIPANTS	PERCENTAGE	HOW % CALCULATED
Kept on after ILM	62	46%	(of 135 ILMs completed so far)
Found alternative employment	26	20%	(of 135 ILMs completed so far)
Sickness preventing participation	3		
Terminated conduct/attendance	15	10%	of all 142 ILMs
Participant left	10	7%	of all 142 ILMs
Went on to education	2		
Moved out of area	4		
Still in placement under review	7		
ILM ended - jobsearching	9		
Not engaging	1		
Self employed	1		
In ILM absent without leave	2		
	142		

3.2.4 ILM Extension Profile (from September 2018)

1.3 ILM Places

Total number of places	49
September 2018 start	12
November 2018 start	12
February 2019 start	12
May 2019 start	13

1.1 ILM Places

Total number of places	22
January 2019	10

start	
February 2019 start	6
May 2019 start	6

3.3 Income and expenditure

- 3.3.1. 1.1 funding is broken down into 50% ESF and 50% match funding by Halton Borough Council. Claims are submitted quarterly for salaries, programme management, overheads (calculated as 15% of salaries), marketing, consulting, and participant costs.
- 3.3.2 1.3 funding is broken down into 33% ESF, 33% Youth Employment Initiative (YEI), and 34% Halton Borough Council. Claims are submitted quarterly for salaries, programme management, overheads (calculated as 15% of salaries), marketing, consulting, participant costs, and professional fees for the Training Attention contract.
- 3.3.2 Income and expenditure is closely monitored, through a combination of internal and external mechanisms to ensure efficiency. For example, there is an internal HBC Ways to Work group that meets every 3 weeks and a quarterly LCR Performance & Compliance Board which is made up of CA and local authority representation.
- 3.3.3 Where possible Ways to Work supports the delivery of other HBC employment-related contracts (e.g. Households into Work and the Work & Health Programme, delivered by Halton People into Jobs) and their challenging targets, and, by doing so, generates referrals from the groups the project is required to target.

3.4 How the cohort performance is calculated

- 3.4.5 Performance is calculated quarterly and is based upon output data, of participants registered onto the programme, and outcome results.

Outputs for 1.1 are detailed below.

O1 - Participants
O1 - Participants - Male
O1 - Participants - Female
O1 - Participants - Other
O1 - Participants - Participant failed to say (no signed exemption)
O4 - Participants over 50 years of age
O5 - Participants from ethnic minorities
O6 - Participants without basic skills
ESF CO01 - Unemployed, including long-term unemployed
ESF CO03 - Inactive
ESF CO14 - Participants who live in a single adult household with dependent children
ESF CO16 - Participants with disabilities
R1 - Unemployed participants into employment (including self-employment) on leaving
R2 - Inactive participants into employment, or job search on leaving

R3 - Participants gaining basic skills
R4 - Participants with childcare needs receiving childcare support
ESF CR06 - Participants in employment, including self-employment, 6 months after leaving

Outputs for 1.3 are detailed below.

YEI O3 / YEI O8 - Participants - Male
YEI O3 / YEI O8 - Participants - Female
YEI O3 / YEI O8 - Participants - Other
YEI O3 / YEI O8 - Participants - Participant failed to say (no signed exemption)
YEI O9 - Unemployed (including long-term unemployed participants)
YEI O3 / YEI O8 - Participants - Other
YEI O3 / YEI O8 - Participants - Participant failed to say (no signed exemption)
YEI O9 - Unemployed (including long-term unemployed participants)
YEI O13 - Participants who live in a single adult household with dependent children
O5 - Participants from ethnic minorities
YEI CR01 - Unemployed participants who complete the YEI supported intervention
YEI CR02 - Unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving
YEI CR03 - Unemployed participants who are in education / training, gaining a qualification, or in employment, including self-employment upon leaving
YEI CR04 - Long-term unemployed participants who complete the YEI supported intervention
YEI CR05 - Long-term unemployed participants who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving
YEI CR06 - Long-term unemployed participants who are in education / training, gaining a qualification, or in employment, including self-employment upon leaving ... *2
YEI CR07 - Inactive participants not in education or training who complete the YEI supported intervention
YEI CR08 - Inactive participants not in education or training who receive an offer of employment, continued education, apprenticeship or traineeship upon leaving
YEI CR09 - Inactive participants not in education or training who are in education / training, gaining a qualification, or are in employment, including self-employment upon leaving ... *3
YEI CR10 - Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving
YEI CR11 - Participants in employment six months after leaving

3.5 Key Successes

- 3.5.1 The 1.3 extension to the Ways to Work Programme has been confirmed to March 2020, safeguarding HPIJ staff jobs.
- 3.5.2 66% of participants offered an ILM placement have gone on to secure employment.
- 3.5.3 ILMs raise aspirations and have given those participants who may not have had qualifications or any work experience, the opportunity to experience real career opportunities. Examples of ILM placements offered to Ways to Work participants include trainee positions in: bus driving, graphic design, digital marketing, IT support, museum curator

and childcare. A further ILM recruitment event took place on 13th September to identify additional employers wishing to offer ILM placements within their organisation. Additional ILMs will be available between September 2018 and May 2019.

3.6.1 Key issues/challenges

- 3.6.1 Ethnic minority numbers are low in Halton compared to the rest of the LCR in terms of how many BME residents we have within the Borough.
- 3.6.2 The definition of 'inactive' is that the person is not in receipt of benefits and has not been looking for work within the last 4 weeks. All of the local authorities within the LCR have found this category of participants hard to engage because they are generally disengaged from services.
- 3.6.3 It was identified that ILM participants would benefit from intense, in work support to aid sustainment in their ILM placement and ultimately longer term employment. Therefore the extension request includes the creation of a dedicated ILM Support Officer who will closely monitor progress and swiftly address any issues as they arise.

3.7 Concluding comments

- 3.7.1 Overall performance, quality and compliance standards have continued to improve since the Ways to Work Programme was implemented in January 2016.
- 3.7.2 An external evaluator has been jointly commissioned by the LCR, on behalf of the local authorities delivering Ways to Work, to evaluate the Ways to Work Programme. The evaluation is currently underway and we await the results of that evaluation.
- 3.7.3 ILM placements offer local SMEs that fall into one of the Liverpool City Region growth sectors or can demonstrate a community benefit, an opportunity to provide participants with in depth training whilst their salary costs are supported by the scheme, so that at the end of the ILM the participant can offer a return on investment for their business.

4.0 POLICY IMPLICATIONS

- 4.1 None.

5.0 FINANCIAL IMPLICATIONS

The 1.3 extension request has been approved and we still await news of the 1.1 extension request.

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

6.1 Children & Young People in Halton

6.1.1 Ways to Work is supported by the Council's 14-19 Team, and Training Attention have been procured to engage those young people who are currently disengaged from services.

6.2 Employment, Learning & Skills in Halton

6.2.1 The fantastic achievements that have come out of the ESF Ways to Work Programme by getting so many people into work is a very positive outcome for the local economy. The programme raises aspirations by providing funding for ILMs that fall into one of the LCR's 7 growth sectors. Some participants have gone on to apprenticeships and many others have also gained vital maths, English and employability skills along the way, in addition to sector specific qualifications such as CSCS cards, SIA licences, etc.

6.3 A Healthy Halton

The psychological benefits of work improve Ways to Work participants' mental health and wellbeing.

6.4 A Safer Halton

None.

6.5 Halton's Urban Renewal

None.

7.0 RISK ANALYSIS

7.1 The management of the ESF Ways to Work Programme has been closely monitored both internally and externally to ensure any risks identified are carefully mitigated, with clear action plans in place to address any underperformance, quality and compliance factors.

8.0 EQUALITY AND DIVERSITY ISSUES

None

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

9.1 There are no background papers under the meaning of the Act.