



REGENERATION AND ENVIRONMENT SCRUTINY COMMITTEE – FOR INFORMATION

SUBJECT: WELL-BEING OBJECTIVE 2 - 6 MONTH PROGRESS UPDATE

REPORT BY: INTERIM CORPORATE DIRECTOR - COMMUNITIES

1. PURPOSE OF REPORT

- 1.1 This report is for information only. It provides Members with a progress against Wellbeing Objective 2 'Enabling employment' at the first six month monitoring stage.

2. SUMMARY

- 2.1 The Well-being Objectives are set for five years 2018-2023. This is the first 6 month progress update of Well-being Objective 2 'Enabling employment'.
- 2.2 The Well-being Objective, Enabling employment has 5 outcomes which are noted in 4.1. Reviewing the outcomes at this stage of the 5-year plan the Objective is judged to be progressing well.

3. LINKS TO STRATEGY

- 3.1 Well-being Objective 2 seeks to maximise our contribution towards the following Well-being Goals within the Well-being of Future Generations Act (Wales) 2016:
- A prosperous Wales – Developing the Communities for Work and Communities for Work Plus programme and success of the employability programmes will get people into work which contributes to a more prosperous Wales.
 - A healthier and equal Wales – this objective is about helping all young people (and adults) reach their full potential and so has strong connections to these objectives.
 - A Wales of cohesive communities –includes apprenticeships and work placements within the Welsh Housing Quality standard whose wider benefits include improved communities.
 - A globally responsible Wales – Employment locally and regionally as part of regional plans as part of our Regeneration Strategy including the City Deal improves the social, environmental, cultural and well-being of Wales.

Objective 2 contributes towards the Council's own Well-being Objective WBO 1 – Improve Education Opportunities, as there is a strong correlation between skills, free child care offer and other activities for learning and employment.

4. THE REPORT

- 4.1 Wellbeing Objective 2 has 5 outcomes which are:

1. Aim to reduce the impact of poverty by supporting people into better employment prospects;
2. Meet the targets of the European Social Fund programmes of getting people skilled and into work;
3. The Council will use the value of its third party spend to bring greater social and economic regeneration to the communities we serve;
4. Use investment in the housing stock to increase the number of skilled, qualified workers and tackle worklessness by providing apprenticeship, training and work placements with our in-house workforce and building contractors;
5. Ensuring local delivery of work programmes aligns and maximises opportunities from the 'City Deal'

4.2 **What has gone well**

- Economic development proposals linked to A Foundation for Success 2018-2023 are incorporated within the economic action plan 'Delivering Prosperity' which sets out a 5 year delivery programme.
- A wider Implementation Plan for A Foundation for Success 2018-2023, in addition to the emerging Masterplans for Ystrad Mynach and the Heads of The Valleys Area will be produced to supplement Delivering Prosperity. These are intended to be reported to Cabinet before the summer.
- The Caerphilly Basin Masterplan was Approved by Council in July 2018.
- The Cabinet will consider a report in respect of the principle of a self-build development scheme early in February. The scheme was launched by Welsh Government in January 2019.
- Programme for Procurement 2018 – 2023 developed and endorsed by Cabinet in May 2017 supports the Council's Well-being Objectives. The Programme recognises the value of using procurement to support its wider Cultural, Social, Economic and Environmental Objectives in ways that offer real long-term benefits to the community it serves and the people of Wales, whilst balancing the issues of value for money. Where appropriate Core and Non Core community benefits and social clauses are included in contract terms and conditions.
- Appropriate guidance to assist suppliers in identifying social and economic benefits is available; however existing guidance is in the process of being updated to include Future Generations Act, Ethical Employment in Supply Chains, etc..
- Establishment of an effective mechanism to record social and economic benefits is still under review with options being considered such as the National TOM's framework; it has been agreed to trial the use of the methodology on a funded project being tendered shortly. In addition, Welsh Government are progressing an update to the existing measurement tool to align and take into account the requirements of the Wellbeing of Future Generations Act. Once available, Officers will review, agree and adopt the preferred mechanism to capture this information.

Communities for Work (CfW) and Communities for Work Plus (CfW+)

- Job Entry outcomes exceeded targets across both programmes.
- The introduction of CfW+ has been a huge success, providing essential wrap-around support for CFW in the form of an additional team of employment mentors and through the addition of the Participant Support Officers. These new roles provide additional capacity to tackle specific barriers, including those relating to physical / mental health, digital skills, budgeting etc. The introduction of the CfW+ programme and its greater flexibility means we are also now able to support anyone regardless of eligibility, which means employment support is now available to all residents of the County Borough.
- Employment mentors have also worked closely with Officers from the Legacy Team to establish a series of Employment Hubs across the Borough, providing a range of drop in/outreach support for local communities.

- Co-location: Employment teams are now based with DWP partners and other services where possible, ensuring closer links and seamless communication regarding participants/activities.
- The Triage process continues to work well, providing a single point of contact and subsequently triaging to all CCBC employment programmes, in addition to external employment providers, thus ensuring that all participants are directed to the programme that is most appropriate to their needs.
- Employment mentors have established excellent links with an expanding list of businesses, who are providing work experience, placements and paid opportunities.
- Staff have formed positive links with local Jobcentres. Employment mentors and Triage workers are in regular attendance at Jobcentres and the bulk of referrals received into the employment support programmes are received from work coaches.
- Partnership working has been extremely successful, with mentors working collaboratively with a range of partners to address specialist needs of participants. In particular, staff have formed excellent links with the authority's Supporting People, Rents and Housing Departments in the last quarter to support participants in addressing a range of housing issues, as a major step in enabling people to feel in a more stable position to consider employment.

Bridges into Work 2, Inspire 2 Work and Working Skills for Adults 2

- Encouraging those participants who are socially excluded to access community groups and I2W courses to socialise with other young people.
- Supporting participants from the Victory Outreach Project – which provides residential support for men and women with alcohol and drug abuse issues.
- Supporting participants who have been referred from the SOLAS team and who are either living in SOLAS or Llamau accommodation.
- Partnership working is going extremely well across the borough, building strong links with many partners including Gofal, MIND and Citizens Advice Bureau as well as those mentioned above.

Welsh Housing Quality Standards (WHQS)

- For the period 2018/19 HRO employed 3 apprentices (WHQS – none) this is due largely to the fact that HRO are picking up WHQS voids and therefore have an increased workload requiring additional resource.
- 7 work placements have been made available to date via the External Wall Insulation contractors in Lansbury Park.
- WHQS continue to provide an allocation of £50,000 per annum to add value to the work undertaken via the Community Regeneration team to support tenants into employment. 2019/20 will be the last year that the allocation is made available.

4.3 **Challenges**

Communities for Work (CfW) and Communities for Work Plus (CfW+)

- Engagements for Priority 1 (adults 25+) within the CfW programme are under target. This has been a problem since the start of the programme as participants within this priority group (especially those within the “Economically Inactive” category) have proved particularly difficult to engage and often have the most complex barriers to work. It has become apparent that this is a problem across a range of employment programmes and across Wales in general, however staff are always considering new and innovative ways to address this issue through planned engagement activity.
- There is a lack of adequate referral routes and specialist support for people experiencing significant mental health problems.

- Transport is still a significant barrier for participants, particularly in the North of the County Borough and in particular for those trying to reach placements/jobs in Manufacturing / Production sectors, where shifts may start at 6am (or earlier) and public transport is not reliably available at that time.

Bridges into Work 2, Inspire 2 Work and Working Skills for Adults 2

- More detail needed at referral stage regarding participants' specific needs - i.e. mental health issues, MAPPAS, convictions.
- The length of time for counselling through MIND and through the GP is quite lengthy for those with mental health issues.
- Late start of projects which has affected sign up of participants.

Welsh Housing Quality Standards (WHQs)

- Engie is struggling to achieve their Targeted Recruitment and Training Targets hence a workshop has been arranged for the 29th January 2019 in order to pull together a draft 12 months plan which will set out how they will achieve their targets up to the end of the WHQS programme. They are able to offer work placement opportunities but not necessarily full time employment opportunities.
- An engagement session was held in Holly Road by Engie and Community Regeneration however those attending were deemed to be too far from the labour market to benefit from the placements on offer.

4.4 **Impact**

Communities for Work

Priority 1 (Adults aged 25+)	Annual Target 2018/19	6 Month Target Apr-Sept 2018	6 month Progress
Engagements	240	120	53
Job Entries	24	12	19
Priority 3 (Young People/NEETs aged 16-24)			
Engagements	96	48	57
Job Entries	48	24	30

CfW Plus	6 month Progress
Engagements	244
Job Entries	71
Vocational Training	61
Work Placements/Paid Opportunities	3
Volunteering	19

Bridges into Work 2

Bridges into Work 2	6 month Progress
Participants Supported	84
Qualifications Gained	41
Voluntary Placements Completed	30
Gaining Employment	17

Inspire 2 Work

Inspire 2 Work	6 month Progress
Participants Supported	53
Qualifications Gained	41
Gaining Employment	23
FE/Training	4

Working Skills for Adults 2

Working Skills for Adults 2	6 month Progress
Gaining Qualifications	25

- Contractors and Suppliers continue to deliver community benefit initiatives as part of contract arrangements which include, but are not limited to, Targeted Recruitment & Training, Community, Educational and Supply Chain initiatives.

5. WELL-BEING OF FUTURE GENERATIONS

- 5.1 This report contributes to the Well-being Goals as set out in Links to Strategy above. It is consistent with the five ways of working as defined within the sustainable development principle in the Act. The long term strategy is to reduce the attainment gap and develop a well skilled, well educated workforce able to contribute positively to society.
- 5.2 Integration and collaboration through partnership working supports a coordinated approach for children, young people and their families aiming towards a long term prevention of poverty.

6. EQUALITIES IMPLICATIONS

- 6.1 No impact assessment has been undertaken on this report, however many individuals and groups who fall under the protected characteristics, and wider issues covered by the Council's Strategic Equality Plan, are often affected to a greater extent by poverty, vulnerability and the related causes; therefore any reduction in resources would have a negative impact on those individuals and groups.

7. FINANCIAL IMPLICATIONS

- 7.1 Much of the delivery above is funded via Welsh Government or EU funded programmes. The current grant budgets have either been at standstill or have faced a reduction for the last few years. This is increasing the pressure on budgets as many are staff related costs, which have been increasing due to recent pay increases, all of which has to be met by the standstill or reduced grant. This has usually seen a rationalisation of delivery and project costs.

8. PERSONNEL IMPLICATIONS

- 8.1 There are no personnel implications within this report.

9. CONSULTATIONS

9.1 All responses from consultations have been incorporated in the report.

10. RECOMMENDATIONS

10.1 Members are requested to consider the content of the report and to satisfy themselves that progress is being made at the 6 month stage of the 2018-2023 Well-being Objective assessment.

11. REASONS FOR THE RECOMMENDATIONS

11.1 That members are informed and have the assurance that the Council is working towards delivering the Objectives within its Corporate Plan 2018-2023.

12. STATUTORY POWER

12.1 Local Government Act 2000. This is a Cabinet function.

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Background Papers:

Corporate Plan 2018-2023	Approved Cabinet 11 April 2018 Endorsed by Council 17 th April 2018
WBO 2 – Enabling Employment	Page 24 of the Corporate Plan