



## **HOUSING AND REGENERATION SCRUTINY COMMITTEE – FOR INFORMATION**

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

**REPORT BY: INTERIM CORPORATE DIRECTOR - COMMUNITIES**

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### **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 second 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. RECOMMENDATIONS**

- 3.1 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.

### **4. REASONS FOR THE RECOMMENDATIONS**

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

### **5. THE REPORT**

- 5.1 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'

## 5.2 What has gone well

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

- Both programmes (CfW and CfW+) exceeding targets for job entries at 6 month stage.
- Excellent relationship with procurement has developed, which has led to development of excellent employability opportunities as part of contracts.
- Development of several "employment pathways" across year so far, in partnership with Coleg y Cymoedd – whereby staff have developed packages of vocational training towards chosen career paths.

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

- All projects are on target or exceeding target as at the end of December 2019.
- Partnership working is working extremely well across the borough; we have built strong links with many partners including Gofal, GAVO, JCP and CAB as well as those mentioned above. In particular partnership working across the CCBC Employability Team is working extremely well especially the JCP sessions in Blackwood. We are hoping that this will be replicated in Caerphilly JCP

### Welsh Housing Quality Standards (WHQS)

- WHQS – last apprentice intake was 2017/18 due to the programme winding down for completion in 2020. WHQS has been integrated now into the HRO team where there are currently 10 apprentices including the 5 mentioned above.

## 5.3 What did not go well

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

- There remains a lack of suitable provision to support customers with mental wellbeing issues.
- Within some clusters (Mid Valleys East and Mid Valleys West), we have struggled to establish suitable venues to enable staff to be fully co-located, to the detriment of communication and team cohesion. However, this is now in the process of being resolved, as suitable bases have now been sourced for both cluster teams.
- Transport remains a significant barrier for participants around the Borough, most notably across the Valleys from East and West or at suitable times (early morning) to enable participants with early shifts to reach employment sites.
- Sustaining engagement is an ongoing challenge, particularly in relation to those participants who are long term unemployed and have therefore been trapped in cycles of joblessness for many years.

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

- Ongoing issues with referrals not containing sufficient details regarding convictions e.g. MAPPA. Details of these are not always shared and this causes concerns over staff safety.

- Delay in the sign off of the Inspire 2 Achieve project, expected in December 2019. This will delay the project start date in Caerphilly CBC.
- The length of time for counselling through MIND and through the GP is quite lengthy for those with mental health issues
- Lack of clarity of Work in Wales and Job Support Wales, need to increase working relationships with Careers Wales
- Major barriers to work for participants are not only health issues but lack of local transport. Due to the lack of public services after 10pm this makes it difficult for people to find employment outside of their vicinity. It has been noted that there are a number of vacancies not filled due to them being on semi-rural industrial estates where there is no accessible public transport available.

#### 5.4 **Impact**

**What impact is there (if any to date) on the citizens (the so what question)**

##### **Communities for Work**

<b>Priority 1 (Adults aged 25+)</b>	<b>Annual Target 2019/20</b>	<b>6 month Target Apr-Sept 2019</b>	<b>6 month Progress</b>
Engagements	144	<b>72</b>	<b>49</b>
Job Entries	24	<b>12</b>	<b>20</b>
<b>Priority 3 (Young People/NEETs aged 16-24)</b>			
Engagements	96	<b>48</b>	<b>70</b>
Job Entries	48	<b>24</b>	<b>40</b>

##### **Communities for Work Plus**

<b>CfW Plus</b>	<b>Annual Target 2019/20</b>	<b>6 month Target Apr-Sept 2019</b>	<b>6 month Progress</b>
Engagements	<b>336</b>	<b>168</b>	<b>153</b>
Job Entries	<b>192</b>	<b>96</b>	<b>100</b>

##### **Bridges into Work 2**

<b>Bridges into Work 2</b>	<b>6 month Target Apr-Sept 2019</b>	<b>6 month Progress</b>
Engagements	<b>64</b>	<b>74</b>
Job Entries	<b>12</b>	<b>17</b>

## **Inspire 2 Work**

<b>Inspire 2 Work</b>	<b>6 month Target Apr-Sept 2019</b>	<b>6 month Progress</b>
Engagements	48	71
Job Entries	8	19
Further Learning	9	6

## **Working Skills for Adults 2**

<b>Working Skills for Adults 2</b>	<b>6 month Target Apr-Sept 2019</b>	<b>6 month Progress</b>
Participants Supported	42	83
Gaining Qualifications	28	40

## **Nurture, Equip and Thrive (NET)**

<b>Nurture, Equip and Thrive (NET)</b>	<b>6 month Target Apr-Sept 2019</b>	<b>6 month Progress</b>
Participants Supported	40	47
Improved Labour Market Situation	17	17

### **5.5 Conclusion**

The Objective is considered to be progressing well.

### **6. ASSUMPTIONS**

6.1 There are no assumptions that have been made in relation to the content of this report.

### **7. LINKS TO RELEVANT COUNCIL POLICIES**

7.1 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.

#### **Corporate Plan 2018-2023.**

This proposal contributes towards outcomes in:

Objective 1 – Improve Education opportunities for all,  
Objective 5 - Creating a county borough that supports a healthy lifestyle and  
Objective 6- Support citizens to remain independent and improve their well-being

### **7.2 A Foundation for Success 2018-2023**

This proposal contributes towards key priority Supporting People 1 which seeks to provide training opportunities that affords pathways to employability and increases the number of people that are economically active.

The Corporate Plan can be found on the intranet on the Policy portal, within the performance management section. See link below

<http://sc-aptken1/KENTICO/getattachment/ab780120-3a2b-47f9-bff0-f383462fbb98/Corporate-Plan-2018-23.aspx>

## **8. WELL-BEING OF FUTURE GENERATIONS**

- 8.1 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.
- 8.2 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.
- 8.3 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.

## **9. EQUALITIES IMPLICATIONS**

- 9.1 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.

## **10. FINANCIAL IMPLICATIONS**

- 10.1 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.

## **11. PERSONNEL IMPLICATIONS**

- 11.1 There are no personnel implications within this report.

## 12. CONSULTATIONS

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

## 13. STATUTORY POWER

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

Author: Tina McMahon, Community Regeneration Manager

Consultees: Cllr Sean Morgan, Deputy Leader and Cabinet Member for Regeneration, Transportation & Sustainability  
Cllr John Ridgewell, Chair of Housing and Regeneration Scrutiny  
Cllr Christine Forehead, Vice Chair of Housing and Regeneration Scrutiny  
Mark S. Williams, Interim Corporate Director Communities  
Rhian Kyte, Head of Planning and Regeneration  
Shaun Couzens, Chief Housing Officer  
Liz Lucas, Head of Customer and Digital Services  
Sue Richards, Head of Education, Planning & Strategy  
Stephen Harris, Interim Head of Business Improvement Services and Acting S151 Officer  
Rob Tranter, Head of Legal Services and Monitoring Officer  
Ian Evans, Contracts Manger  
Jane Roberts, Waite, Strategic Coordination Manager  
Allan Dallimore, Regeneration Services Manager  
Ros Roberts, Performance Manager  
Liz Goodwin, ESF Coordinator  
Anwen Cullinane, Senior Policy Officer (Equalities and Welsh Language)

Background Papers:

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

Appendices:

Appendix 1 Well-being Objective 2 - 6 Month progress update – April-September 2019



## CCBC Well-being Objectives – 2019/20 six month Update

### Reporting for Scrutiny

*(This is based on the expectations of the Future Generations commissioner)*

**An overall summary statement of progress highlighting what has gone well, what has not gone well and the learning/impact is included within the overarching six month Scrutiny report, which is attached for information only.**



## 5. Tracking Progress – Our Steps to Deliver (2018-2023)

Outcome	Progress 2019/20 (Completed? Ongoing? Behind?)	Dates
<b>1. Aim to reduce the impact of poverty by supporting people into better employment prospects</b> <b>2. Meet the targets of the European Social Fund programmes of getting people skilled and into work</b>		
Develop the Communities for Work and Communities Work Plus programme to meet the targets of sustainable employment.	Ongoing – at the 6 month stage, we are please with the progress that both employment programmes are making. Both programmes are exceeding targets for job entries across the different customer priority groups. Engagements for Priority 3 within the Communities for Work (CfW) programme are also exceeding targets.  Engagements for Communities for Work Plus (CfW+) are slightly behind target at this stage, whereas engagements for Priority 1 within CfW are slightly further behind target, however it is recognised that Q2 is often the slowest quarter for engagements due to the school holiday period; and therefore we would expect engagements to improve in Q3 and Q4,	2018-2021/23
Develop the Delivery Plan for the Foundation for Success Strategy which will identify actions from small scale projects through to major complex programmes.	A Foundation for Success approved by Council in July 2018. Masterplans for distinct areas will identify specific projects at the local level.	2018-2023
Develop (following consultation) the Caerphilly Basin Masterplan.	Approved by Council in July 2018.	2018-2023
Develop (following consultation) the Ystrad Mynach Masterplan.	Approved by Council in April 2019.	
Develop (following consultation) the Heads of the Valleys Masterplan.	Draft document subject to 6 week public consultation, due to commence in February 2019.	
<b>3. The Council will use the value of its third party spend to bring greater social and economic regeneration to the communities we serve</b>		
Develop the Councils Programme for Procurement.	Programme for Procurement 2018 – 2023 developed and	2018

Outcome	Progress 2019/20 (Completed? Ongoing? Behind?)	Dates
	endorsed by Cabinet in May 2018 and 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.	
Develop appropriate guidance to assist suppliers on how to identify social and economic benefits.	Appropriate guidance to assist suppliers in identifying social and economic benefits is available, however existing guidance is currently in the process of being updated to include Future Generations Act, Ethical Employment in Supply Chains etc.	2018/19
Develop an effective mechanism to record social and economic regeneration.	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 and the use of the Councils Contracts Management Module to hold this information. 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.	2019
<b>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</b>		
<ul style="list-style-type: none"> <li>• Create apprenticeships and work placements in the Housing Repair Operations team linked to succession planning and skill gap practices</li> <li>• Create apprenticeships, employment opportunities and work placements as part of the WHQS investment programme</li> </ul>	2018/19 – 4 Apprentices / 7 work placements 2019/20 – 1 Apprenticeship / 3 work placements  Long Term Unemployed FTE Opportunities – 12 Apprenticeships - 6 Unwaged Work Opportunities – 4 Work Experience Placements - 10	Annually recurring (2017 – onwards)

Outcome	Progress 2019/20 (Completed? Ongoing? Behind?)	Dates
<b>5. Ensuring local delivery of work programmes aligns and maximises opportunities from the 'City Deal'.</b>		
<p>To agree to the principle of</p> <p>a) Creation of regional Housing Investment Fund that will help to support work for the small and medium size building sector.</p> <p>b) Agree the principle of a Custom Build scheme, Plot Shop.</p> <p>Once principles are agreed full business cases and governance arrangements would then be implemented.</p>	<p>A report setting out the principles of the Wales Stalled Sites Fund, the Self Build Fund and Plot shop was reported to Cabinet on 13 February 2019.</p>	<p>2018/19</p>
<p>To agree as part of the CCRCDC partnership the allocation of development funding to pilot a range of proposals for the 'Skills for Future' fund.</p>	<p>The Cardiff Capital Region Regional Skills Partnership vision is to develop the social and economic potential of the region, supporting people and businesses to deliver a high performing prosperous region that stimulates inward investment. The Cardiff Capital Region Skills Partnership Employment and Skills Partnership Plan 2019 – 2022 has identified 7 key sectors, each of which has a cluster group of business, education, training providers and Welsh Government to ensure that training provision and facilities meet current and future needs of business and learners. To understand skills gaps and shortages particular to those industries:</p> <ul style="list-style-type: none"> <li>• Advanced Materials and Manufacturing;</li> <li>• Compound Semi-Conductors</li> <li>• Construction;</li> <li>• Creative;</li> <li>• Digital and Enabling Technologies</li> <li>• Human Foundational Economy; Education, Health, Social Care and Childcare</li> <li>• Human Foundational Economy;</li> </ul>	<p>2019</p>

Outcome	Progress 2019/20 (Completed? Ongoing? Behind?)	Dates
	Hospitality, Retail and Toursim	

Performance Against Adopted Tracking Measures	Outcome	18/19 Actual	19/20 Target	19/20 Actual	Comment
Priority 1 (Adults aged 25+) Target 2018/19 Engagements 240, Job Entries 24	1&2	Engagements - 104 Job Entries - 39	n/a	n/a	
Priority 1 (Adults aged 25+) Target for 2019/2020 [ <b>Reprofiled</b> ] Engagements 144; Job Entries 24	1&2	n/a	<b>Engagements:</b> 144 <b>Job Entries:</b> 24	(At 6 month stage) <b>Engagements:</b> 49 <b>Job Entries:</b> 20	At 6 month stage, engagements are behind target but job entries are well exceeding targets.
Priority 3 (Young People/NEETS aged 16-24) Target 2018/2019 Engagements 96, Job Entries 96	1&2	Engagements - 106 Job Entries - 62	n/a	n/a	
Priority 3 (Young People/NEETS aged 16-24) Target 2019/2020 [ <b>Reprofiled</b> ] Engagements 96, Job Entries 48		n/a	Engagements - 96 Job Entries - 48	(At 6 month stage) Engagements - 70 Job Entries - 40	At 6 month stage, both engagements and job entries are well ahead of targets.
Employability aims for the new Communities for Work Plus programme are met or exceeded	1&2	Engagements 401 Job Entries 144	Engagements 336 Job Entries 192	(At 6 month stage) Engagements 153	At 6 month stage, engagements are very slightly under target and job entries are exceeding targets.

Performance Against Adopted Tracking Measures	Outcome	18/19 Actual	19/20 Target	19/20 Actual	Comment
				Job Entries 100	
We will develop new Performance Measures as part of our developing 'Programme for Procurement'	3	N/A	N/A	<b>Completed.</b> New measure chosen for review of Corporate Plan 2018	
The number of apprenticeships, work placements and employment opportunities provided	4				
WHQS - The number of apprenticeships, work placements and employment opportunities provided	4	9		15	The figures include apprenticeships created by the WHQS and HRO teams collectively plus apprenticeships and work placement opportunities created by Engie and Robert Price. Ideally the figures should be split between the type of opportunity and the organisation that has created the opportunity.
The Supporting People programme has 11 outcome measures one of which relates to people being engaged in employment or voluntary work – these are reported twice a year to Welsh Government	8	<b>Jan – June 2018</b> – 1310 individuals requested support in this Outcome area	N/A		

Performance Against Adopted Tracking Measures	Outcome	18/19 Actual	19/20 Target	19/20 Actual	Comment
		<p style="text-align: center;"> <b>July – December 2018 – 1308</b>            individuals            requested            support in            the Outcome            area         </p>			