



## CAERPHILLY HOMES TASK GROUP - 30TH OCTOBER 2014

**SUBJECT: WHQS – TARGETED RECRUITMENT AND TRAINING**

**REPORT BY: INTERIM CHIEF EXECUTIVE**

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### **1. PURPOSE OF REPORT**

- 1.1 The report provides an indication of the number of targeted recruitment and training opportunities created since September 2013 and the number of opportunities that have been included as a core requirement into the internal works contracts.

### **2. SUMMARY**

- 2.1 Following the ballot in February 2012, the Council agreed that it would deliver the promises made in its Offer Document to tenants and deliver WHQS by 2019/2020. It also gave a commitment to ensuring that the capital investment of £200 million delivered social outcomes thereby contributing towards the transforming homes, lives and communities ambition.
- 2.2 The key outcomes expected to be delivered as a result of the investment during the lifetime of the programme relate to new employment opportunities, training opportunities, work placements, JGW / Passport placements and apprenticeships.
- 2.3 Opportunities have been created as a result of a combination of direct recruitment, agency opportunities, work placements, JGW and Passport placements, apprenticeships and targeted recruitment and training clauses built into the Single Source Supply Partner contract.

### **3. LINKS TO STRATEGY**

- 3.1 The Welsh Housing Quality Standard (WHQS) is intended to ensure that all local authority and housing association homes are improved and maintained to achieve specified standards.
- 3.2 The WHQS Programme is coterminous with the Caerphilly Single Plan priority of creating 'Prosperous Communities' (P2).
- 3.3 The Council is committed to ensuring that the WHQS investment transforms not only homes but also lives and communities.
- 3.4 The Council's Local Housing Strategy "People, Property, and Places" has the following aim:  
"To provide good quality, well managed houses in communities where people want to live, and offer people housing choices which meet their needs and aspirations."

### **4. THE REPORT**

- 4.1 Following the ballot in February 2012 the Council made a commitment to ensure that the £200m investment in its housing stock would deliver much more than simply new kitchens and new bathrooms.

- 4.2 At the outset of the programme the Council agreed that the investment would deliver new opportunities for local people largely as a result of the strategy to award 50% of the work to the Council's internal workforce and 50% to contractors.
- 4.3 By awarding 50% of the work to the internal workforce the Council committed to helping sustain the local economy and securing future employment for its employees. 90% of the workforce reside within the county borough and as a result will spend a reasonable proportion of their monthly salary within the county borough thereby again helping to sustain the local economy.
- 4.4 In order to manage the ambitious delivery programme the Council has recruited 5 apprentices between April 2013 and September 2014.
- 4.5 In addition 65 additional multi skilled agency staff have been engaged on the programme between April 2013 and September 2014. A further 29 agency staff will be sought this financial year. Of the 29, 15 opportunities will be offered on a permanent basis and 14 on a 3 year fixed term contract.
- 4.6 The internal workforce have employed two young people from the Jobs Growth Wales programme.
- 4.7 Since September 2013 the WHQS Administration Team have also provided four Jobs Growth Wales placements and recruited a member of staff from Remploy.
- 4.8 To date, 12 work placements have been provided within the WHQS team to participants on the Passport Programme.
- 4.9 In total, since April 2012, the Council have employed an additional 28 staff as a result of the WHQS investment programme. These opportunities range from new Tenant Liaison Officers, additional foremen and supplier liaison staff.
- 4.10 Many of the office based staff have been recruited internally for the new positions however this has resulted in other vacancies within the organisation becoming available. Many of the additional staff employed by the internal workforce have previously been employed by local companies or recruited as apprentices.
- 4.11 The WHQS Team has recently reviewed the way in which they recruit apprentices and from November last year made a commitment to only recruit apprentices via the Council's flagship Passport Programme.
- 4.12 Three of the apprentices within the WHQS Team have been nominated for Passport Awards.
- 4.13 The continuation of the Council's Passport Programme is currently in question due to the reluctance of the Welsh Government to release any further Jobs Growth Wales placements and the delay relating to the next round of EU structural funds.
- 4.14 In order to create new opportunities as a result of the WHQS programme, community benefit clauses including targeted recruitment and training requirements were built into the Single Source Supply Partner and internal works contracts as a core requirement.
- 4.15 The Supply Partner contract worth an estimated £70m over a period of 10 years requires Robert Price to create the following minimum opportunities throughout the contract period as a requirement of the contract:
- 1,000 FTE person weeks of employment opportunities
  - 50 unwaged work experience opportunities for people aged 16+

- 10 six month Jobs Growth Wales opportunities
- 5 apprentice starts and completions
- 10 employment opportunities for people registered as long term unemployed (more than 26 weeks)
- 2 FTE opportunities for graduates

4.16 Since April 1<sup>st</sup> 2013 Robert Price have created the following opportunities

- 2 full time employment opportunities (equivalent over 12 months to 52 weeks)
- 3 Jobs Growth Wales opportunities
- 4 Unwaged work experience opportunities

4.17 In order for the targets to be achieved it is necessary to help facilitate a direct relationship between Robert Price, its supply chain and the Council's Passport programme. There is an on-going dialogue between the Council and Robert Price to ensure that community benefit targets are met throughout the lifetime of the contract.

### Internal Works Contracts

4.18 The internal works contracts, worth an estimated £50m over 6 years require the contractors to deliver the following targeted recruitment and training opportunities over the lifetime of the contract:

	Minimum Permanent FTE Opportunities	Minimum Long Term Unemployed Opportunities	Minimum Apprentice Starts and Completions	Minimum Jobs Growth Wales (JGW) Opportunities	Minimum Unwaged work experience opportunities (16+)	Minimum Graduate Opportunities
Lot 1	18	12	24	4	120	6
Lot 2	6	6	12	2	60	6
Lot 3	6	6	12	2	60	6

4.19 The targets have been determined as a result of applying the Council's community benefits model which considers the size and length of each contract, to determine what outputs can be realistically delivered by contractor. Some targets have been purposely included to ensure integration with the Council's Passport Programme.

4.20 It is a requirement built into the contracts that the community benefit outcomes are delivered at nil cost to the Council. This is largely delivered by contractors through their ability to access CITB levies in order to finance the cost associated with training, support and employment of trainees and apprenticeships. Each of the contractors have submitted a Community Benefits Plan and through their experience of working elsewhere in the United Kingdom are ready and expecting to deliver community benefits as part of their contract with the Council.

4.21 Community benefits over and above those which relate to targeted recruitment and training have also been included in the external works contracts as a core requirement. To strengthen the Welsh supply chain and support local SME's requirements include:

- The need to hold a minimum of 6 'meet the buyer' events
- Pay all supply chain partners within 10 days of invoice

- Advertise tier 2 supply chain opportunities via Sell2Wales
- Provide training and transfer business acumen to the supply chain

4.22 Requirements also include, primary and secondary school visits to raise awareness of careers and employment opportunities within the construction industry, raise aspirations and showcase achievement:

	Minimum Number of School Visits	Volunteer to attend a Minimum Number of Secondary School / College events
Lot 1	18	18
Lot 2	18	18
Lot 3	18	18

*\*To be delivered over the lifetime of the contract*

4.23 Additional community benefit requirements include:

- Work with local schools and colleges to develop bespoke qualifications
- Add value to existing community initiatives
- Add value to existing CCBC community funds
- Minimise the amount of waste sent to landfill
- Minimise and avoid movements and associated business mileage

4.24 The Council has also built into each contract a request for each contractor to adopt the Living Wage so to help address the incidence of in work poverty and increase spend within the borough. Unfortunately the Council can only encourage its contractors to adopt the Living Wage.

## 5. EQUALITIES IMPLICATIONS

5.1 The report is for information purposes only so the Councils' EqIA process does not need to be applied.

## 6. FINANCIAL IMPLICATIONS

6.1 There are no financial implications arising from the report.

## 7. PERSONNEL IMPLICATIONS

7.1 There are no personnel implications arising from the report.

## 8. CONSULTATIONS

8.1 All comments received as a result of the consultation have been incorporated into the report.

## 9. RECOMMENDATIONS

9.1 Members are asked to note the contents of the report.

## **10. REASON FOR RECOMMENDATIONS**

- 10.1 To inform the Caerphilly Homes Task Group of progress in delivering community benefits as part of the WHQS Programme.

## **11. STATUTORY POWER**

- 11.1 Housing Acts and Local Government Acts. This is a Cabinet Sub Committee function.

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