

Improvement Objectives

APPENDIX 2

IO2 - Improve job opportunities so people can live better lives by implementing the Council's Passport Scheme.

Outcomes:

Further implement the 'Caerphilly Passport Programme' which is aimed at helping 16-24 year olds within the Caerphilly Borough into employment, and to:

- Support young people who are not in Education, Employment or Training (NEET) in accessing work experience and training opportunities.
- Support the Council in dealing with the future challenge of its own potential skills gaps across the organization.
- Assist Local Service Board partners and private sector partners who tell us that they have job opportunities but cannot find people with the right skills and knowledge to join their businesses.

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2013/14 End of Year Progress Summary:

We assessed this objective and judged it to be **successful** for the year 2013/14.

2014-15 Six Month Progress Summary

What have we done well over the last 6 months?

The Passport Programme team are on target to complete the outcomes set by the end of the Financial Year. Therefore at the half way stage we judge the agreement to be **successful** so far.

The team had to use all the allocated Jobs Growth Wales placements by the end of September 2014 so all trainees are completed by the end of March 2015. The team filled 247 of the 250 JGW placements. There is a potential opportunity to gain a few more placements through our Workbased Learning Provider. 673 young people have been referred into the programme since it began. In this financial year the team have delivered 84 placements (target 150), created 12 apprenticeship opportunities (target 25) and created 38 employment opportunities (target 40). The percentage of positive outcomes from the programme is currently at 78%.

What areas do we need to improve on?

Funding comes to an end in December so the the team are currently exploring the potential opportunity for other funding and to gain a more placements through a local Workbased Learning Provider.

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Actions

Title	Comment	RAG	Overall Status	% Complete
Blank				0
We will maintain and improve where possible on the mechanics of the passport scheme using the feedback participants, employers and partners give us.	<p>As this was one of our objectives last year, our action plans to set up the scheme and works in partnership with the Job Centre, were established in 2013/14. An external evaluation of progress has already taken place so our actions now are to maintain and to improve where possible on the mechanics of the scheme using the feedback participants, employers and partners give us.</p> <p>We have developed relationships with partners, which have been critical to the success of the scheme so far, such as LSB partners, Job Centre Plus, Groundwork Caerphilly, Careers Wales, local training providers and built on links with Education providers. The passport team have also established strong links with the Private Sector (through the Caerphilly Business Forum) and our LSB partners to promote the use of traineeships not just as a vehicle for workforce planning but also as a means of delivering on the wider Social Responsibility agenda. This is now day to day business.</p>		Complete	100

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How much did we do and how well did we do it?

Title	Actual	Target	Intervention	RAG	Result 12 Months Ago	Comment
Create at least 150 work experiences opportunities each year	84.00	75.00	60.00	↑	67	As the ESF funding for this project is due to finish in December 14, the Passport Programme are unable to take additional work placements through the Passport model. However, the team have secured additional funding from the Job Centre's Flexible Support Fund and are currently working with the Job Centre and local Work Based Learning Provider to try and co-ordinate further work placements and will therefore be able to achieve the annual target of 150 work placements.
Create at least 25 apprenticeship opportunities	12.00	12.00	10.00	↑	12	Apprenticeships offered will also be dependent upon the Council funding further Apprenticeships this Financial Year. Figure is quarterly accumulative.
Create at least 40 employment opportunities	38.00	20.00	15.00	↓	20	The passport team are on schedule to achieve this target in quarter 3.

Is anyone better off?

Title	Actual	Target	Intervention	RAG	Result 12 Months Ago	Comment
% of participants that now feel they are more 'work ready' from being on the Passport Programme		80.00	70.00		100	Annual PI but are very much on target (as at Oct 14).
% of positive outcomes achieved	78.00	77.00	65.00	↓	77	Positive outcomes are: participants who have gained employment or gone onto further Education following successful completion of the Passport Programme. This is an annual PI, however, as we produce a 6 monthly figure for the P&R Scrutiny report, the figure currently stands at 78% (as at end of Sept 14). This will be updated again at the end of the reporting year.