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AGENDA

Committee	ECONOMY & CULTURE SCRUTINY COMMITTEE
Date and Time of Meeting	THURSDAY, 14 SEPTEMBER 2017, 5.00 PM
Venue	COMMITTEE ROOM 4 - COUNTY HALL
Membership	Councillor Howells (Chair) Councillors Ebrahim, Gordon, Gavin Hill-John, Parkhill, Robson, Sattar and Stubbs

- | | <i>Time approx.</i> |
|---|---------------------|
| 1 Apologies for Absence | 5.00 pm |
| To receive apologies for absence. | |
| 2 Declarations of Interest | |
| To be made at the start of the agenda item in question, in accordance with the Members' Code of Conduct. | |
| 3 Minutes (Pages 1 - 4) | |
| To approve as a correct record the minutes of the meeting held on 18 July 2017. | |
| 4 Work Programming (Pages 5 - 18) | 5.05 pm |
| a) Principal Scrutiny Officer will briefly introduce the report | |
| b) Committee Members to discuss and agree the work programme. | |
| 5 Employment Services (Pages 19 - 64) | 5.35 pm |
| a) Councillor Lynda Thorne, Cabinet Member – Housing and Communities, will be invited to make a statement. Sarah McGill, Director of Communities, Housing and Customer Services, Jane Thomas, Assistant Director of Communities and Housing and Louise Bassett, Partnership Delivery Team Leader, will be in attendance to give a presentation and answer Members' questions; | |

b) Questions by members of the Committee;

c) The way forward for this item will be considered at the end of the meeting.

6 Way Forward

6.30 pm

7 Date of next meeting

The next meeting of the Economy & Culture Scrutiny Committee is scheduled to be held at 4.30pm on Thursday 5th October 2017, Committee Room 4, County Hall, Cardiff.

Davina Fiore

Director Governance & Legal Services

Date: Friday, 8 September 2017

Contact: Andrea Redmond, 029 2087 2434, a.redmond@cardiff.gov.uk

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ECONOMY & CULTURE SCRUTINY COMMITTEE

18 JULY 2017

Present: County Councillor Howells(Chairperson)
County Councillors Ebrahim, Gordon, Gavin Hill-John, Parkhill,
Robson and Sattar

1 : APPOINTMENT OF CHAIRPERSON AND COMMITTEE MEMBERSHIP

The Committee noted that Council at its meeting held on 25 May 2017 appointed Councillor Nigel Howells as Chair and the following Members to this Committee:

Councillors Ebrahim, Gordon, Gavin Hill-John, Parkhill, Robson, Sattar, Singh and Stubbs

2 : TERMS OF REFERENCE

The Committee noted the terms of reference.

3 : APOLOGIES FOR ABSENCE

Apologies were received from Councillor Stubbs.

4 : DECLARATIONS OF INTEREST

No declarations of interest were received.

5 : MINUTES

The minutes of the meetings held on 14 February 2017 and 9 March 2017 were noted and were signed by the Chairperson.

6 : WORK PROGRAMMING

Members were asked to discuss and agree priorities for the Committee 2017/18 work programme. The Committee received a report listing potential work programme items drawn from suggestions from Members and Officers, items recommended by the previous Committee and a desk-based review of high level partnership and corporate documents.

The Committee received representations from the Cabinet Members and Directors whose portfolios fall within the remit of the Committee. The Chair requested Cabinet Members to highlight their key issues and challenges and any areas where they believe scrutiny can assist them in driving improvement. Cabinet Members suggested a number of topics for inclusion on the Committee's work programme, including:

Councillor Goodway

- Delivery of a bus station
- Indoor arena
- Cardiff Parkway railway station

- Cardiff East Industrial Strategy
- Green Paper on the Economic Development agenda
- Tourism Strategy
- Review of Sports Village
- Central Square
- Land south of Cardiff Central Railway Station
- Dumballs Road – manifesto commitment to provide council housing
- Bute Street/Lloyd George Avenue / Heavy Rail Line / New York style high line tourist attraction
- St David's Square
- Canal Feeder
- New attractions in Cardiff Bay – e.g. beach facility or open air pool
- International Strategy
- Task and Finish Group on Historic Buildings
- Employment Strategy

Councillor Bradbury

- Safety in Parks
- GLL Leisure Contract
- Sports Development
- Major Events Strategy
- Cardiff Harbour Authority
- Llanishen Reservoir
- Review of Sport in the City
- Parks Refresh

Councillor Merry

- Protecting Adult Community Learning

Councillor Thorne

- Library Standards
- Hubs Programme / Support for Into Work Services
- Impact of Universal Credit / Welfare Reforms

The report provided Members with guidance in terms of prioritisation of items for inclusion in the work programme. Members were also asked to be mindful of Wales Audit Office advice to aim to achieve scrutiny committee meetings that are no longer than three hours in duration by ensuring agendas are manageable and that work occurs outside committee meetings.

Members were advised that in order to meet Wales Audit Office guidance, agendas, on average, should have no more than two substantial items. The 2017/18 programme of meetings agreed that 9 committee meetings be held between September 2017 and May 2018; potentially, this would allow for 18 substantial agenda items.

RESOLVED – That the following priorities and items be included within the Work Programme for 2017/18:

- Economic Development Green Paper
- Multi-Purpose Indoor Arena

- ISV and Cardiff Bay Masterplan
- Cardiff East Industrial Strategy
- Dumballs Road
- Heritage and Historic Buildings
- Cardiff Business Forum

- Leisure Management Partnership Update
- Harbour Authority funding
- Sports/ Physical Activity – task and finish group to be scoped, to include:
 - Parks & Green Spaces – safety, sustainability, access
 - Sports - access and provision

- Adult Community Learning – Welsh Government review of funding

- Welsh Public Library Standards Annual Report
- Society of Chief Librarians national universal offers
- Changes to Employment Services.

7 : DATE OF NEXT MEETING

The next meeting of the Committee is scheduled to take place on 14 September 2017.

The meeting terminated at 7.30 pm

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**CYNGOR CAERDYDD
CARDIFF COUNCIL**

ECONOMY & CULTURE SCRUTINY COMMITTEE

14 SEPTEMBER 2017

WORK PROGRAMME 2017 – 18

Purpose of the Report

1. To provide Members of the Committee with a Work Programme for consideration and approval, as was discussed at the 18 July 2017 Committee Meeting. The resulting calendar of items is attached at **Appendix A**.

Background

2. The Council's Constitution (*Scrutiny Procedure Rule 7*) states that each Scrutiny Committee will set its own work programme. Members construct a work programme that most effectively uses the Committee's time, by considering items within the Committee's terms of reference where scrutiny can make a difference.
3. This Committee's terms of reference include:

- Cardiff City Region City Deal
- Inward Investment & the Marketing of Cardiff
- Economic Strategy & Employment
- European Funding & Investment
- Small to Medium Enterprises
- Cardiff Harbour Authority
- Lifelong Learning
- Leisure Centres
- Sports Development
- Parks & Green Spaces
- Libraries, Arts & Culture
- Civic Buildings
- Events & Tourism
- Strategic Projects
- Innovation & Technology Centres
- Local Training & Enterprise.

4. Scrutiny plays an essential role in promoting accountability, efficiency and effectiveness in the Council's decision-making process and the way in which it delivers services. The main roles of the Scrutiny Committees are:

- i) Holding to account the Cabinet and officers, as decision-makers.
- ii) Being a '*critical friend*', questioning how decisions have been made, providing a '*check and balance*' to decision makers and undertaking reviews of services and policy.
- iii) Providing a voice for citizens.

5. Full Council, on 29 June 2017, approved the following meeting dates for this Committee, with meetings due to start at 4.30pm.

- 14 September 2017
- 5 October 2017
- 9 November 2017
- 7 December 2017
- 11 January 2018
- 12 February 2018 (budget scrutiny)¹
- 8 March 2018
- 12 April 2018
- 10 May 2018

Initial prioritisation of items

6. At its meeting on 18 July 2017 the Committee heard from several Cabinet Members and Directors about the key challenges they faced for 2017/18; and how they felt the Committee could best constructively assist in addressing these and driving improvement. The Chair met separately with relevant Cabinet Members and officers not able to attend the meeting.

¹ Please note that this is a Monday, unlike the other dates, which are Thursdays.

7. Suggestions were received from the following:
 - i) Councillor Goodway, Neil Hanratty
 - ii) Councillor Bradbury, Andrew Gregory, Neil Hanratty
 - iii) Councillor Merry, Sarah McGill and Isabelle Bignall
 - iv) Councillor Thorne, Sarah McGill and Jane Thomas
 - v) Councillor Michael
 - vi) Councillor Thomas.

8. Committee Members discussed which of these suggestions to prioritise for inclusion in the draft work programme, considering factors such as:
 - i) The potential impact of scrutiny;
 - ii) Importance to the citizens of Cardiff;
 - iii) Importance for Cardiff Council;
 - iv) Whether the possible item would be dealt with in other arenas; and
 - v) The resources available from Scrutiny Services and the capacity of Members to undertake the scrutiny.

9. Committee Members considered the most appropriate type of scrutiny tool to use for each of the prioritised items, bearing in mind the WAO advice² to aim to achieve committee meetings that last no longer than three hours, whilst maintaining robust, appropriate scrutiny across the terms of reference.

10. Committee Members decided to receive the relevant Corporate and Directorate Performance and Budget monitoring reports outside of Committee. Committee Members would then review these and raise any concerns with the Chair of Committee and Principal Scrutiny Officer. The Principal Scrutiny Officer would seek explanations from the relevant Directorate and feed these back to Committee Members. Where concerns still existed, the Chair would invite the appropriate Cabinet Member and Director to attend Committee to discuss the situation and any mitigating actions. This approach allows Committee Members to use their time at Committee to best effect.

² Advice received following WAO Corporate Assessment (September 2014)

11. Committee Members tasked the Principal Scrutiny Officer to prepare a draft work programme based on their decisions, for consideration at this meeting. The draft work programme is attached at **Appendix A**, with a summary for each item attached at **Appendix B**.

12. The schedule of items detailed at **Appendix A** is split into the following work areas:

Committee Meeting Items:

- **Pre-decision Scrutiny** - Where the Committee evaluates and comments on policy proposals before they go to the Cabinet, giving the Cabinet the opportunity to receive and consider Scrutiny Members views prior to making their decision.
- **Policy Development / Review** - Where the Committee contributes to the Council's policy development processes by considering green papers or draft policy documents, and reviews the progress made in implementing agreed Council policies.
- **Committee Business Items** – enabling Members to consider items of Committee business, such as work programming, task group reports, correspondence reports and the Committee's Annual Report.

Items dealt with outside Committee Meetings:

- **Committee Improvement Inquiries** - Where the Committee establishes a Task Group to examine a topic, resulting in a formal report to the Cabinet. These can be short inquiries, such as deep dives, or longer inquiries, as required.
- **Information Reports** – Where the Committee receives reports for information in order to guide future scrutiny and/ or determine if further scrutiny is required. This includes corporate and directorate performance and budget monitoring reports.

Final prioritisation and rationalisation

13. Having received the first stage prioritisation and rationalisation, Members are invited to discuss and agree whether further amendments are required to the draft work programme attached at **Appendix A**. Members are reminded of the need to retain some flexibility in the work programme to enable new items to be added to the work programme during the year as necessary.
14. At the meeting on 18 July 2017, Members discussed the following potential ideas for task groups:
- i) Sports in Cardiff
 - ii) Safety in Parks
 - iii) Sustainable Funding for Parks
 - iv) Access to Parks.
15. Members tasked the Principal Scrutiny Officer to discuss the potential ideas for task groups with relevant officers. This resulted in items providing an update on Sports in Cardiff being scheduled as committee items in the first instance, rather than an Inquiry. Discussions on safety in parks highlighted that this is not the sole responsibility of the Council and requires input from a range of community safety partners. As such, this idea for a task group has been referred to the Community & Adult Services Scrutiny Committee, which has responsibility for scrutinising both the community safety partnership in terms of tackling crime and disorder and the Council's specific work regarding community safety.
16. With regard to sustainable funding for parks and access to parks, both of these ideas fall within the remit of this Committee. The relevant Cabinet Member, Councillor Peter Bradbury, brought these areas to the attention of the Committee and stated he would welcome scrutiny of them. Councillors Nigel Howells, Iona Gordon and Gavin Hill-John have indicated that they wish to participate in this Inquiry and an initial scoping meeting with officers from Parks has been arranged for 19th September 2017.

Way Forward

17. Members will have the opportunity to discuss the information provided in **Appendices A and B**, and agree whether any amendments to the work programme are required.

Legal Implications

18. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

19. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

The Committee is recommended to:

1. consider the contents of **Appendix A** and **Appendix B**, agree any amendments required and approve the proposed work programme as amended; and
2. approve the nominations of Councillor Nigel Howells, Councillor Iona Gordon and Councillor Gavin Hill-John to sit on the Parks Inquiry.

DAVINA FIORE

Director of Governance & Legal Services

8 September 2017

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Appendix A - Economy and Culture Scrutiny Committee - Draft Work Programme 2017 / 2018

	14 Sept (CR4)	5 October (CR4)	9 November (CR4)	7 December (CR4)	11 January (CR4)	Budget meeting 12 February (CR4)	8 March (CR4)	12 April (CR4)	10 May (CR4)
Pre Decision Scrutiny			Employability Provision Pre Decision	ACL review		Budget Proposals	Sports Strategy		
			City Deal Business Plan			Corporate Plan	Parks & Green Spaces Strategy		
Policy Development / Review	Employability Provision Consultation	ACL review	Ec Dev Green Paper	Leisure Management Partnership	Welsh Public Libraries Standards		Cardiff East Industrial Strategy	Dumballs Road (Vastint)	
		Multi Purpose Indoor Arena	Harbour Authority WG review	Sports JV update	Chief Librarians Universal Offers				
			Budget and Corporate Plan Consultation	Sports high level overview re Strategy	Heritage/ Historic Bldgs				
				ISV Cardiff Bay Masterplan					
Committee Business items/ information reports	Work Programme	Correspondence	Library Historical Collections		Correspondence		Correspondence	Annual Report	
	Q1 Performance			Q2 Performance	Task Group Report		Q3 Performance		
Committee Improvement Inquiries	Task Group - Sports/ Parks TBC								

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Corporate
City Operations
Committee Business
Economic Development
Communities
Task and Finish Inquiry

Other Possible Items

Cardiff Business Forum
?? Employability Perf Framework
?? Hubs - Well Being Centres

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Appendix B – Summary of Economy & Culture Scrutiny Committee Work Programme Items

Topic	Scope of scrutiny	Approximate Timing	Cabinet Member	Director
Corporate Plan	Review consultation proposals in Autumn Pre-decision scrutiny in Feb	Oct- Dec - policy dev Feb – pre-decision	All	Andrew Sarah Neil
Budget	Review consultation proposals in Autumn Pre-decision scrutiny in Feb	Oct- Dec – policy dev Feb – pre-decision	All	Andrew Sarah Neil
Performance Reports	Circulate for information & bring any specific concerns to committee – exception reporting	Quarterly	All	Andrew Sarah Neil
City Deal	Chair discussed with Cllr Thomas 18/8/17. Cllr Thomas highlighted forthcoming Business Plan. Would also be other items that need to come to scrutiny later on in the year.	November – Business Plan Other dates to be confirmed	Cllr Thomas	Andrew Gregory Neil Hanratty
Leisure Management Partnership	Policy Review & Monitoring Cllr Bradbury offered to meet Chair to discuss best way forward re timing & scope	Flexible – December 2017 onwards, so that full year of operating partnership	Cllr Bradbury	Andrew Gregory

Topic	Scope of scrutiny	Approximate Timing	Cabinet Member	Director
Harbour Authority funding	To explore impact of proposals on Cardiff Council and economy & culture of Cardiff	November - to fit with timescales of Welsh Government review	Cllr Bradbury	Andrew Gregory
ISV and Cardiff Bay Masterplan	Policy development Pre-decision To explore any links with Harbour Authority funding decisions and/ or heritage, historic buildings	December – once scrutinised Harbour Authority funding Pre- decision - TBC	Cllr Goodway	Andrew Gregory Neil Hanratty
Welsh Public Library Standards	To receive annual report on progress in meeting the Standards	Flexible	Cllr Thorne	Sarah McGill
Society of Chief Librarians national universal offers	To receive information on progress in embedding the offers	Flexible - to tie in with Library Standards item	Cllr Thorne	Sarah McGill
Adult Community Learning	To look at performance and metrics, to offer support re response to Welsh Government Policy Development October Pre-decision December	October - Policy Dev December - Pre-decision	Cllr Merry	Sarah McGill
Employment Services	Policy Development September Pre-decision scrutiny November	September – policy dev November – pre-decision	Cllr Thorne	Sarah McGill
Multi-Purpose Indoor	Policy development	October – policy dev	Cllr Goodway	Neil Hanratty

Topic	Scope of scrutiny	Approximate Timing	Cabinet Member	Director
Arena	Pre-decision	Pre- decision – TBC		
Heritage and Historic Buildings	Policy development Pre-decision	January – policy development Pre- decision - TBC	Cllr Goodway	Neil Hanratty
Economic Development Green Paper	Policy development	November	Cllr Goodway	Neil Hanratty
Cardiff East Industrial Strategy	Policy development Pre-decision	March 2018	Cllr Goodway	Neil Hanratty
Dumballs Road	Policy development Pre-decision	April 2018	Cllr Goodway	Neil Hanratty
Cardiff Business Forum	Pre-decision	To be confirmed	Cllr Goodway	Neil Hanratty
Possible Task & Finish Inquiries (Cllrs Howells, Ebrahim, Gordon, G Hill-John)				
<ul style="list-style-type: none"> - Parks & Green Spaces –sustainability of funding, access - Sports - access and provision - Safety in Parks 		<p>Initial paving work – August Discussion - 14th September at Committee</p> <p>Commence scoping and agree terms of reference – after 14th Sept</p>	<p>Cllr Bradbury</p> <p>Cllr Thorne (community safety)</p>	<p>Andrew Gregory (Jon Maidment, Steve Morris)</p> <p>Joe Reay (community safety)</p>

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**CYNGOR CAERDYDD
CARDIFF COUNCIL**

ECONOMY & CULTURE SCRUTINY COMMITTEE

14 SEPTEMBER 2017

EMPLOYMENT SERVICES IN CARDIFF

Purpose of the Report

1. Following a request by the relevant Cabinet Member and senior officers, Committee Members have prioritised pre-decision scrutiny of a report to Cabinet on proposals for future Employment Services in Cardiff. Ahead of that scrutiny, this report provides Committee with an update on the work underway to develop these proposals.
2. The following appendices are attached to this report:
 - i) **Appendix A** – presentation ‘Employment Services and building Resilient Communities’
 - ii) **Appendix B** – overview document outlining proposed new approach
 - iii) **Appendix C** - consultation document ‘Helping people find work and building resilient communities’
 - iv) **Appendix D** – flowchart titled ‘Gateway Approach’.

Background

3. There are several funders and providers of Employment Services across Cardiff, including European Union, UK Government, Welsh Government, Cardiff Council, third sector, the national lottery and charities. This has led to a number of schemes operating in Cardiff, each with their own eligibility criteria. A recent Cardiff Council review of employment services provision identified over 40 different schemes, with different qualification criteria, operating in Cardiff, as illustrated on **Slide 7** of the presentation attached at **Appendix A**.

4. Some of the providers for employment services are the Communities First cluster organisations¹. These provide employment related training and support, funded by Welsh Government, including basic skills, CV writing, job application, job search, job clubs, interview skills, volunteering and work experience. They also provide European Support funded '*Communities for Work*' employment services, covering one to one mentoring support, back to work mentoring, barriers fund and training fund for bespoke courses depending on clients' needs.
5. The Welsh Government has undertaken a review of its anti-poverty schemes and decided to change its approach to tackling poverty, resulting in the Communities First programme ceasing at the end of March 2018. The Lift scheme, also funded through Welsh Government, is also due to cease in March 2018. This scheme applies to the ECLP Communities First households where no one is working and at least one person has been jobless for 6 months or more.
6. The European Support funded *Communities for Work* programme is funded until 2020, with an allocation of £583,610 per annum. Several other employment services in Cardiff are also funded by the European Support fund, for varying periods of time, including *Aspire*, *Inspire to Work*, *Journeys to Work*, *PaCE programme*, *Achieving Change through Employment (SOVA)* and Gofal's *Out of Work* service.
7. The Welsh Government's new approach to tackling poverty focuses on addressing the roots causes of poverty, including helping people into work through employment services. With the cessation of Communities First, the Welsh Government is making the following funding available for Cardiff:
 - i) Employability Grant – estimated to be between £650,000 - £750,000 per annum from 1 April 2018

In Cardiff the four Communities First clusters are: ACE (Caerau, Ely, Pentrebance and parts of Fairwater), BRG (Butetown, Riverside and Grangetown), ECLP (East Cardiff, Rumney, Llanrumney and Pentwyn) and STAR (Splott, Tremorfa, Adamsdown and parts of Plasnewydd)

- ii) Community Facilities Programme – third sector organisations can submit bids to Welsh Government for capital grant funding for facilities that contribute to the community²
 - iii) Legacy Funding – £563,361 per annum from 1 April 2018.
8. The guidance and criteria for these funding streams are still being finalised but initial direction from Welsh Government makes it clear that they will be aligned to Welsh Government objectives and the need to retain European Support funds e.g.
- i) The Employability Grant is focused on providing the infrastructure for the continuing *Communities for Work* programme, including mentoring support.
 - ii) The Legacy Fund is focused on contributing to building resilient communities, aligning with the Wellbeing and Future Generations Act.
9. The funding from the Welsh Government, outlined above, does not match the previous level of funding for Cardiff for the whole of the Communities First programme. For example, in 2016/17 Cardiff received £2.98 million Communities First funding, with £2.08 million received 2017/18³. The cessation of the Lift programme adds another £150k to the overall reduction in funding in Cardiff.

Proposals for Cardiff

10. In preparation for the cessation of Communities First and Lift, Cardiff Council has carried out a review of existing employment services and likely future funding and developed proposals for consultation on future services. The consultation document '*Helping people find work and building resilient communities*' is attached at **Appendix C**. Public consultation runs from 6th September 2017 to 4th October 2017, with copies of the questionnaire available online and in Hubs and other community buildings. Community engagement and stakeholder engagement sessions are also taking place during the consultation period.

² There is £4 million available in the Community Facility Grant Programme, for use across Wales

³ Taken from Item 3 Communities First report to Cardiff Public Services Board 7 June 2017, available at: <https://www.cardiffpartnership.co.uk/cardiff-public-services-board/executive-public-services-board/papers/>

11. The review identified the opportunity to align arrangements with the Council's existing core services such as the Community Hubs, Into Work Services, Adult Community Learning, Youth Services, Economic Development and Volunteer Programme. This would also assist delivery of the 'Cardiff Commitment', which aims to connect children and young people to the world of work by improving links with public, private and third sector partners. The aim is also to enhance employer engagement linked to economic development, so that appropriate training and apprenticeships can be provided to assist with real job opportunities.

12. The proposals centre on the Council establishing a 'gateway' approach, which means that anyone wishing to access employment services in Cardiff would go through an initial assessment process to check eligibility and need, to ensure they are directed to an appropriate service. This would enable a single database to be maintained to enable easy monitoring and evaluation of achievement of outcomes. There would be a range of methods for accessing the gateway, including a dedicated phone line, email, face to face in hubs and Severn Road centre, and via job clubs. The Gateway would be staffed by Into Work advisors and staff employed by the *Communities for Work* programme.

13. The proposals include the Council leading on provision of other services, such as a citywide mentoring service for 16-24 year olds and 25+ year olds, and support for self-employed and social enterprises. This would involve the creation of new posts, funded by the Employability Grant mentioned in points 7&8 above.

14. Attached at **Appendix D** is a flowchart illustrating the above proposals, which also shows referrals being made to external providers, including specialist provision, for example for people with disabilities, homeless people, veterans, ex-offenders, refugees and black & minority ethnic people.

Way Forward

15. Councillor Lynda Thorne (Cabinet Member – Housing and Communities) will be invited to make a statement. Sarah McGill (Director of Communities, Housing and Customer Services), Jane Thomas (Assistant Director, Communities and Housing) and Louise Bassett (Partnership Delivery Team Leader) will attend to give a presentation and answer Members' questions on the proposals for employment services in Cardiff.

Legal Implications

16. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

17. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations

for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

The Committee is recommended to:

- i) Consider the information presented in this report, its appendices and the information presented at the meeting, and
- ii) Determine any comments, observations or recommendations to the Cabinet.

DAVINA FIORE

Director of Governance & Legal Services

8 September 2017

Employment Services and building Resilient Communities

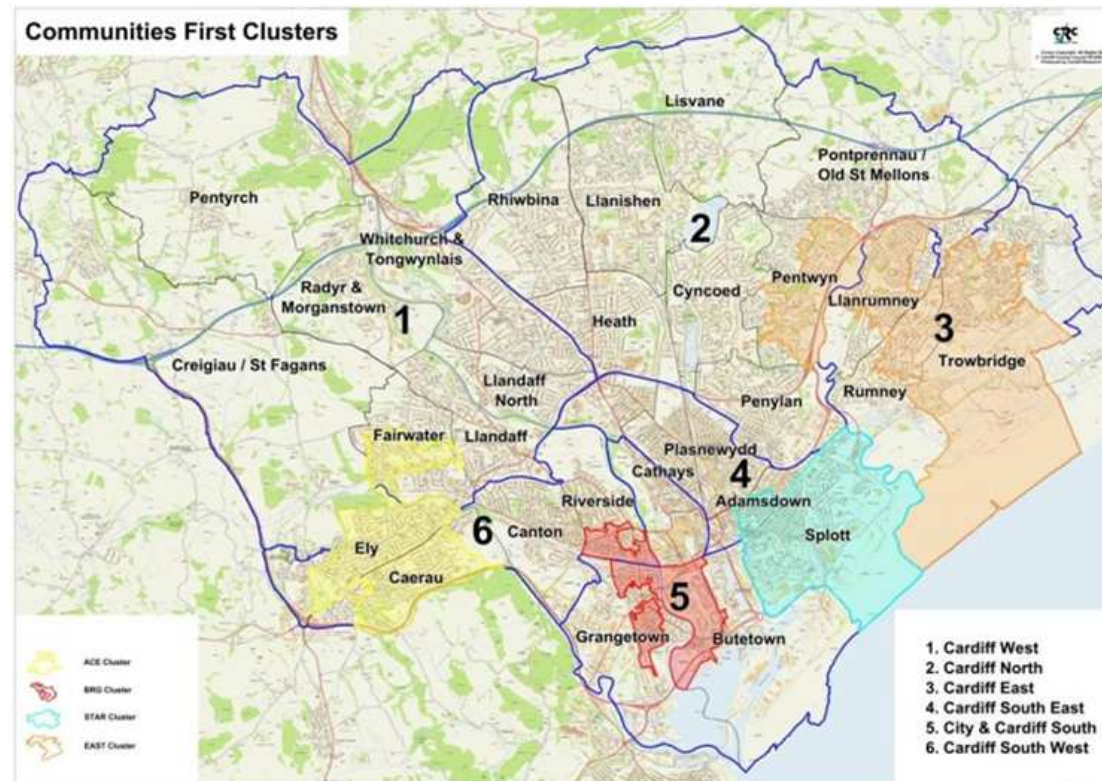


Background

- On 14th February the Cabinet Secretary for Communities and Children announced a new approach to tackling poverty
- The new approach is focused on employment, early years and empowerment, and will involve phasing out the Communities First programme this year
- All activities and spend on Communities First and the Lift Programme must cease by 31st March 2018. (The Lift programme operates in one area and covers only East Cardiff, Llanederyn and Pentwyn)

Current Position

- There are four Communities First areas in Cardiff; and each area is managed by a third sector organisation



- The service level agreements (SLA's) in place with our third sector partners all end on 31st March 2018
- Considerable action is being taken, where possible to mitigate any negative impact from the closure of these programmes

New Approach

- The new approach announced by Welsh Government will centre on the root causes of poverty
- Welsh Governments, all-Wales approach is focused on helping people into work, giving children the best start in life, and ensuring people's voices are heard in the design of local services
- There will be continued investment in Flying Start and Families First programmes, to ensure there is comprehensive support for children as they grow up
- The refocused approach means the new funding made available from April 2018 will be prioritised on **helping people into work through employment services** and building **strong and resilient communities** across the City
- However, it should be noted the funding going forward will be significantly less than in previous years

Funding for Employment Services going forward

Communities for Work

- Communities for Work (CfW) is an existing European Social Fund (ESF) Programme. The programme provides a prescribed community based employment service.
- Cardiff's allocation is £583,610 per year, confirmed up until 2020
- This programme is delivered alongside Communities First

Employability Grant

- This new funding will be available from 1st April 2018.
- Cardiff's allocation estimated to be £650,000 to £750,000 per year.
- The new employability grant is not intended to support the continuation of existing Communities First Projects and must provide the infrastructure for the continuing Communities for Work (CfW) Programme

Current Position: Employment Services



Complicated eligibility criteria

- X** I don't live in a Communities First Postcode
- X** I don't live in a workless household
- X** I'm not a Council Tenant
- X** I am over 24
- X** I am not classed as long term unemployed

40+ employment services providing a range of services across Cardiff

- No single view of individuals and the services they are accessing
- Duplication of provision in some areas, and gaps in others
- No assessment of need or coherent pathway
- Significant spend on management functions
- Focus on geographical areas rather than individuals need

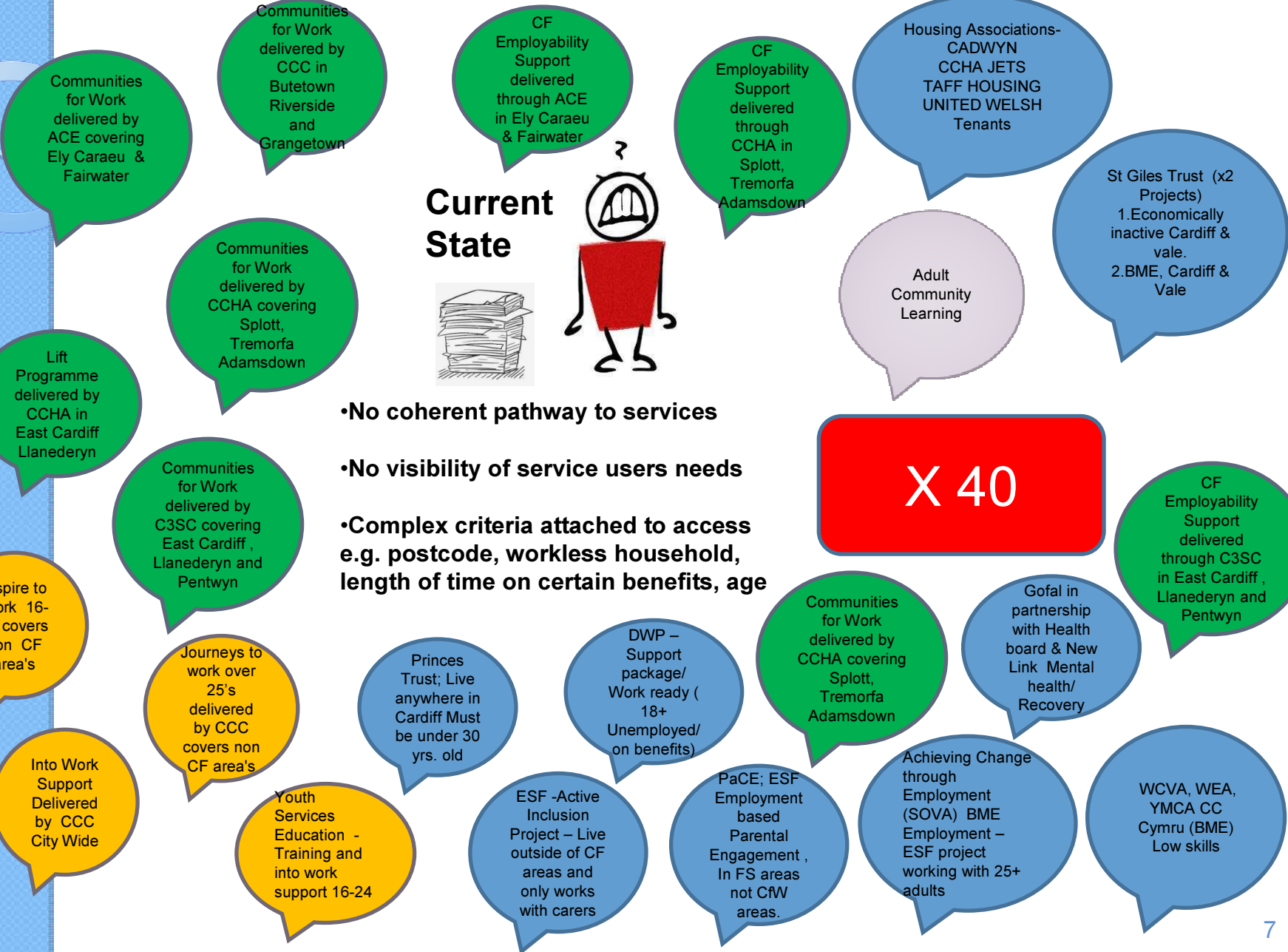
Employment Services Now?

Current State



- No coherent pathway to services
- No visibility of service users needs
- Complex criteria attached to access e.g. postcode, workless household, length of time on certain benefits, age

X 40



Opportunity to review current arrangements and align with Core Services

- **Into Work Services** - A unique service covering all areas of Cardiff. The team provide help with CV's, job searching, Universal Job Match.
- **Youth Service** - provides employment and support provision for 16-24 year olds through an ESF funded project and Families First funding
- **Economic Development** and links with major employers
- **The Cardiff Commitment** - links with public, private and third sectors to connect children and young people to the world of work.

Opportunity to review current arrangements and align with Core Services (cont.)

- **11 Community Hubs** across the City offering a variety of provision - Footfall was over **3.2 million** last year into our Libraries & Hubs
- Targeted work with people affected through Welfare Reform and the Benefit Cap
- **Adult Community Learning (ACL)** offering extended employability courses accredited courses up to level 2
- Successful **Volunteer Programme** The Councils into work volunteering scheme, which has 60 volunteers at any one time supporting the job clubs – over 60% of whom then return to work ... a real pathway into work

Employment Services Proposal

The Council should lead on the delivery and directly provide core services including:

- A simple gateway to access employability services across Cardiff.
- Mentoring and individual support for all who need it regardless of where they live.
- A more joined up and cohesive provision, that is aligned and working with other services and programmes

Benefits of proposed model

- ✓ Having readily identifiable in-house teams providing highly visible services will improve accountability and engagement
- ✓ Strong performance management and data sharing
- ✓ Reduced management costs
- ✓ TUPE - skills and abilities of the current workforce would be retained.
- ✓ More importantly it will provide a consistent approach to delivery through one city wide delivery model and staff structure.

Model for the Future



- Gateway to Services – range of methods: phone, face to face, web, Job clubs across the city
- Initial assessments to check eligibility and need - help people into the right service from the start
- Clear pathways to both internal and external provision
- City wide mentoring provision and a range of training opportunities
- One database linked so that we have one view of the individual to understand their need, the right pathways for them and to monitor outcomes
- Coherent approach to employer engagement linked to economic development priorities across the City to develop – focus training on real job opportunities
- Support for self-employment and social enterprises
- Address In Work Poverty - more opportunities for people to achieve higher level skills

Building Resilient Communities - Legacy Fund

- From 1st April 2018 **£563,361** per year will be available through the **Legacy Fund**.
- The fund can be flexible, and should be used primarily to help build “**Resilient Communities**.” This could include maintaining existing effective initiatives or developing new ones that have been identified locally to meet a priority need.
- The Legacy fund should align with the Wellbeing and Future Generation Act (WFGA), and should link directly to the Public Service Board’s Wellbeing objectives, the Wellbeing Plan and the development of **local Area Plans**.
- Opportunities to build on current arrangements in place through Neighbourhood Partnerships, Community Hubs, Tenants and Residents Participation team and other locality working initiatives.
- Opportunities for third sector involvement to encourage community participation and engagement

Consultation will ask how we can help build resilient communities and this will inform proposed use of the legacy fund

Timetable

Activity	Date by
2 Member briefing sessions	5pm – 6pm on 30 th August and 6 th September
Online questionnaire	From 6 th September - Close 4 th October
Paper questionnaires will be available in all Council Hubs and various other community buildings	From 6 th September – 4 th October
Face to face community engagement alongside job club activities and other events in Hubs and other community buildings	From 6 th September – 4 th October
Facilitated engagement sessions with local stakeholders including existing and new service users	Dates to be confirmed
Cabinet Report	16th November 2017
Update Public Service Board on Cabinet decision and way forward	24th November 2017
Expected start date for delivery	1st April 2018

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Helping people find work and Building Community Resilience

Briefing Document

Cardiff Council



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“This document is available in Welsh / Mae’r ddogfen hon ar gael yn Gymraeg”

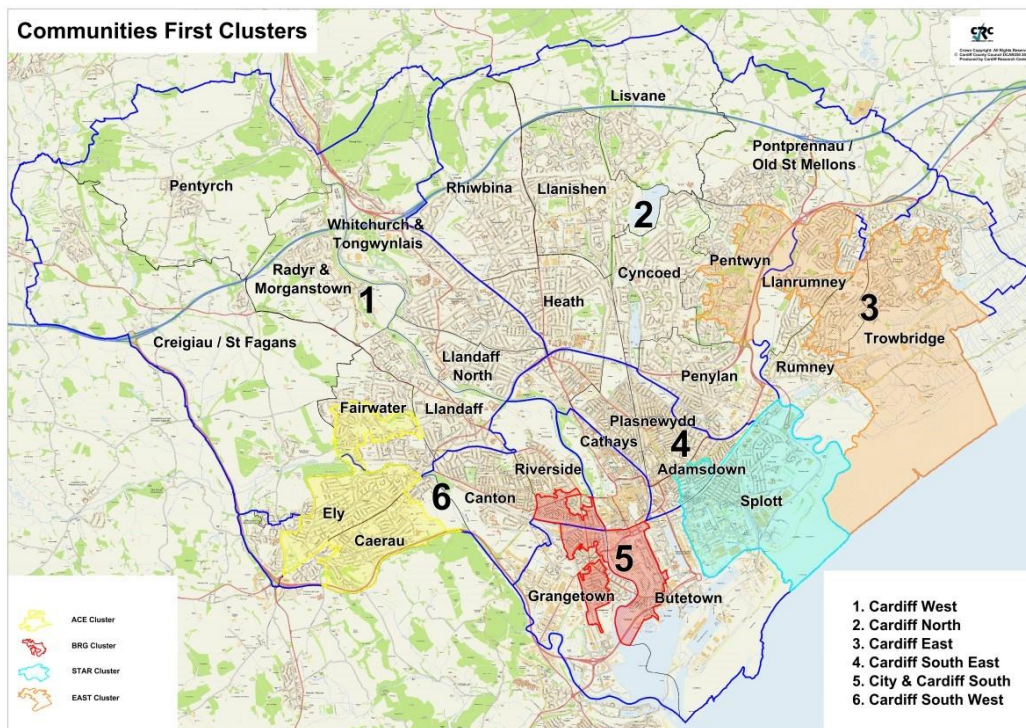
1. Background

On 14th February Carl Sargeant, Cabinet Secretary of Communities and Children confirmed that Communities First will be phased out by 31st March 2018 and outlined a new approach that will be taken to tackling poverty. The new approach is focused on employment, early years and empowerment, and will involve phasing out the Communities First programme this year.

Communities First is a community-focussed programme that supported the Welsh Government’s Tackling Poverty agenda by working with residents, community organisations, business and other key agencies to focus on improving the wellbeing and resilience of communities. Involving local people in all aspects of this work was an essential feature of the programme.

Each area is managed by a third sector organisation. Considerable action is being taken, where possible, to mitigate any negative impact from the closure of these programmes.

There are currently four Communities First areas in Cardiff which only cover approximately a third of the city.



Whilst it is recognised the Communities First programme in Cardiff has achieved some good outcomes, only around a third of the city's population live in those identified areas. This geographically limited provision has excluded people living in other deprived areas from being able to access the same level of support, although the personal need might still exist.

While some funding will be made available to help people back to work through employment services and to assist with building strong and resilient communities across the city, this will be significantly less than previous arrangements. There is now a need to provide a more coherent service across the City, while adjusting to the reduced funding that will be available.

Helping people back to work, and to improve their skills, is often the best route out of poverty. Effective employment services provide the advice and support that people need to be successful or develop their career.

Employment Services are defined as services providing Employment and Training Support to help people into work or achieve a better job

People should also feel part of their communities and have the opportunity to shape their future and their local area. Ensuring that everybody has a voice and an opportunity to effect change in their lives and communities is fundamental to achieving wellbeing.

Building Resilient Communities is defined as taking action to improve the lives and wellbeing of residents, by providing opportunities for them to be more involved in their communities and to reach their full potential.

This paper outlines the strategic direction that Cardiff Council proposes to take in establishing a local framework for the delivery and coordination of employment support. Success will hinge on effective services that deliver tangible outcomes for those people who need support the most.

The paper also considers how people can get involved in their communities, and how any gaps left by the closure of Communities First can be identified and how these may be addressed.

2. Legal & Policy Framework

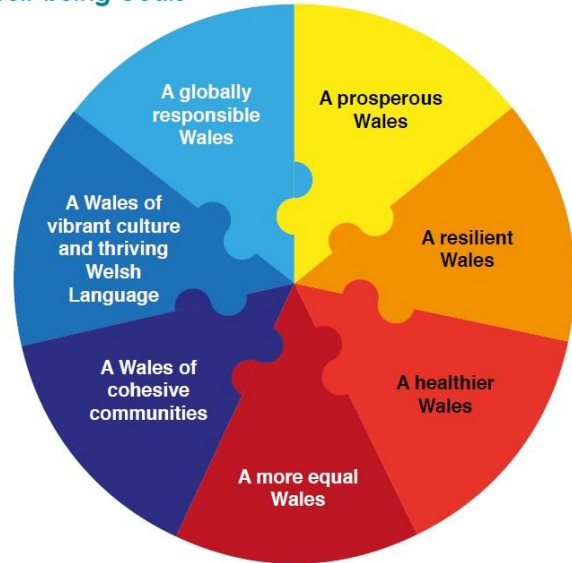
2.1 The Wellbeing of Future Generations (Wales) Act 2015

The Act came into force in April 2016. Wales faces a number of challenges now and in the future, such as poverty, climate change, health inequalities, jobs and population growth. The Act aims to enable public bodies to tackle these challenges through thinking more about the long-term and working more effectively with other organisations and with communities.

'Wellbeing' encompasses factors like social life, economic status, health, cultural wellbeing and a person's environment.

Helping people into work is an element of all of the wellbeing goals, particularly the goals of 'a more equal Wales' 'a more resilient Wales' and 'a prosperous Wales'. The Act also requires public bodies to take account of five ways of working – long term, prevention, integration, collaboration and involvement. These all have clear links with tackling poverty, particularly taking a preventative approach to try to tackle persistent, intergenerational poverty from occurring or getting worse.

Well-being Goals



2.2 Corporate Plan

The proposals in this paper support the Council's corporate priorities to provide a focus on economic development as the engine for growth and jobs, education and skills for people of all ages to fulfil their potential and be well prepared for employment in the Cardiff economy and beyond.

It also supports our commitment to work with the most vulnerable people in the City. We also need to work with partners and communities to transform our public services to meet the challenge of growth and austerity. With reduced funding and increased demand, Cardiff Council can no longer do everything it has done in the past. In order to ensure the Council delivers for Cardiff, the organisation must focus on those actions that will have the greatest impact

A link to the Council's priorities can be found here: [Corporate Plan](#)

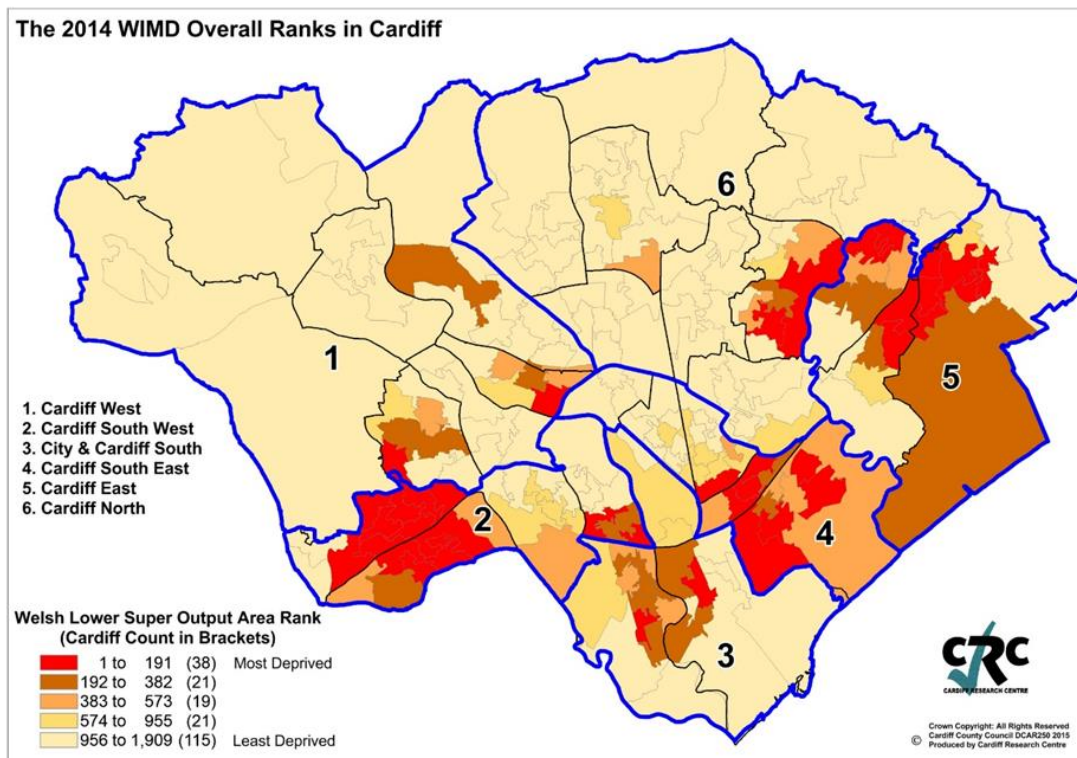
3. Deprivation in Cardiff - An Overview

Cardiff is just below the all Wales average in terms of number of workless households. However:

- Nearly a third (31%) of households in Cardiff – that’s over 45,000 homes - are estimated to be living in poverty.
- Approximately 16% of dependent children aged 15 and under are living in households that rely on benefits.
- In-work poverty is also a growing issue, with over a quarter children and young people under the age of 20 in the city living in low-income families, ranging from 4% in Rhiwbina to 47% in Ely.
- Over 60,000 people in Cardiff live in the 10% most deprived areas in Wales

In Cardiff some of Wales’ most and least deprived communities can be found within miles of each other. Almost one fifth (19.2%) of the areas in Cardiff are within the 10% most deprived areas in Wales.

When looking at a Neighbourhood Partnership level we consistently see greater deprivation in Cardiff East, Cardiff South East and City & South. However the map below demonstrates a more complicated picture with significant variation at a local level. The below shows that poverty can be found in parts of the city that are generally considered to be more affluent.



3.1 Number of young people not in Education Employment or Training (NEET)

Cardiff has the second highest percentage of Year 11 school leavers not in education, employment or training of any local authority in Wales. The cost of not addressing this issue is not just economic, but there are also effects on levels of unemployment, crime, health and well-being. In particular, our most vulnerable young people such as children leaving care and young adult carers face significant challenges and barriers to progression and are more likely to leave school with no qualifications.

3.2 Welfare Reform

One of the greatest challenges in tackling poverty will be the rollout of Welfare Reform. Currently there are 798 of households affected by the Benefit Cap, many of which are larger families. These families will need considerable support to help them back to work and out of poverty.

Universal Credit will be rolled out to more people in Cardiff from February 2018, greater emphasis will be placed on actively seeking work and support will be needed to help people meet this requirement and prevent them from being sanctioned.

4. Employment Services

4.1 Funding

The Welsh Government is making some funding available to the Council for employment services going forward, however this is less overall than was previously available.

In these times of unprecedented financial pressures and increasing demand it is essential that all spending is focused on services for those who need them most and that can make the biggest difference. It also means we need to make sure that each pound goes as far as possible through joined up working.

In the light of these pressures a full review of current employment services has been carried out. This has shown that while there is much good work being done there are a number of issues with how services are currently being delivered as outlined below.

4.2 Review of Current Services

Currently there are over forty different employment support and training schemes available across the City. These schemes are all funded in different ways such as European Funding, the Big Lottery, Welsh Government as well as some through the

Council. Each scheme has its own qualifying criteria for participation - this could range from living in a particular area, age, ethnicity or the types of benefits received.

Whilst having this many services available in the City are a good thing it can be difficult for people to find the right service for them. With the pending closure of Communities First and the reduced funding available a new approach is needed. This is to ensure people with the greatest level of need across can still access a service.

Another issue identified is that services are not joined up and information is not shared to avoid duplication and ensure the best use of the resources available.

There is also a gap in service provision across the City for the short-term unemployed and those with in-work poverty issues such as low incomes and zero hour contracts.

4.3 Current Position: Employment Services



Complicated eligibility criteria

- X** I don't live in a Communities First Postcode
- X** I don't live in a workless household
- X** I'm not a Council Tenant
- X** I am over 24
- X** I am not classed as long term unemployed

40+ employment services
providing a range of services
across Cardiff

Focus on geographical areas
rather than individual's needs

Duplication of provision in some
areas, and gaps in others

No assessment of need or
coherent and visible pathway

Significant spend on management
functions

Limited join up between services

We know that many economically inactive and unemployed people are not actively engaged with employment services. This may be because they are not ready to return to work, have had poor experiences of employment services in the past, or are unaware of the range of services available. To overcome this lack of engagement, we need to reach out to people and engage them in services.

4.4 Opportunity for a more joined up approach

There is an opportunity to review services to provide a more joined up and coherent approach which would allow us to deliver a comprehensive employment service across the city, which will be based on peoples need and not just their post code.

This new approach to service delivery would also align closely with other council services to ensure best use is made of limited resources. These services include:

- **Into Work Services** - a unique service covering all areas of Cardiff. The team provide help with CV's, job searching, universal job match.
- **Youth Service** - provides employment and support provision for 16-24 year olds
- **Economic Development** and links with major employers
- **The Cardiff Commitment links** with public, private and third sectors employers to connect children and young people to the world of work.
- **11 Community Hubs** across the city offering a variety of provision - Footfall was over **3.2 million** last year into our Libraries & Hubs
- **Money Advice Services** - targeted work with people affected by Welfare Reform
- **Adult Community Learning (ACL)** offering extended employability courses and a range of accredited courses
- **Volunteer Programme** The Councils into work volunteering scheme, which has 60 volunteers at any one time supporting the job clubs – over 60% of whom then return to work ... a real pathway into work

From the review undertaken of the current position, it is clear that there is an exciting opportunity to do things differently. By using the new funding available alongside the Council's core services we can create a consistent framework of employment provision across the city. This will also help us link better with training and employment services provided by other organisations to ensure people are directed to the right services for them.

A proposal for future employment service delivery has been developed and is outlined below.

5. Employment Services Proposal

It is proposed that the Council should lead on the delivery and directly provide core employment services across the city including:

- A simple gateway to access employability services across Cardiff.
- Mentoring and individual support for all who need it regardless of where they live.
- A more joined up and cohesive provision, that is aligned and working with other services and programmes.

5.1 Benefits of proposed model:

- ✓ Having readily identifiable council teams providing highly visible services will improve accountability and engagement.
- ✓ Strong performance management and data sharing to ensure services are successful.
- ✓ Reduced management costs.
- ✓ Skills and abilities of the current workforce would still be retained.
- ✓ More importantly it will provide a consistent approach to delivery through one city wide delivery model and staff structure.

Gateway - A single gateway service which provides a range of opportunities for people to access services. Contact can be made face to face in one of our community hubs, through outreach workers in other community buildings or by visiting one of the local job clubs. We will also offer access via phone, web and social media.

The gateway will provide a consistent approach and act as an initial basic first stage to establish people's needs; this will ensure people are directed to the right service for them, the first time. For some people that might be a short intervention and for others it will be a longer term collaborative approach with a personal mentor offering one to one support.

The gateway team will have detailed knowledge of the internal and external support services available across the City. Individual progression will be evidenced well through introducing this approach.

Engagement – There will be a range of community engagement and outreach activities taking place weekly to encourage people into the service. Examples of activities will include local job fairs and recruitment drives, community events and fun days. The teams will also regularly visit local job centres, foodbanks and schools to help people access the service.

Awareness Raising and Promotion- There will be an information website set up and pro-active publicity campaigns to help raise awareness of the service. Greater social media presence will ensure information and advice is readily available.

Mentoring - For those people furthest away from the job market that need additional support a specialist mentoring service will be introduced, for the first time this will be available across the City. It will provide one to one support to help people address any barriers they have in returning to work. Individual and tailored training, education, and personal development programmes that lead to employment will be offered with people supported to find the right pathways for them. Mentors can help people with more complex needs into other provision and in some instances they may be able to fast track people into the additional support available.

Employer Engagement - Employer engagement will focus on creating real job opportunities. We will work with national and local employers to improve links and better understand employment opportunities. This would help us identify future skills requirements to inform development of training provision.

Self-Employment and developing Social Enterprise - We would also develop a city wide provision offering advice and assistance for business set up and social enterprise to develop the entrepreneurial culture in individuals and communities.

In Work Poverty - More opportunities for people to achieve higher level skills or more sustainable employment opportunities

Data - One data base will ensure immediate access to key information, giving us the ability to help people more effectively. Using the data will also help us identify any gaps or duplication in services across the city and also measure the success more robustly.

We want to know your view on our proposals for Employment Services.

6. Building Resilient Communities

From 1st April 2018 some the WG has also made available a Legacy Fund. The fund can be flexible, and should be used primarily to help build “Resilient Communities.” This could include maintaining existing effective initiatives or developing new ones that have been identified locally to meet a priority need.

This funding offers:

- Opportunities to build on current arrangements in place through Neighbourhood Partnerships, Community Hubs, Tenants and Residents Participation team and other locality working initiatives.
- Opportunities for third sector involvement to encourage community participation and engagement

The Legacy fund should align with the Wellbeing and Future Generation Act (WFGA), and should link directly to the Public Service Board’s Wellbeing objectives, the Wellbeing Plan and the development of local Area Plans.

With a clear focus on tackling poverty the use of the legacy fund will help develop initiatives and projects that benefit those who are the most vulnerable and excluded across the city. We want to help strengthen both individuals and communities as a whole, by building the confidence and skills of local people and organisations.

With the closure of Communities First by 2018 and increasing pressure on council and partner resources there is a need to review the current arrangements in place for community involvement to ensure that needs are met and best value is achieved. At the same time citizen expectations in terms of involvement and input are growing and there is a real need to harness community capacity to deliver local solutions.

A new way forward is required which:

- Helps develop a clear view of the priorities for local communities
- Identifies practical steps to help deliver the priorities in partnership with local people
- Provides clear ways for local people and organisations to get involved in decision making and in helping their local community
- Provides pathways of support to engage the most vulnerable and excluded people in the community.
- Uses resources effectively and avoids unnecessary duplication.

The consultation will ask how we can help build resilient communities and this will inform the use of the legacy fund. In particular we want to know how you would like to get involved with local activities and projects and how you could influence and shape the community you live in.

We also want to understand your experience of the Communities First Programme and what you think the gaps will be after it closes.

The results from the consultation will help inform both the employment services proposal and the use of the legacy fund going forward.

7. Consultation

The consultation will be launched on 6th September until the 4th October and will involve an online questionnaire ([Employment Services and Building Resilient Communities Survey](#)) with paper copies available in all Hubs and various other community buildings. Completed paper copies can be left in the blue boxes in all hubs or sent back via freepost.

- Community engagement sessions will be available alongside the questionnaires in job club activities in Hubs and other community buildings.
- Facilitated engagement sessions with existing and potential new users of the services.

The consultation will then form part of a report that will go to the Cabinet in November for a final decision on the way forward.

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Helping people find work and Building Community Resilience

Cardiff Council





Consultations on a new approach to:

1. Helping people find work and
2. Building Community Resilience

The Welsh Government's approach to tackling poverty is changing. As part of these changes the Communities First Programme will cease and the Council will have some funding focussed on helping people into work.

There will also be some funding to help local people get involved in their community.

As this funding will be significantly less than before we need to take a new approach to providing services.

We are keen to gather views on how Cardiff should respond to these changes.

1. Employment Support Services - Helping People finding Work

In Cardiff there are over 40 different schemes with different qualifying criteria that help people back to work. Sometimes having so many schemes can be confusing and make it harder for people to find the right service for them.



Currently some people can't get the services they need for example because of where they live or just because of their age. There is a need for a more joined up approach to services, with help available across the city for all who need it.

Q1 With less funding available and the requirement for a more joined up approach, the Council is proposing to directly provide and coordinate employment services across the city.

**The service will be available to everyone who needs it.
The new services would be delivered through our network of Community Hubs and from other community buildings.**

Do you agree with this proposal?

Yes No Don't know

Q1a If no please tell us why

Q2 We think that a simple gateway is required to direct people to the services they need to help them back to work. Do you agree this would help?

Yes No Don't know

Q2a What do you think should be part of this gateway?

- Telephone helpline
- A website providing information on the support available
- Mobile Apps
- Social Media (Facebook/Twitter)
- Webchat
- Face to face contact
- Locally available Job Clubs
- Job Fairs
- Local recruitment drives/events
- Outreach by community organisations



Q3 What kind of employment support do you think is needed to help people into work and which ones would you use? (tick all that apply)

	What kind of support do you think is needed to help people into work?	Which would you be interested in using yourself
Local Job Clubs e.g. CV writing/job applications/job search	<input type="checkbox"/>	<input type="checkbox"/>
Career advice	<input type="checkbox"/>	<input type="checkbox"/>
Short training courses e.g. first aid at work /manual handling/food safety	<input type="checkbox"/>	<input type="checkbox"/>
Vocational training opportunities e.g. retail/teaching assistants/social or child care/construction/hospitality	<input type="checkbox"/>	<input type="checkbox"/>
Training delivered locally	<input type="checkbox"/>	<input type="checkbox"/>
Work Experience/Placements	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering Opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeship Opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Guaranteed Interview schemes	<input type="checkbox"/>	<input type="checkbox"/>
Help to get a better job	<input type="checkbox"/>	<input type="checkbox"/>
Support to move on from zero hour contracts	<input type="checkbox"/>	<input type="checkbox"/>
Help to set up your own business or Social Enterprise	<input type="checkbox"/>	<input type="checkbox"/>
Help with costs for travel for training and interviews	<input type="checkbox"/>	<input type="checkbox"/>
Help with costs for childcare whilst training or attending interviews	<input type="checkbox"/>	<input type="checkbox"/>
One to one intensive mentoring support	<input type="checkbox"/>	<input type="checkbox"/>
Help to get online	<input type="checkbox"/>	<input type="checkbox"/>
Specialist Money Advice e.g. benefit/debt/budgeting skills	<input type="checkbox"/>	<input type="checkbox"/>
Help with learning English as a second language	<input type="checkbox"/>	<input type="checkbox"/>
Help with reading and writing skills	<input type="checkbox"/>	<input type="checkbox"/>
Confidence building courses or activities	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health and Wellbeing support	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

Please tell us if there is anything else:

Q4 Do you think it is important that community organisations continue to provide some employment related services?

Yes No Don't know

If yes, which services are best provided by local community organisations?

2. Building Community Resilience

Responses from this survey will help us to create more opportunities for local people to be involved in their community and have a say in the things that matter most to them.

The Welsh Government has announced that funding for Communities First will end by March next year. If you have been involved in the programme we are interested in hearing your views about Communities First and how this closure will impact on you and your community.

Q5 Are you aware of the Communities First Programme?

Yes No (Go to Q12)

Q6 Have you ever taken part in a Communities First Project or Activity?

Yes No (Go to Q12)

Q7 Could you tell us which Communities First area you received support from?

- ACE - Ely, Caerau, Fairwater & Pentreban
- BRG - Butetown, Riverside and Grangetown
- ECLP - Llanrumney, Rumney, St Mellons, Trowbridge, Pentwyn & Llanedeyrn
- STAR - Splott, Tremorfa, Adamsdown, Pengam Green, Plasnewydd
- Don't know

Q8 Your involvement... (tick all that apply)

	Which Communities First projects or activities have you been involved in?	Which of the projects or activities were of most value to you?
Help/advice on a healthier lifestyle – e.g. cooking skills or physical activities	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health and Wellbeing projects	<input type="checkbox"/>	<input type="checkbox"/>
Social prescribing projects	<input type="checkbox"/>	<input type="checkbox"/>
Help with a crisis e.g. food bank/fuel/clothes	<input type="checkbox"/>	<input type="checkbox"/>
Help with benefit/debt/budgeting skills	<input type="checkbox"/>	<input type="checkbox"/>
Digital skills	<input type="checkbox"/>	<input type="checkbox"/>
Training or Community Learning	<input type="checkbox"/>	<input type="checkbox"/>
Parenting/Family Support	<input type="checkbox"/>	<input type="checkbox"/>
School based activities	<input type="checkbox"/>	<input type="checkbox"/>
Children and young people activities	<input type="checkbox"/>	<input type="checkbox"/>
Support to gain a job or a qualification	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering opportunities /Timecredits	<input type="checkbox"/>	<input type="checkbox"/>
Support for my community group	<input type="checkbox"/>	<input type="checkbox"/>
Support to apply for funding	<input type="checkbox"/>	<input type="checkbox"/>
If other please specify	<input type="checkbox"/>	<input type="checkbox"/>

Q9 Could you tell us why this project or activity has been important to you?

Q10 Could anything have been done better?

Yes No Don't know

Q10a If 'yes' please explain?

Q11 Do you think there will be any gaps once Communities First closes?

Yes No Don't know

Q11a If 'yes' please tell us what you think those gaps will be and any ideas on how those gaps could be filled.

We are interested to hear how you would like to get involved in local activities and projects and how you could influence and shape the community you live in.

Q12 Do you think that you have a say in decisions that affect you and your local community?

Yes No Sometimes

Q13 Listed below are a number of ways that you could have a say in the decisions that affect your community.

	How do you get involved currently?	How would you like to be involved in the future?
Kept informed via emails newsletters/articles	<input type="checkbox"/>	<input type="checkbox"/>
Getting involved through Social Media – e.g Facebook/Twitter	<input type="checkbox"/>	<input type="checkbox"/>
Take part in surveys and questionnaires	<input type="checkbox"/>	<input type="checkbox"/>
Attending community events and fun days where I can get information about plans for my local area and get involved in community projects and activities.	<input type="checkbox"/>	<input type="checkbox"/>
Attend community workshops where I can give my views and help shape local services	<input type="checkbox"/>	<input type="checkbox"/>
Be a member of a formal panel/forum (that help to shape service delivery e.g. citizens panels/health and social care)	<input type="checkbox"/>	<input type="checkbox"/>
Be a school governor	<input type="checkbox"/>	<input type="checkbox"/>
Take part in formal campaigning for change	<input type="checkbox"/>	<input type="checkbox"/>
Be a member of a Voluntary Council such as Cardiff Third Sector Council (C3SC)	<input type="checkbox"/>	<input type="checkbox"/>

If other please specify:

Q13a Listed below are a number of ways you could be involved in your local community. (tick all that apply)

	How do you get involved currently?	How would you like to be involved in the future?
Community Volunteering e.g. litter picking/community gardening	<input type="checkbox"/>	<input type="checkbox"/>
Helping others in my neighbourhood e.g. shopping or visiting elderly or vulnerable people	<input type="checkbox"/>	<input type="checkbox"/>
Formal volunteering for an organisation or public services such as in a Hub or in a Hospital	<input type="checkbox"/>	<input type="checkbox"/>
Member of a community group delivering a project or activity in my community	<input type="checkbox"/>	<input type="checkbox"/>
Member of a social support group with similar interests e.g. lunch club, gardening club or mother and toddler group	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising for local causes	<input type="checkbox"/>	<input type="checkbox"/>
Neighbourhood Watch	<input type="checkbox"/>	<input type="checkbox"/>

Please tell us if there is any other way you would like to get involved

Q14 Are there any further comments that you would like to make?

If you would like further information please provide your contact details

I would like help with getting back to work

I would be interested in shaping services and influencing decisions

I would be interested in Volunteering Opportunities in my local community

Name:

Email:

Address (if no email):

ABOUT YOU

Any data supplied by you on this form will be processed in accordance with Data Protection Act requirements and by supplying it you consent to the Cardiff Council processing the data for the purpose for which it is supplied. All personal information provided will be treated in the strictest confidence and will only be used by the Cardiff Council or disclosed to others for a purpose permitted by law.

Q15 What is your postcode:

Q16 Are you...

Female Male Other Prefer not to say

If 'other please specify

Q17 What was your age on your last birthday?

Under 16 25-34 45-54 65-74
16-24 35-44 55-64 75+

Q18 Which of the following best describes what you are doing at present? (Tick one box only)

Working full time (30+ hours per week) Permanently sick or disabled person
Working part time (less than 30 hours per week) Wholly retired from work
On a government training scheme Looking after home
In full time education Caring for a child or adult
Unemployed - Registered Job Seeker Unemployed - Unregistered but seeking work
On a zero hour contract Other

If 'Other', please specify

Q19 Do you identify as a disabled person?

Yes No Prefer not to say

Q20 Please tick any of the following that apply to you:

Deaf/Deafened/ Hard of hearing Mobility impairment
Mental health difficulties Long-standing illness or health condition
Learning impairment/difficulties (e.g. cancer, HIV, diabetes, or asthma)
Visual impairment Prefer not to say
Wheelchair user Other

If 'Other', please specify

Q21 What is your Ethnic group?

White - Welsh/English/Scottish/Northern Irish/British

White - Irish

White - Gypsy or Irish Traveller

White - Any other white background (please specify)

Mixed/Multiple Ethnic Groups - White and Black Caribbean

Mixed/Multiple Ethnic Groups - White and Black African

Mixed/Multiple Ethnic Groups - White & Asian

Mixed/Multiple Ethnic Groups - Any other (please specify)

Asian/Asian British - Chinese

Asian/Asian British - Pakistani

Asian/Asian British - Bangladeshi

Asian/Asian British - Indian

Asian/Asian British - Any other (please specify)

Black/African/Caribbean/Black British - African

Black/African/Caribbean/Black British - Caribbean

Black/African/Caribbean/Black British - Any other (please specify)

Arab

Any other ethnic group (please specify)

Prefer not to say

Thank you for your time. Drop off at local hub or you can use the Freepost address below:

FREEPOST CF3474
Cardiff Research Centre
Room 401
County Hall
CF10 4UW



Gateway Approach

Key
Council Provided
Mixed provision

Dedicated Phone line



E-mail



Online information accessible from any device



cardiff.gov.uk

Face to Face support in every Hub and Severn Road



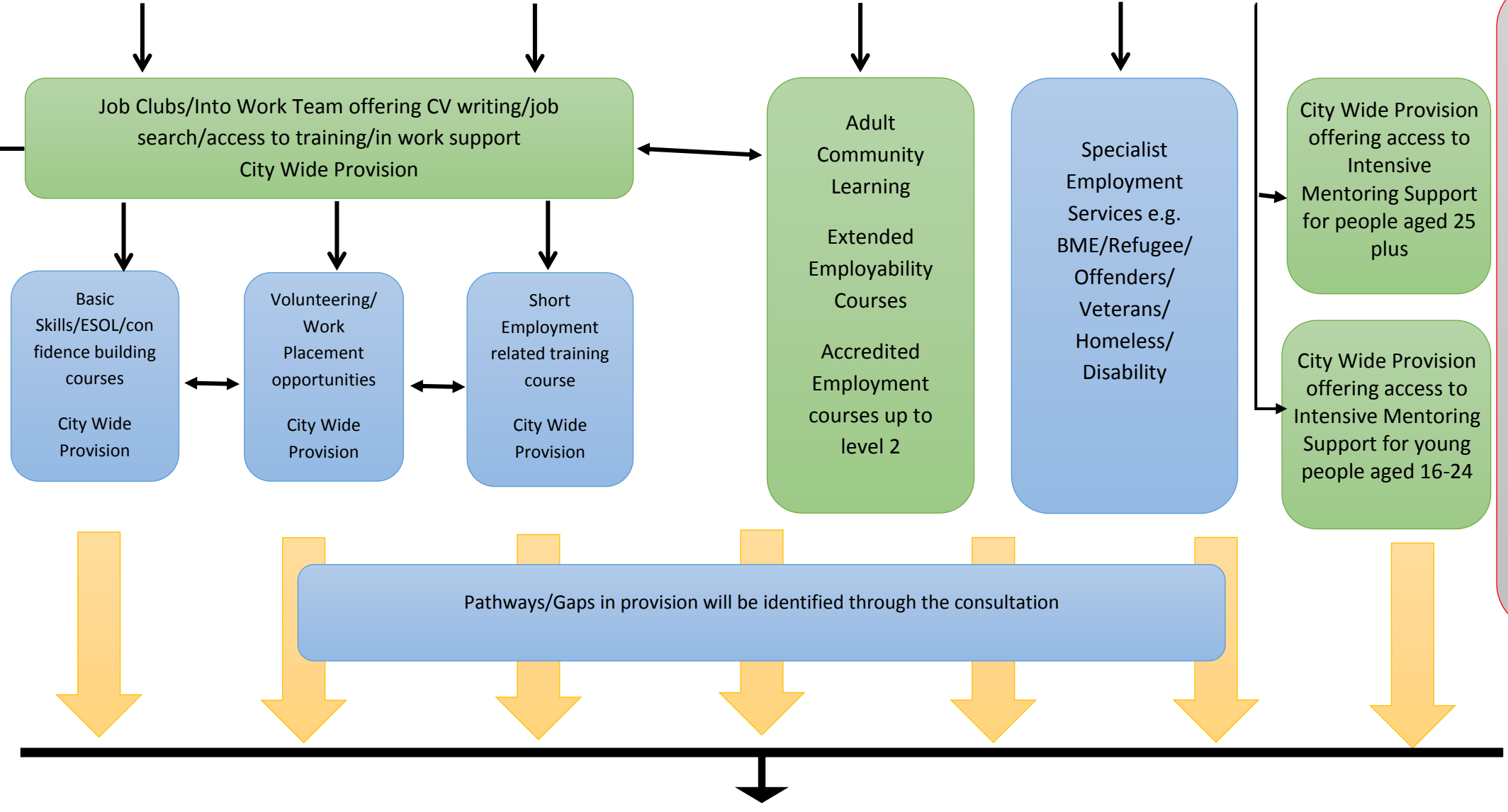
- Initial assessments to check eligibility and need, help people into the right service from the start
- One database linked so that we have one view of the individual to understand their pathways in achieving their outcome
- Enabling strong performance management on the quality of the services being delivered and ability to identify any gaps in provision

Employer Engagement and Business Development

Work with National and Local Employers, Cardiff Commitment and the Councils Economic Development Department to develop brokerage services and bespoke programmes for employment opportunities

Influencing the future skills supply so its flexible and responsive to the growth sectors identified in the economic data.

Address In Work Poverty by developing more opportunities for people to achieve higher level skills.



- Supplementary Services**
 (Outside scope of review)
- Support/wraparound services
 - Benefit advice
 - Housing advice
 - Substance Misuse Services
 - Mental Health
 - Families First for Parenting or other family support
 - Flying Start
 - Careers Wales
 - DWP
 - Formal ESOL provision

City Wide Provision offering advice and assistance for business set up/social enterprise to develop the entrepreneurial culture in individuals and communities.

Outcomes

- Further/Higher Education/CAVC/UWIC
- Apprenticeships/Trainee/Placements
- Volunteer Opportunities
- New business start - up / Existing business supported
- Job outcome



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