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SUPPLEMENTARY PAPERS

Committee	ECONOMY & CULTURE SCRUTINY COMMITTEE
Date and Time of Meeting	TUESDAY, 23 APRIL 2024, 4.30 PM
Venue	CR 4, COUNTY HALL - MULTI LOCATION MEETING
Membership	Councillor Wong (Chair) Councillors Berman, Brown-Reckless, Henshaw, Jenkins, Jones, Lloyd Jones, Shimmin, Thomson

The following papers were marked 'to follow' on the agenda circulated previously

- 3 **GLL - Contract Monitoring & Audit Wales progress**(Pages 3 - 48)
Policy Review/ Contract Monitoring/ Performance Monitoring.

Appendices A&B.

Confidential Slides in Appendix A are not for publication as they contain exempt information of the description contained in paragraphs 14 of Part 4 and paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972. It is viewed that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

- 4 **Employment Services Short Scrutiny**(Pages 49 - 88)
Short Scrutiny.

Appendix D.

D Marles

Interim Monitoring Officer

Date: Wednesday, 13 March 2024

Contact: Andrea Redmond, 02920 872434, a.redmond@cardiff.gov.uk

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Economy & Culture Scrutiny Committee

Page 3

Jason Curtis Head of Service
Joanne Smith Partnership Manager

23 April 2024

GLL



Agenda Item 3

Partner of Choice



page 4



arts active
actifyddion
artistig



Customers and Communities at our Heart



GLL SPORT
FOUNDATION
SUPPORT DEVELOP ACHIEVE

the
one
show

**MEET
THE
MANAGER
EVENT**



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KEY FOCUS GROUPS

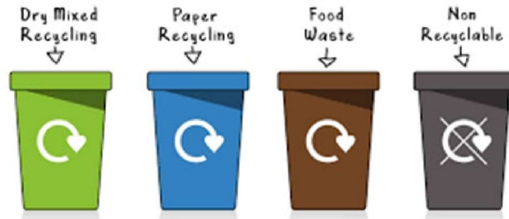
- Women & Girls
- Ethnic minority provision
- LGBT
- Children
- Young offenders
- Health
- Refugees
- Disability groups



Respecting the Planet



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Page 6



Tackling Health Equalities



Page 7



More than a job



Page 8



18-month development programme to make our skills and knowledge better for everyone



Better Way of Doing Business

Page 9



GAS



ELECTRICITY



WATER



Membership Numbers

Centre	Mar-23	Mar-24	Heads Movement 2023 - 2024	% Movement
Eastern Leisure Centre	1,311	1,570	259	19.76%
Fairwater Leisure Centre	1,085	1,322	237	21.84%
Llanishen Leisure Centre	1,822	2,032	210	11.53%
Maindy Centre	1,836	2,126	290	15.80%
Penylan Library & Community Centre	319	382	63	19.75%
STAR Hub	599	666	67	11.19%
Western Leisure Centre	1,178	1,347	169	14.35%
Total	8,150	9,445	1,295	15.89%

Centre	Mar-19	2024 v 2019	2024 v 2019 %
Eastern Leisure Centre	1289	281	122%
Fairwater Leisure Centre	1340	-18	99%
Llanishen Leisure Centre	2677	-645	76%
Maindy Centre	2946	-820	72%
Penylan Library & Community Centre	401	-19	95%
STAR Hub	570	96	117%
Western Leisure Centre	1287	60	105%
Total	10,510	-1,065	90%



Membership Breakdown

Better Health Centre
1,945

Better Health Partnership
1,795

Better HF GP Referral
1,595

Better Health Corporate
1,315

Better Student
1,270

Better Health Partnership Junior
97

Better Health UK
463

Better Swim
87

Better Health UK Adult Pay & Play
65

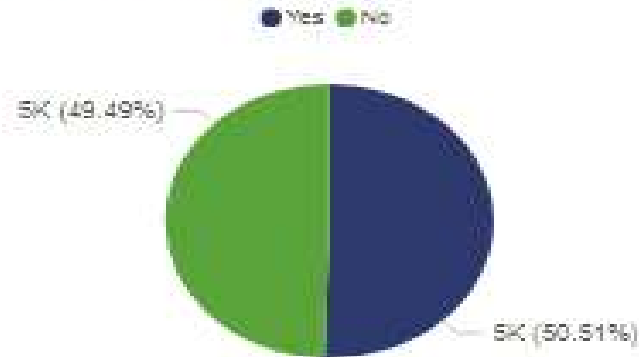
Better Racquets
41

Better Health UK Junior Pay & Play
36

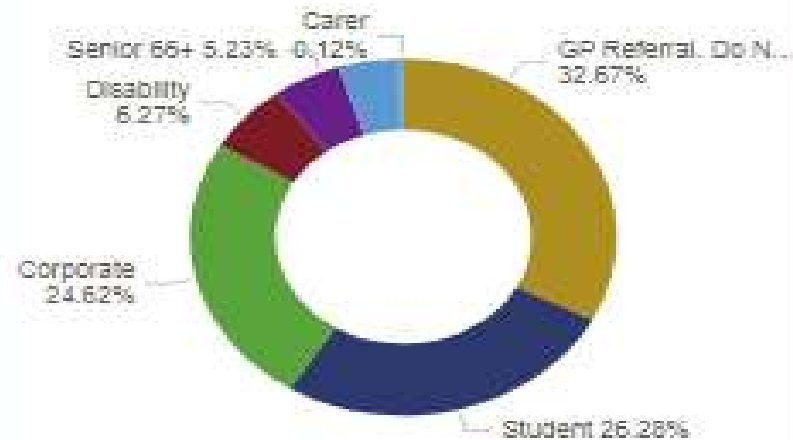
Better Health UK Junior
18

Better Health Region
2

Current Members by Discounted



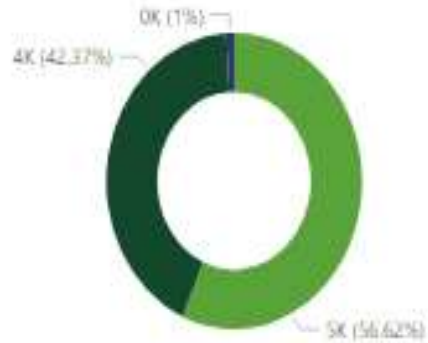
Current Members by Discount Type



Membership Breakdown

Current Members by Gender

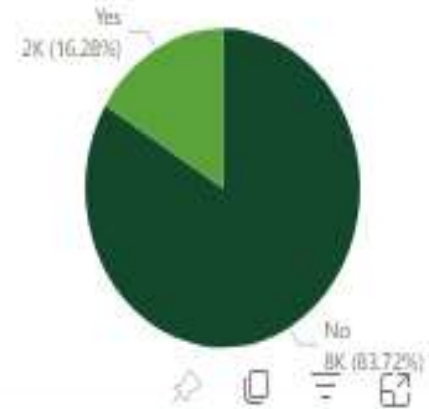
Female Male Prefer Not To Say Non Binary



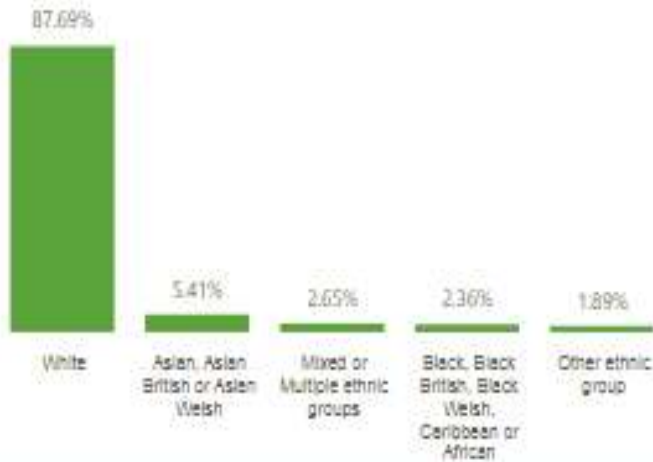
% Current Members by Age Group



% Current Members by Disability Status



% Current Members by Ethnic Group



% Current Members by Mosaic Group



Swim School Numbers

Centre	March 2019 Heads	March 2022 Heads	March 2023 Heads	March 2024 Heads
Eastern Leisure Centre	418	1,091	1082	983
Fairwater Leisure Centre	481	540	505	512
Llanishen Leisure Centre	997	1,101	1271	1289
Maindy Leisure Centre	660	635	704	719
Pentwyn	880	0	0	0
Star Hub	285	381	413	393
Western Leisure Centre	666	541	588	543
Cardiff	4387	4,289	4563	4439

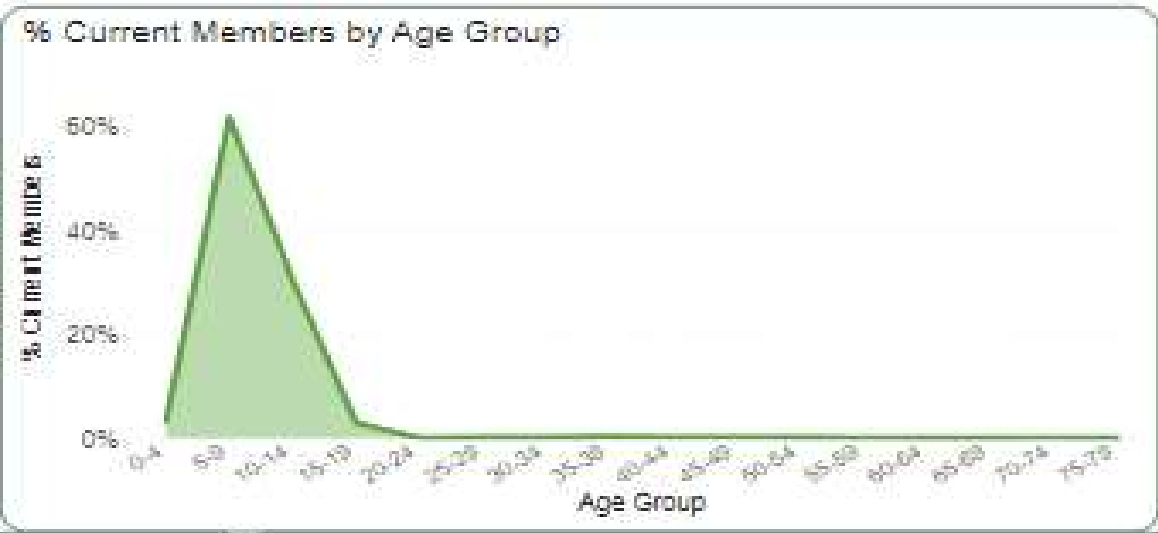
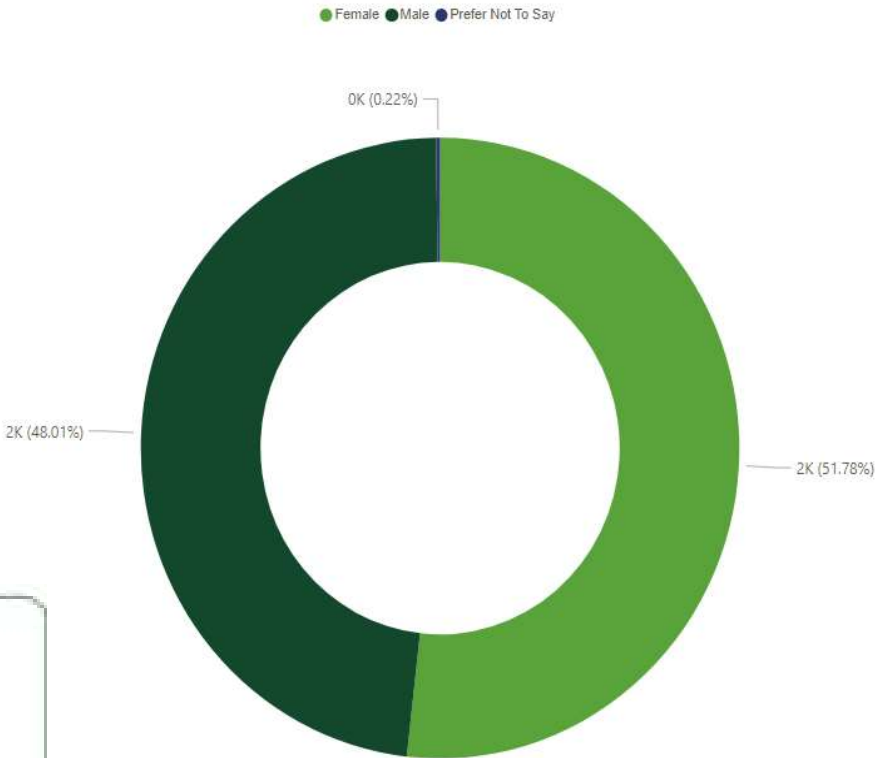
Centre	2024 v 2019	2024 v 2019 %
Eastern Leisure Centre	565	235%
Fairwater Leisure Centre	31	106%
Llanishen Leisure Centre	292	129%
Maindy Leisure Centre	59	109%
Pentwyn	-880	0%
Star Hub	108	138%
Western Leisure Centre	-123	82%
Cardiff	52	101%



Lesson and Course Breakdown

Better Lessons and Courses Junior Wet	3,536
Better Lessons and Courses Junior Concessionary Wet	753
Better Lessons and Courses Junior Dry	170
Better Lessons and Courses Swimbies	120
Better Lessons and Courses Adult Wet	47
Better Lessons and Courses Junior Concessionary Dry	15

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Usage

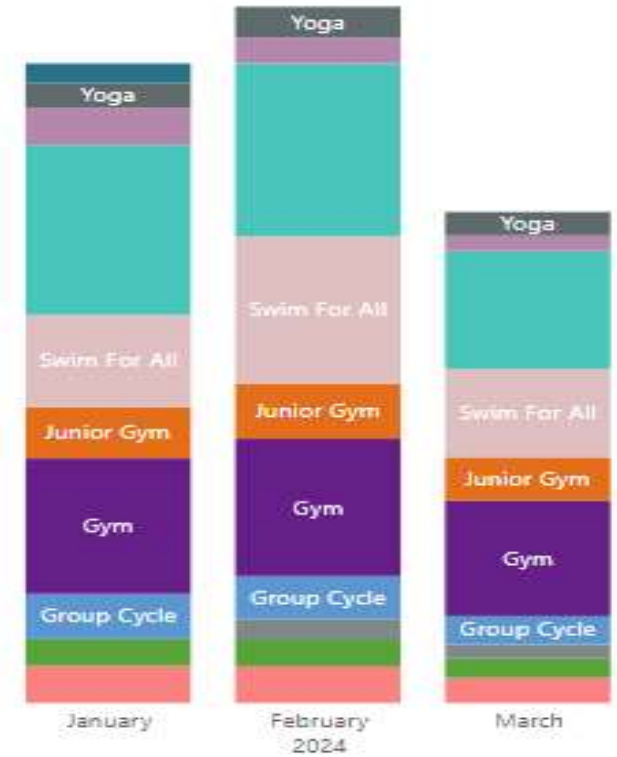
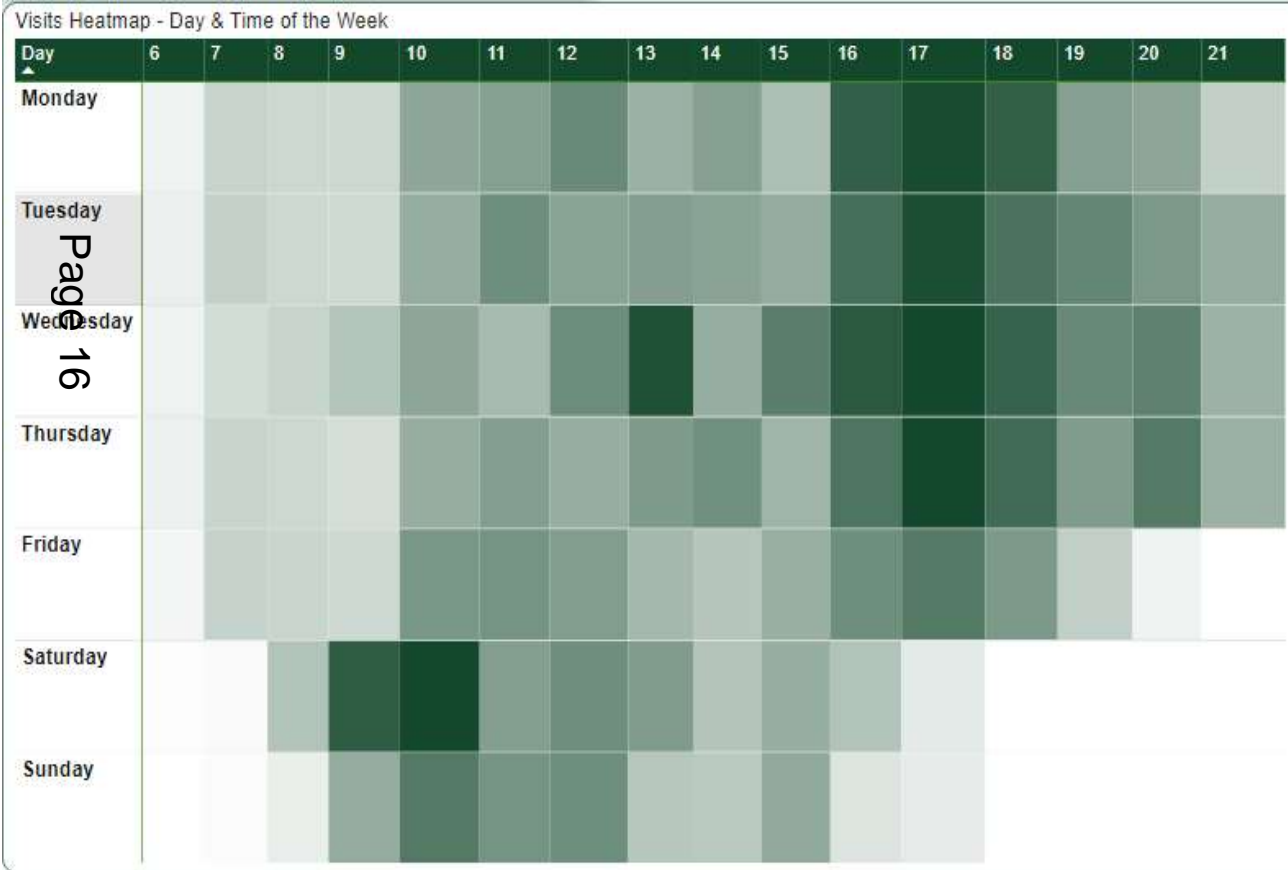
	2019/20	2020/21	2021/22	2022/23	2023/24
Eastern	161,176	9,815	156,352	202,285	226,564
Fairwater	151,075	11,718	118,397	144,268	152,995
Llanishen	338,940	14,146	264,083	308,063	330,772
Maindy	235,225	20,105	197,584	235,741	231,838
Penylan	41,441	664	24,448	35,497	37,517
Star	73,041	5,402	66,922	72,171	91,584
Western	169,303	4,404	109,048	156,005	160,667
Total	1,170,201	66,254	936,834	1,154,030	1,231,937

2024 % of 2023	2024 % of 2019
112%	141%
106%	101%
107%	98%
98%	99%
106%	91%
127%	125%
103%	95%
107%	105%

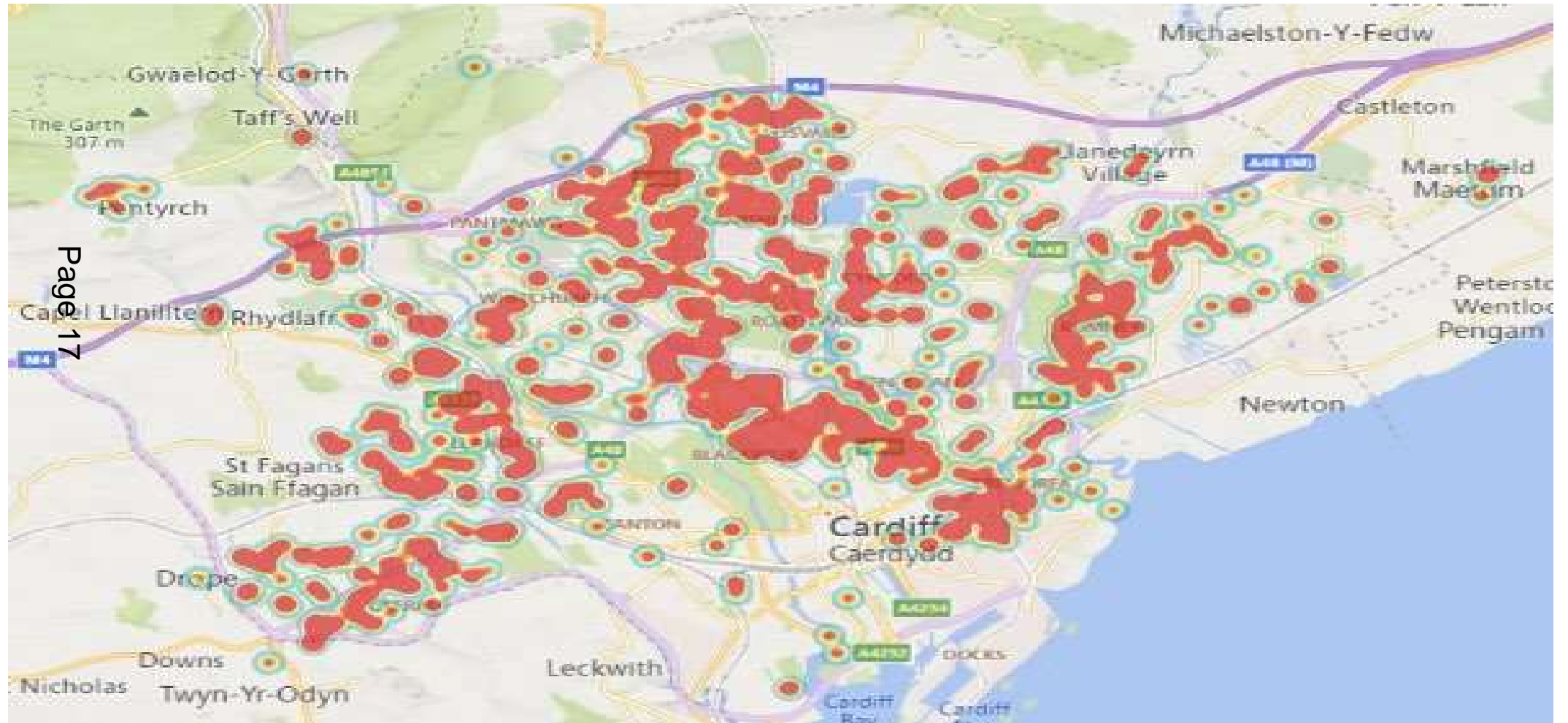
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Top 10 Visited Activities by Month

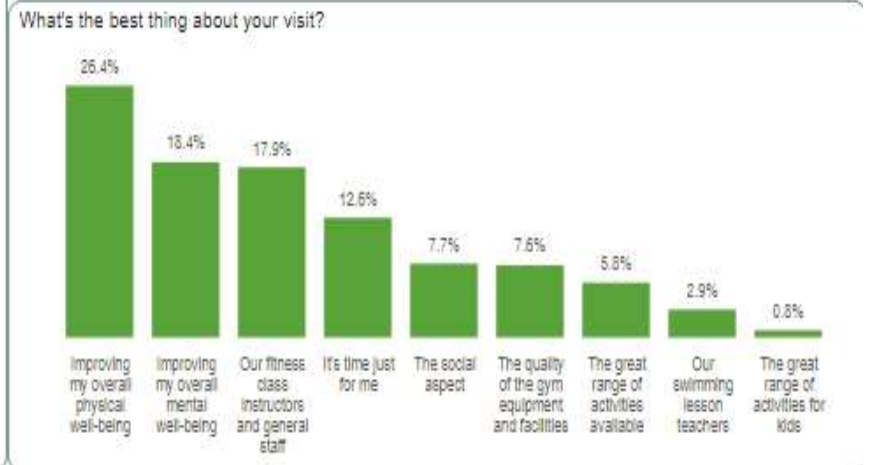
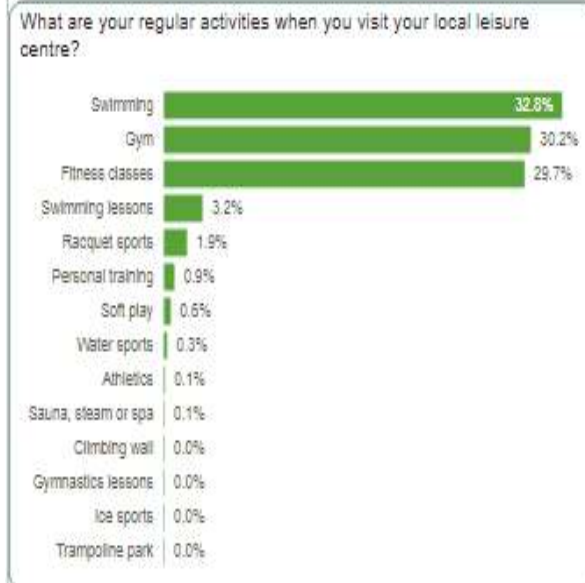
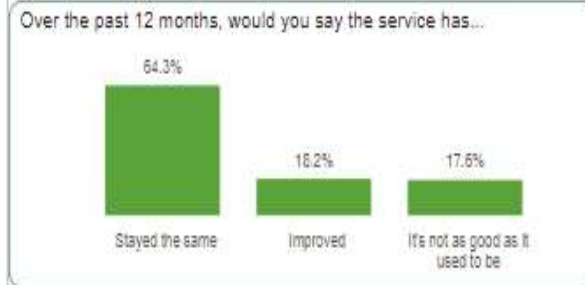
● Aqua Aero... ● Badminton ... ● Badminto... ● Basketball ... ● Body Con... ● Group Cy... ● Gym ● Healthwis... ● Junior Fo... ● Junior Gym ● Swim For All ● Swim for Fit... ● Walking ... ● Yoga ● Zumba



Usage



Annual User Survey 2023



By virtue of paragraph(s) 14 of Part(s) 4 and 5 of Schedule 12A of the Local Government Act 1972.

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Economy & Culture Scrutiny Committee

23rd April 2024

Leisure Review Report

Chris Hadfield - Operational Manager (Leisure)
Sarah Stork – Leisure Client Manager





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Current Leisure Industry Challenges

Swim Wales

Nearly a third of the 500 public swimming pools in Wales could close due to high energy bills without additional financial support.

Sport England

Sport England estimate that more than 1000 swimming pools have closed since 2010 due to raising costs of living, worldwide pandemic, aging facilities without the funds to renovate and spending cuts across local authorities.

Sport England

The Government's Swimming Pool Support Fund (SPSF) provided a total of £80 million to local authorities in **England** as a support package for public leisure facilities with swimming pools.



Leisure Review - Purpose

- The purpose of the review of leisure provision was to undertake a high-level analysis of the overall leisure provision in the city to provide a view as to whether the supply was sufficient to meet demand
- The purpose of the leisure management options appraisal was to provide an assessment of the Council's existing leisure contract with GLL and of the alternative management models in order to identify a contingency option should the existing contract be terminated early



Leisure Review - Key Findings

Review of Existing Leisure Provision

- “The quantity of **swimming provision** is on the whole satisfactory across the City.”
- “The quantity of **health and fitness provision** is more than adequate to meet demand.”
- “Overall, Cardiff compares favourably across these facility types with Swansea, Newport and Wrexham.”





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Existing Contract Review

- “Existing Contract with GLL is robust.”

Current Contract Performance

- “GLL’s current contract financial performance shows a significant deficit. It is therefore reasonable to assume this deficit is unsustainable for GLL in the long term, hence the need to consider the alternative options available.”
- “GLL has produced a Transformational Plan to reduce the deficit and improve quality of provision.”



Management Options Appraisal

Four management options were considered as being appropriate for the Council's leisure portfolio.

- Option A: Continuation of outsourcing (under a retendered contract)
- Option B: Bringing the service back in-house
- Option C: Creating a local authority trading company (Teckal)
- Option D: Creating a new leisure trust
- Recognition of the transformational plan as a vehicle for improving the sustainability of the contract





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Management Options Appraisal

- Analysis shows that Option A would deliver the most favourable financial position to the Council. Then option C and D, and finally option B.
- Option A was identified as being the most financially beneficial, the simplest and quickest to implement, offering the greatest level of risk transfer and offer the greatest level of protection to the service from future budget constraints.
- The difference between option A and B was estimated to be circa £600,000 per annum.
- Should the Council's existing contract with GLL fail the most appropriate option to follow would be to retender the contract.
- Option A would take around 13 months from start to finish to implement.





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Questions?



**#GweithioDrosGaerdydd
#GweithioDrosochChi**

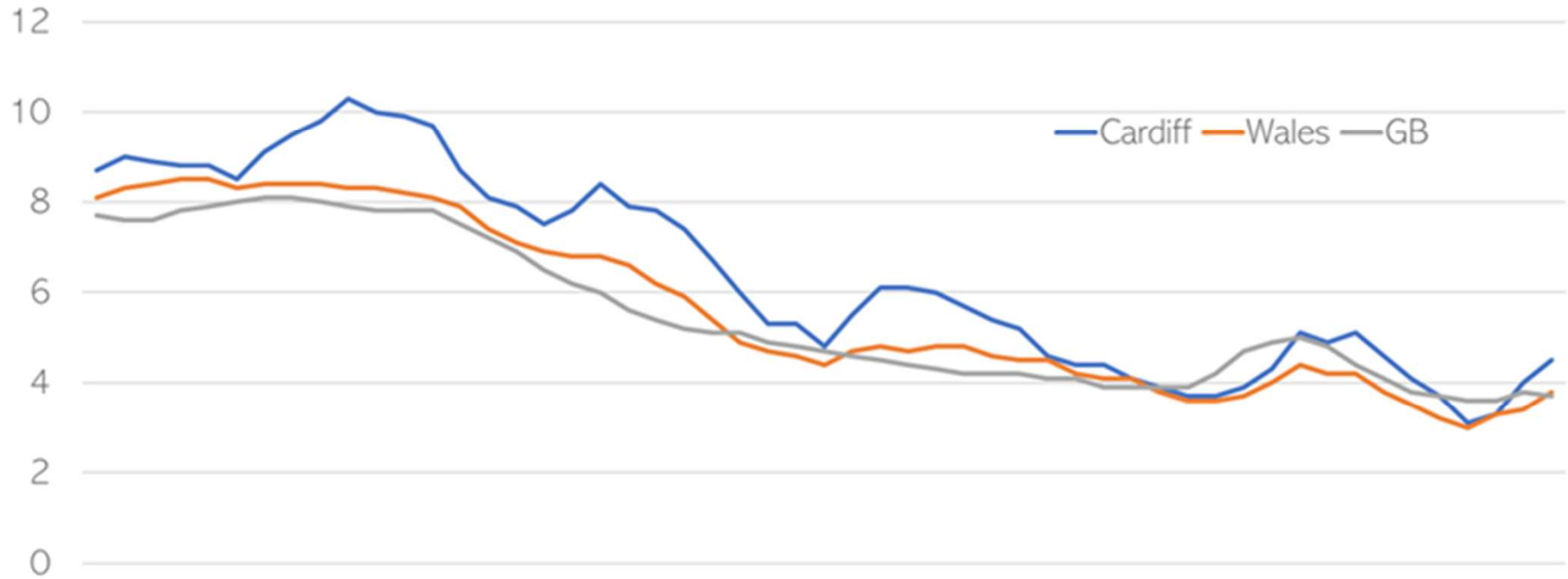
**#WorkingForCardiff
#WorkingForYou**

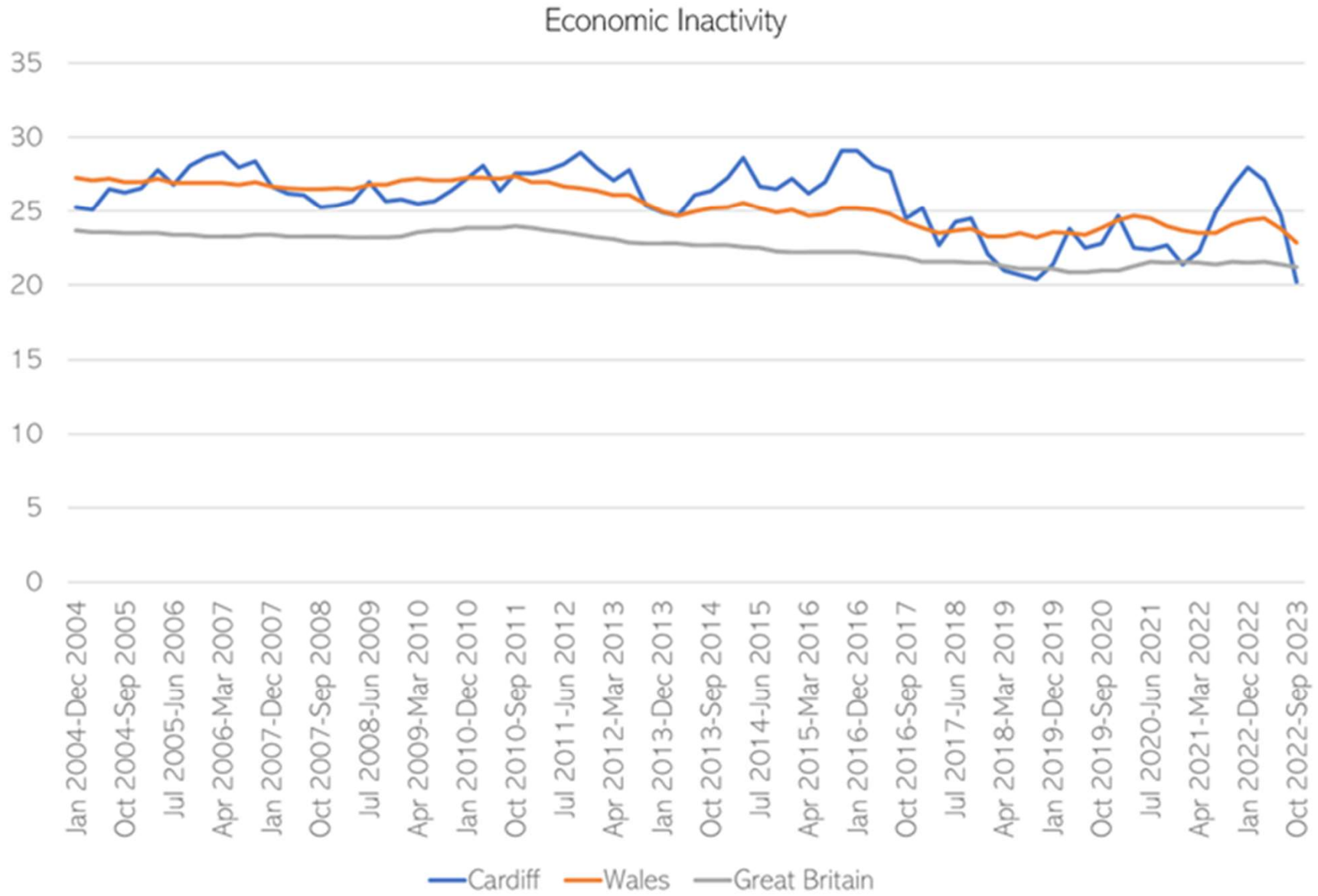
Snapshot of the Cardiff economy

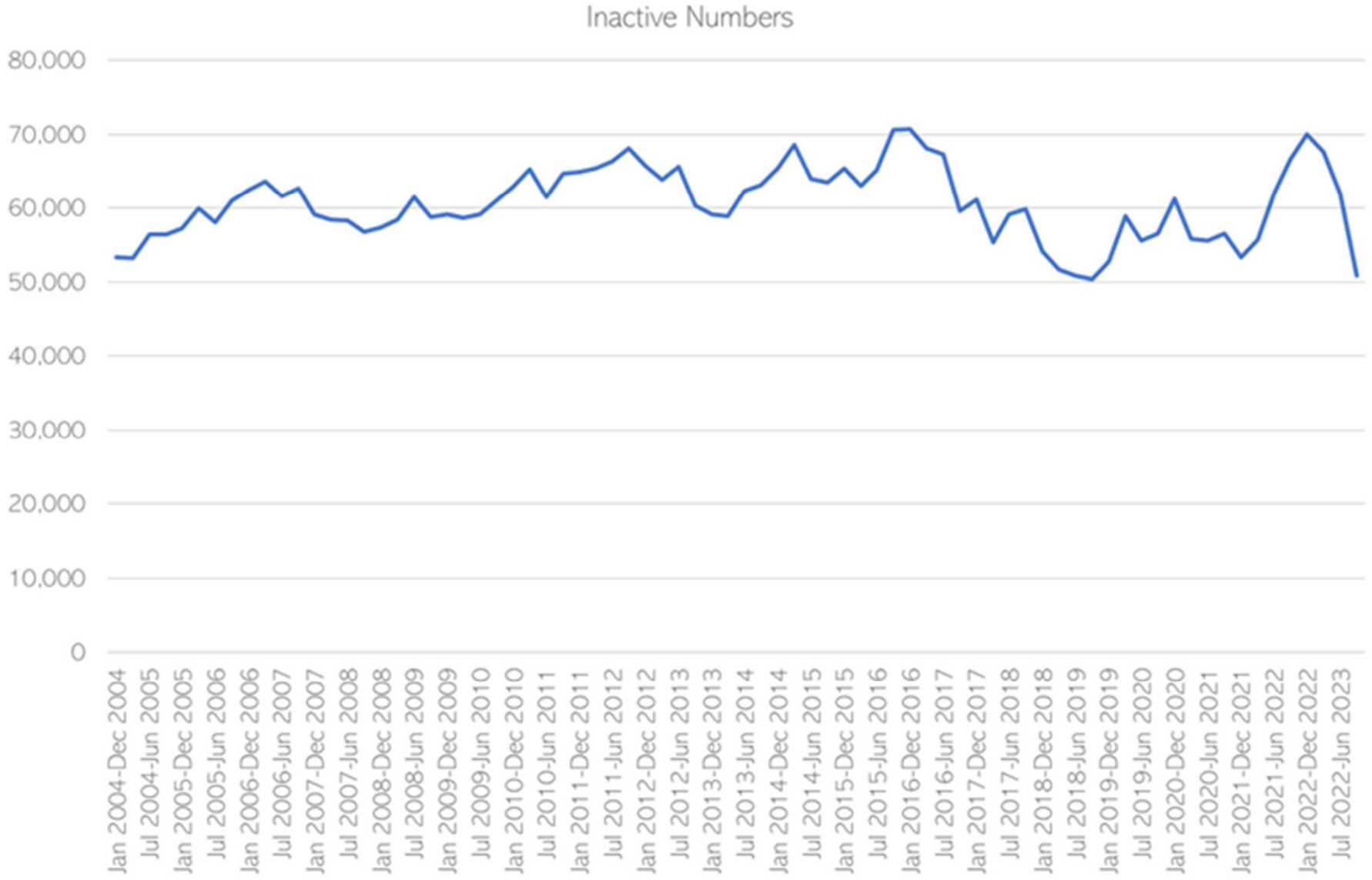
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Ken Poole
Head of
Economic
Development
Cardiff Council



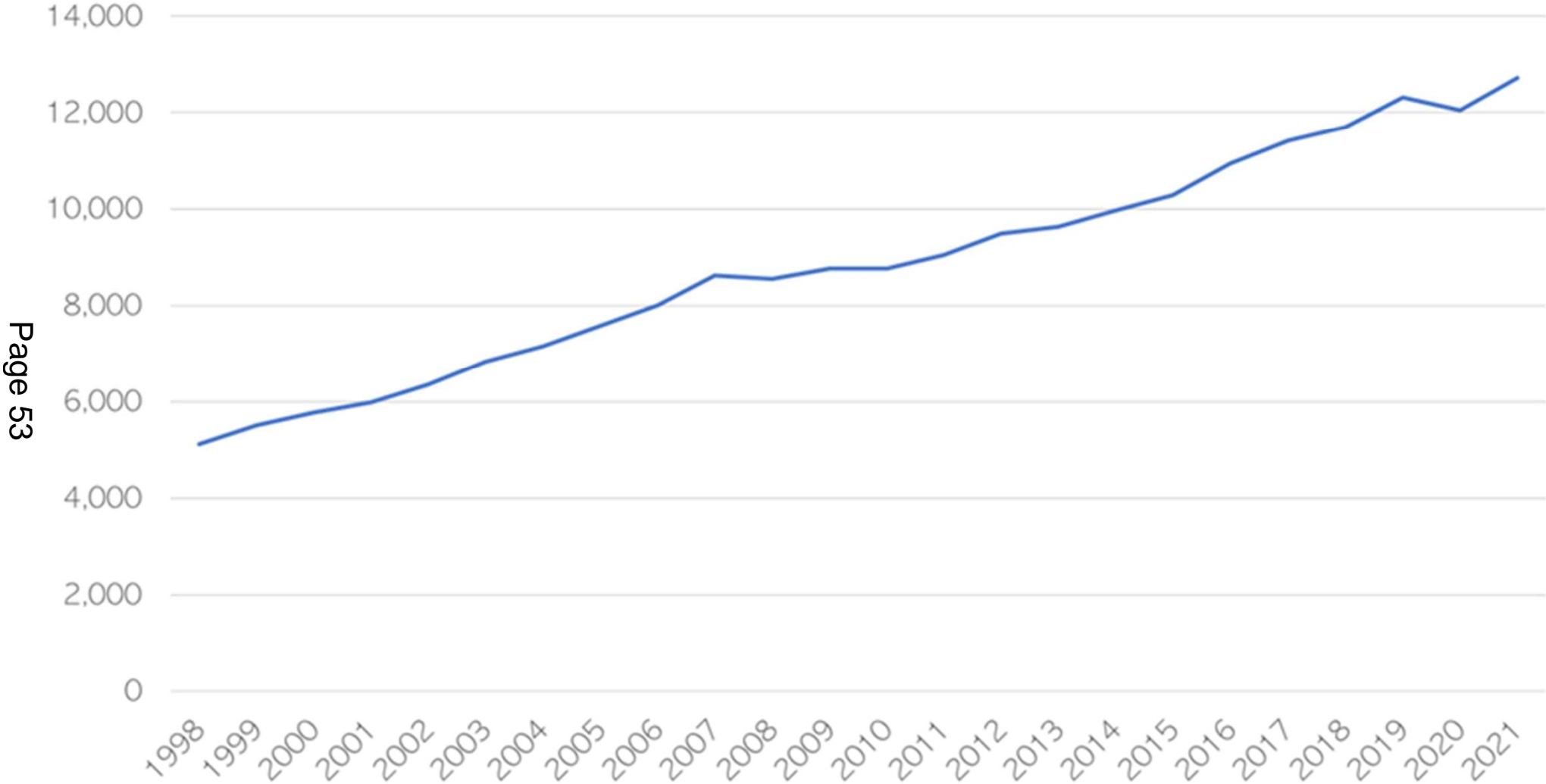
Unemployment Rate



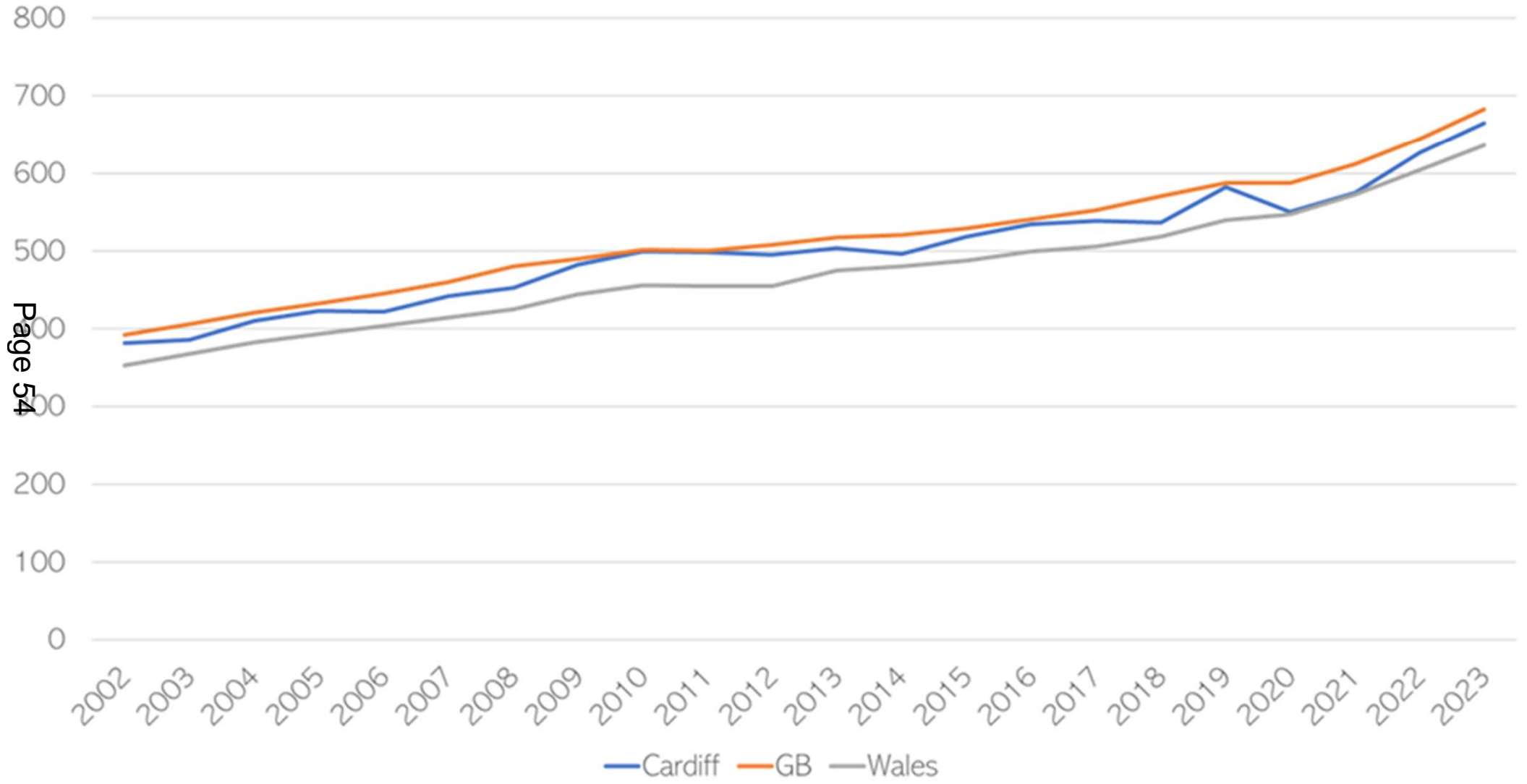




Cardiff GVA (£m)



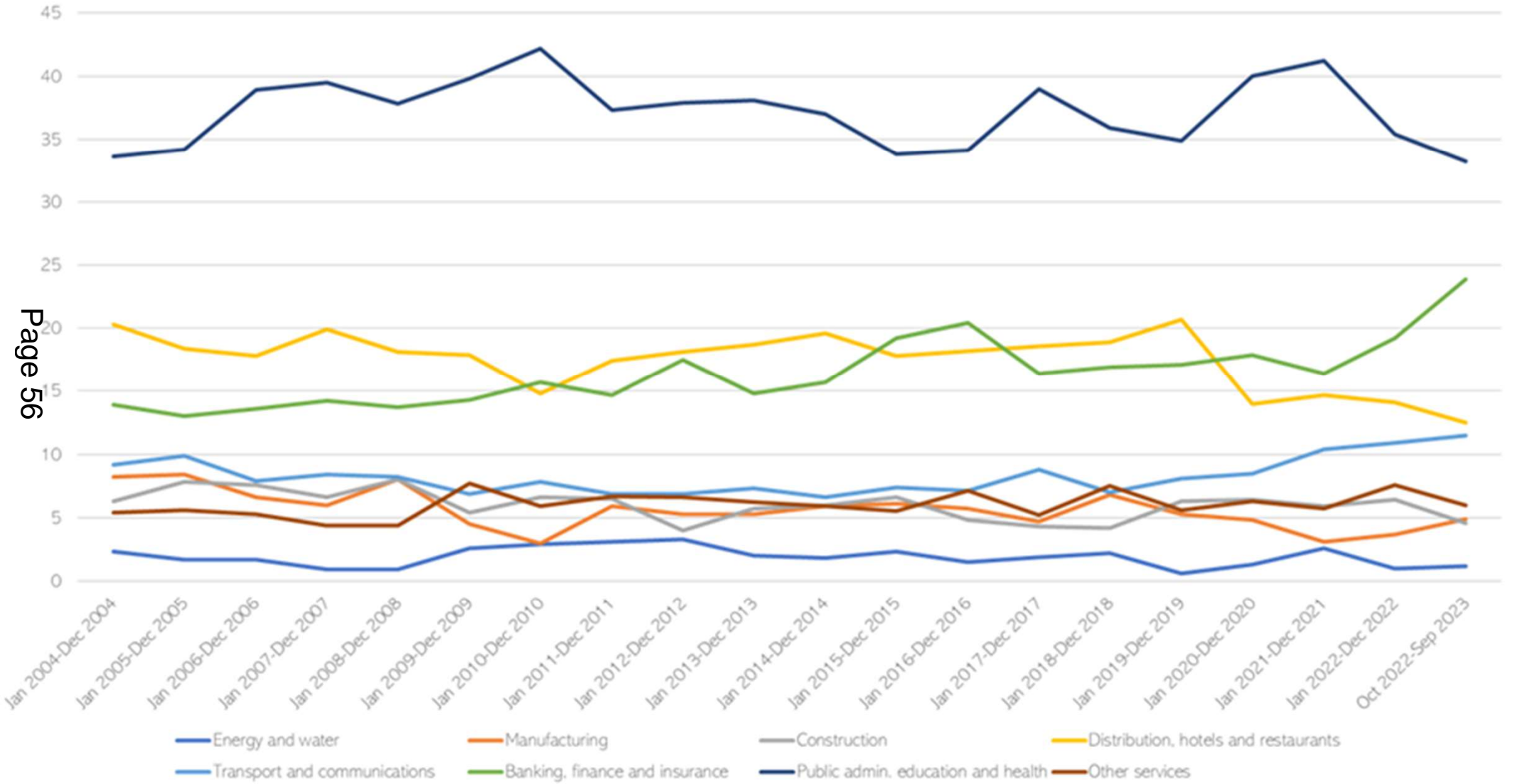
Gross Weekly FT Resident Earnings



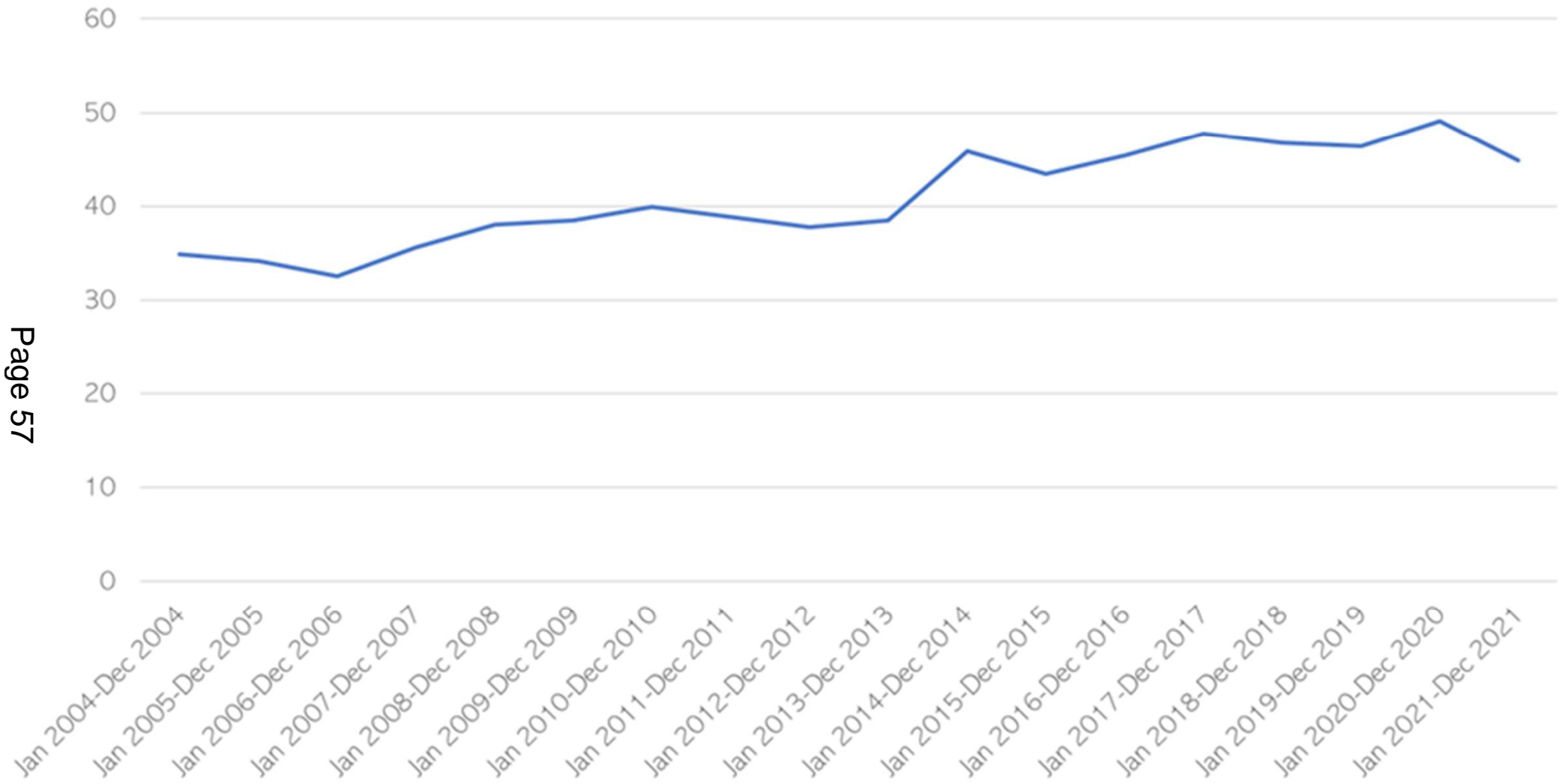
Employment Rate 16-64



Employment by Sector



% with NVQ4+ - aged 16-64



Resident Employment by Sector Oct 2022-Sep 2023

	Number	Cardiff	UK	Wales
Energy and water	2,400	1.2	1.6	1.5
Manufacturing	9,700	4.9	7.9	9.0
Construction	9,100	4.6	6.4	6.7
Distribution, hotels and restaurants	24,900	12.5	15.9	16.7
Transport and communications	22,900	11.5	10.1	6.9
Banking, finance and insurance	47,600	23.9	18.7	14.9
Public admin. education and health	65,900	33.2	32.2	36.7
Other services	11,900	6.0	5.8	5.2

Population aged 16-64 (2021)

	Cardiff (Numbers)	Cardiff (%)	Wales (%)	Great Britain (%)
All People Aged 16-64	240,900	67.0	61.0	62.9
Males Aged 16-64	118,100	67.2	61.3	63.3
Females Aged 16-64	122,800	66.7	60.6	62.6

Employment and unemployment (Oct 2022-Sep 2023)

	Cardiff (Numbers)	Cardiff (%)	Wales (%)	Great Britain (%)
All People				
Economically Active	208,200	79.8	77.1	78.8
In Employment	198,900	76.1	74.1	75.8
Employees	176,700	68.2	65.7	66.3
Self Employed	21,700	7.6	8.1	9.2
Unemployed (Model-Based)	9,400	4.5	3.8	3.7

Economic inactivity (Oct 2022-Sep 2023)

	Cardiff (Level)	Cardiff (%)	Wales (%)	Great Britain (%)
All People				
Total	50,800	20.2	22.9	21.2
Student	18,100	35.7	22.5	26.8
Looking After Family/Home	10,200	20.0	18.0	19.4
Temporary Sick			2.5	2.3
Long-Term Sick	10,500	20.7	33.3	26.9
Discouraged				0.2
Retired	4,000	8.0	13.1	12.7
Other			10.2	11.5
Wants A Job	7,200	14.1	16.4	17.5
Does Not Want A Job	43,600	85.9	83.6	82.5

Qualifications (Jan 2022-Dec 2022)

	Cardiff (Level)	Cardiff (%)	Wales (%)	Great Britain (%)
RQF4 And Above	123,100	50.7	41.4	45.7
RQF3 And Above	172,800	71.1	64.1	66.9
RQF2 And Above	210,000	86.5	84.4	85.8
RQF1 And Above	214,200	88.2	87.7	88.5
Other Qualifications	6,300	2.6	3.5	4.7
No Qualifications	22,400	9.2	8.8	6.8

Earnings by place of residence (2023)

	Cardiff (Pounds)	Wales (Pounds)	Great Britain (Pounds)
Gross Weekly Pay			
Full-Time Workers	664.6	636.1	682.6
Male Full-Time Workers	690.6	671.3	728.3
Female Full-Time Workers	601.0	595.1	628.8

Why businesses choose Cardiff

- Growing population – 369,000 rising in the region to 1.5m. UK's fastest growing core city with a regional population expected to grow by 20% over the next 20 years.
- Competitive cost base – Average weekly earnings in 2022 in Cardiff are £548 which is 15% less than the Thames Valley, 9% less than Scotland and 13% less than the UK. Starting salaries for graduates in Cardiff are amongst the lowest in the UK core cities. Alongside this there are very competitive rental costs for industrial property with rental for new industrial property circa £7.70 per sq ft compared to £11.00 per sq ft in Bristol.

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Talent availability – Nearly 60% of the workforce in Cardiff is qualified to degree level. The city has 60,000 students with around 110,000 in the region and 150,000 including Bristol and Bath universities. Universities and tertiary colleges continue to produce high quality graduates with 35% of graduates still based in Wales.

- Growth in the economy – it is forecast that GVA in the 5 years to 2028 in Cardiff will grow by 7.2% outperforming the wider UK where growth of 6% is predicted.
- Cardiff's population is young – UK Gov figures highlight 27.3% of the city's population is between 15-29 years old compared with London which has 20.1%.
- Growth in jobs up to 2028 of 3.7% in Cardiff and 2.4% in Wales
- Effective partnership between the Council, private sector, Welsh Government and higher education

A productive workforce and a leading city for business formation

Digital Connectivity - Subscriptions achieving ultrafast broadband speeds (>30 Mbps)

Cardiff	92.6
Belfast	92.1
Nottingham	90.7
Liverpool	89.3
Bristol	89.1
Leeds	89
Manchester	88.7
Birmingham	88.4
Glasgow	87.8
Newcastle	86.8
Sheffield	79.6

Productivity - GVA per hour, 2021 (£)

Bristol	36.6
Cardiff	34.6
Manchester	32.5
Leeds	32.5
Glasgow	32.1
Belfast	31.9
Birmingham	31.5
Newcastle	31
Liverpool	30.8
Nottingham	30.1
Sheffield	29.2

Centre for Cities – Cities Outlook 2024

New economy firms per 10,000 working age population - 2023

Cardiff	33.2
Bristol	28
Manchester	26.4
Leeds	24.8
Belfast	21.8
Nottingham	20.4
Sheffield	20.2
Glasgow	19.5
Birmingham	18.6
Newcastle	17.4
Liverpool	16

Business Start-ups per 10,000 working age population - 2022

Cardiff	56.8
Manchester	56.8
Leeds	52.5
Birmingham	51.6
Liverpool	50
Bristol	48.3
Nottingham	45.6
Sheffield	43.1
Glasgow	42
Newcastle	39.5
Belfast	29.7

*'new economy' encompasses emerging knowledge-intensive sectors like FinTech and advanced manufacturing

Strong track record of recent investment – 2022/23

Business	Jobs	Sector
Rolls Royce	150	Nuclear
PwC	Up to 1000	Cyber
Future PLC	300	Digital
<u>Motonovo</u>	700	Financial Services
Redzone Analysis	150	Digital / data services
Whisper	50	Media
<u>Allclear</u>	50	Financial Services
Rocket Science Corp	50	Gaming Technology
Space Forge	50	Space



Vision

Working together to be a city that inspires its children and young people towards a better future

Mission

To work in partnership to raise ambitions, develop opportunities and deliver skills to support pupils, particularly those from disadvantaged backgrounds to fulfil their potential and contribute to the economic growth of our city.

Cardiff Commitment Priorities



01. Partner Support

Developing and strengthening the capacity of our network to realise the vision of the Cardiff Commitment by providing enhanced training based on needs, encouraging shared capacity between organisations and working together to impart the knowledge, skills and experiences required to inspire our children and young people towards a better future.



02. Experiences of Work

Establishing and embedding Business Forums and Careers and Work-Related Experiences within our schools that are reflective of employers across the growth sectors within the region to broaden understanding of labour market intelligence in areas which are poorly understood and of strategic importance to connect and support children and young people to transition into the jobs of the future.



03. Learning Pathways

Empowering young people to make informed decisions regarding their next steps by providing a local, visible and transparent post 16 provision and opportunity offer alongside access to trustworthy regional labour market intelligence to support young people to transition into education, employment and training aligned to their aspirations and where the jobs in Cardiff will be.



04. Social Value

Supporting Cardiff Council Contract Managers and suppliers to develop and deliver social value opportunities that are needed, that support children and young people to be ambitious and provide the skills needed for positive transitions into education, employment, and training.



05. Children & Young People Who Need It Most

Targeted programmes informed by labour market intelligence which look to increase the possibility and probability of young people with a variety of barriers and challenges of moving into paid employment, training or education through an enhanced careers and work-related experiences offer



Cardiff Commitment Context in 2024

- 400 Partners engaged with Cardiff Commitment to date



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15,372 children and young people engaging with Cardiff Commitment partners this academic year so far- Curriculum Projects, Open Your Eyes Week, Debate Mate, Business Forum activity, sector cluster projects etc

- Since the launch May 2023, www.whatsnextcardiff.co.uk has had over 25,000 website views
- 446 Work Experience placements sourced via the What's Next Award for July 2024 - update in agenda

- 16 ALN Supported Internship placements for ALN young people - CAVUHB, Cardiff Council Catering, BBC Studios
 - Cardiff Council Catering FSEP
 - Winner of the Community Impact category in the LACA – The School Food People, Wales Region Cardiff Awards
 - Finalist for Springboard Awards for Excellence 2024
 - Finalist for the Public Sector Catering Award - Training and Apprenticeships
- Debate Mate delivered for 3rd consecutive year across 8 secondary schools in Cardiff. Supported by Admiral, Legal & General and Principality Building Society
- Cardiff Commitment working with 25% of contractors available through Social Value portal to support delivery of social value commitments
 - Monthly Social Value Workshops delivered to support contractors and contract managers





Cardiff Commitment Partner's Response to Challenges and Barriers in line with Cardiff Commitment Priorities

FLEXIBLE SUPPORTED EMPLOYMENT PATHWAYS

SUPPORTING CHILDREN LOOKED AFTER & CARE EXPERIENCED YOUNG PEOPLE



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board



The Cardiff
Commitment
Addewid Caerdydd



CHILDREN LOOKED AFTER / CARE EXPERIENCED YOUNG PEOPLE

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Cardiff is one of three local authorities across Wales to pilot the Virtual School and Virtual School Headteacher model in Wales.

There are currently over 1,000 children and young people looked after by Cardiff Council, with this number continuing to grow.



From the House of Dreams we can see that Children Looked After want to have their own financial independence and stability as well as a career path.

From the House of Worries we can see that Children Looked After are concerned with their futures in terms of academically and the world of work.

JOHN LEWIS BUILDING HAPPIER FUTURES SCHEME

John Lewis launches care leaver employment scheme

Joe Lepper
Wednesday, October 19, 2022

The John Lewis Partnership is to offer career opportunities to young people with experience of the care system in a move that it hopes will emulate the work of the Timpson retail chain in supporting former offenders.



John Lewis has also formed an advisory board of people with care-experience. Picture: John Lewis Partnership

The high street firm has set up a programme called Building Happier Futures to recruit more **care leavers** to roles within the partnership.

Young people with experience of care are “too often overlooked by employers to find meaningful jobs,” said the Partnership, which cites figures showing there are more than 108,000 children in care.

Project Partners:



An example of networking across service areas to develop partnerships which lead to better outcomes for young people. The relationship with John Lewis to provide employment opportunities for Care Experienced young people will be demonstrated with lessons learned as well as a reflection on next steps



The Process - John Lewis 'Happier Futures' Scheme

1. Preparation

- Working Group identified.
- Weekly online meetings with all partners to discuss the process, actions and outcomes that will best support the young people.
- Profiles of young people created to share with John Lewis prior to the Insight Day.
- Setting expectations of all partners as well as those for the young people.
- Moxie People provided Young People with work clothes which could have been a potential barrier.

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2. Induction Day

- Induction Day at John Lewis to familiarise young people with the store.
- Introduction to all John Lewis staff who will be present during the work experience.
- Young people decided what department(s) are of interest to them.

3. Work Experience

- 3 day work experience opportunity two weeks after induction day. A "work buddy" was available for each young person to offer support and Youth Mentors nearby in case they were needed.
- Young people had uniform and were treated like official staff.

4. Reflection

- John Lewis staff to feed back on the performance of the young people to help them understand skills used/learnt to boost their confidence.
- Young people provided with feedback forms to complete that will help John Lewis to improve for future opportunities.

5. Employment Opportunities

- Support given after the work experience opportunity to help young people apply for John Lewis vacancies.



THE OUTCOMES

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THE OUTCOMES



Of the 4 young people who participated, 3 have gone on to apply with John Lewis and another young person decided they felt confident enough to return to Further Education.

CAVUHB Flexible Supported Employment Pathway

1. Preparation

- CAVUHB approached Cardiff Commitment to develop FSEP for Children Looked After.
- Virtual Head, Cardiff Youth Services and CLA Lead at Eastern High School engaged. Designated Youth Mentor identified.
- Child Friendly Cities supporting with Pre and Post consultation documents to help inform what YP want and to ensure activity planned is YP friendly.
- Eastern High School - 4 YP identified.
- Setting expectations of all partners as well as those for the young people.

3. Co Production Morning (18th March)

- Induction Day at CAVUHB to familiarise young people with University Hospital Wales.
- Introduction to all CAVUHB staff.
- Young people decided what areas of the hospital are of interest to them.

4. Insight sessions with chosen departments (April/June 2024)

- YP provided further opportunity to engage with departments of interest ahead of work experience placements

5. Work Experience (Summer 2024)

- 3 day work experience opportunity two weeks after induction day. Youth Mentors will be supporting the Young People.

6. Reflection (Summer 2024)

- CAVUHB staff to feed back on the performance of the young people to help them understand skills used/learnt to boost their confidence.
- Young people provided with feedback forms to complete that will help CAVUHB to improve for future opportunities.

7. Employment Opportunities/ Pathways (Summer 2024)

- Support given after the work experience to look at extended placements, job opportunities or pathways to HE via HEIW i.e. widening access - Nursing Degrees

2. Pre-Engagement with YP

- Designated Youth Services Mentor meets YP - activity planned to identify what YP ambitions are. Using Pre-consultation Child Friend Cities survey to gather info.



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The Cardiff
Commitment
Addewid Caerdydd





Corporate Parenting Charter – A Promise from Wales

“A SHARED PARENTING PLEDGE”

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gov.wales

Corporate Parenting Charter: support for care experienced children and young people

The charter sets out eleven principles that all public bodies and their leaders should follow to ensure care experienced children and young people have the same life chances as every other child or young person in Wales.

Any public body, third sector organisation or business can sign up to the Charter.

What is Corporate Parenting?

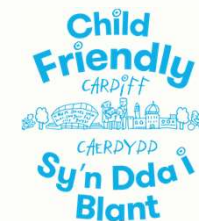
Why a Charter? What’s it for?

Shared Principles for Corporate Parents

Our Promises as Corporate Parents



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Cardiff and Vale
University Health Board





Semiconductor Skills Bootcamp

July Bootcamp - accessible to 16-18 year olds

Collaborating with industry to develop robust talent pipelines that seamlessly transition pupils from statutory school leaving age into jobs and opportunities.

Outreach includes:

Teacher briefings

'Lunch and Learn' with Sixth Form pupils

Semiconductor Event - 28th June

Youth Support Services & Into Work Advice briefing





Utilising CSR to respond to needs of Schools: Admiral Reading Volunteers

- Pilot project with Admiral
- All volunteers DBS checked
- All volunteers provided with support from Curriculum Team re Reading in Schools

St Cuthbert's Primary School
Baden Powell Primary School
Grangetown Primary School
St David's CiW Primary School
Moorlands Primary School
Pen Y Bryn Primary School
St Mary The Virgin CiW Primary Schools
Chrsit The King RC Primary School





Work Experience - July 2024



The What's Next Award - A framework to reintroduce meaningful work experience for year 12 students in Cardiff!

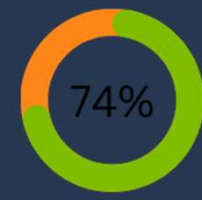
WHY?



Of pupils expressed an interest in carrying out a formal work experience.



Of pupils cited work experience as the type of employer support they want the most



Of pupils identified 'preparing for work' skills as their primary area for development



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EVERSHEDS SUTHERLAND



446 placements sourced to date

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Employment Services – Into Work Advice Service

April 2024



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[#GweithioDrosochChi](#)

[#WorkingForCardiff](#)
[#WorkingForYou](#)

Overview

Into Work Advice Service:

The Into Work Advice Service provides residents of Cardiff with a complete employment and skills package, supporting people who are out of work or those wanting to upskill into higher paid and more sustainable work.

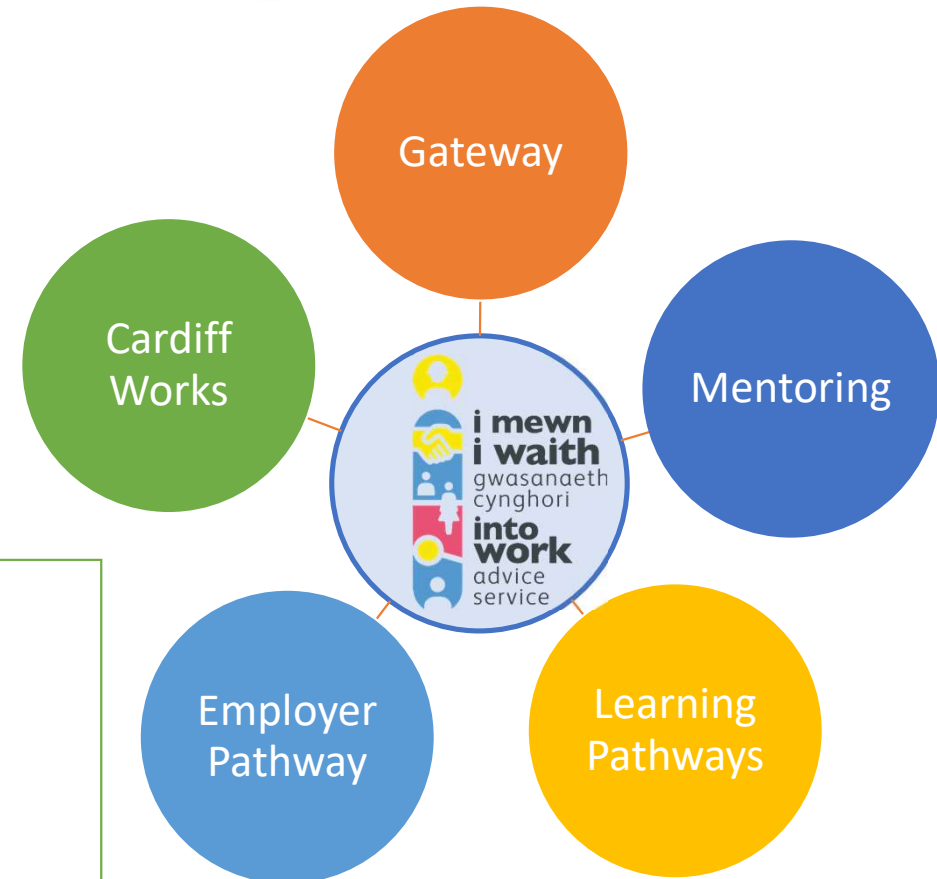
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2023/2024 KPIs

3,002 Council posts filled through **Cardiff Works** placements
105,757 instances of support provided through the **Gateway**
1,342 people supported into **employment**
11.6% people ceasing engagement with **no positive destination**
352 employers supported with recruitment needs



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Support for...



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YOUNG PEOPLE

Dedicated **Youth Mentoring** team, supporting 16-24 year olds.

Specific projects for young people, who are:

- In the Youth Justice/Probation system
- Living in Butetown and Southern Arc
- Homeless or at risk of homelessness
- Care Leavers
- Paid work experience programme
- Cardiff Works For You

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OLDER PEOPLE

New **Mentoring** provision set up during 2023, for people 50 and over.

Specific support includes:

- Adult Learning accredited training
- Joint Job Clubs with DWP
- Increasing employment services in the North
- Digital workshops in Sheltered Schemes
- Coming soon....Cardiff Works For You

1,407 young people on employment projects

411 young people supported into employment

967 young people supported with their training needs

506 young people volunteering or in work experience

29% of Cardiff Works new starters are aged 16-24

737 supported on employment projects

220 secured employment following support

841 people supported with their training needs

908 people engaged with the Digital Support team

20% of Cardiff Works new starters are 50+

Support for...



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BME Backgrounds and REFUGEES

Butetown Youth Development Project for young people.

2 BME Adult Employment Mentors

48% of Into Work customers from a BME Background

629 supported in to employment

318 supported in to volunteering placements

612 supported by Digital Support Team

53% of Cardiff Works applicants from BME background

35% of new starters with Cardiff Works

264 Refugees supported with employment and training

PEOPLE WITH DISABILITIES

Specific **Supported Employment** project for people with Learning Difficulties, and supporting Employers.

In partnership with **Education** and **NHS**, hosting **Project Search** for young people with additional learning needs.

351 supported with employment advice

38 secured employment following support

40 people supported with their training needs

81 people engaged with the Digital Support team



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Issues/Emerging Needs

- The Service faces significant challenges around temporary funding, impacting on the ability to plan long-term delivery.
- To increase support for those with disabilities and additional learning needs; building capacity to help more people and secure employment, training and volunteering opportunities.
- Strengthen relationships with local community representatives and leaders across Cardiff, to ensure there is appropriate provision and those furthest away from the labour market/hard to reach are supported.
- Being able to provide/sign-post people for “pre-pre-employment” support; for example Wellbeing and Mental Health support is highly in demand.
- Developing further internal opportunities for people seeking work, building on Cardiff Works For You, the Bright Start Paid Work Experience project and Cardiff Council’s apprenticeship scheme.

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#GweithioDrosochChi



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