

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