

Employment Services and building Resilient Communities



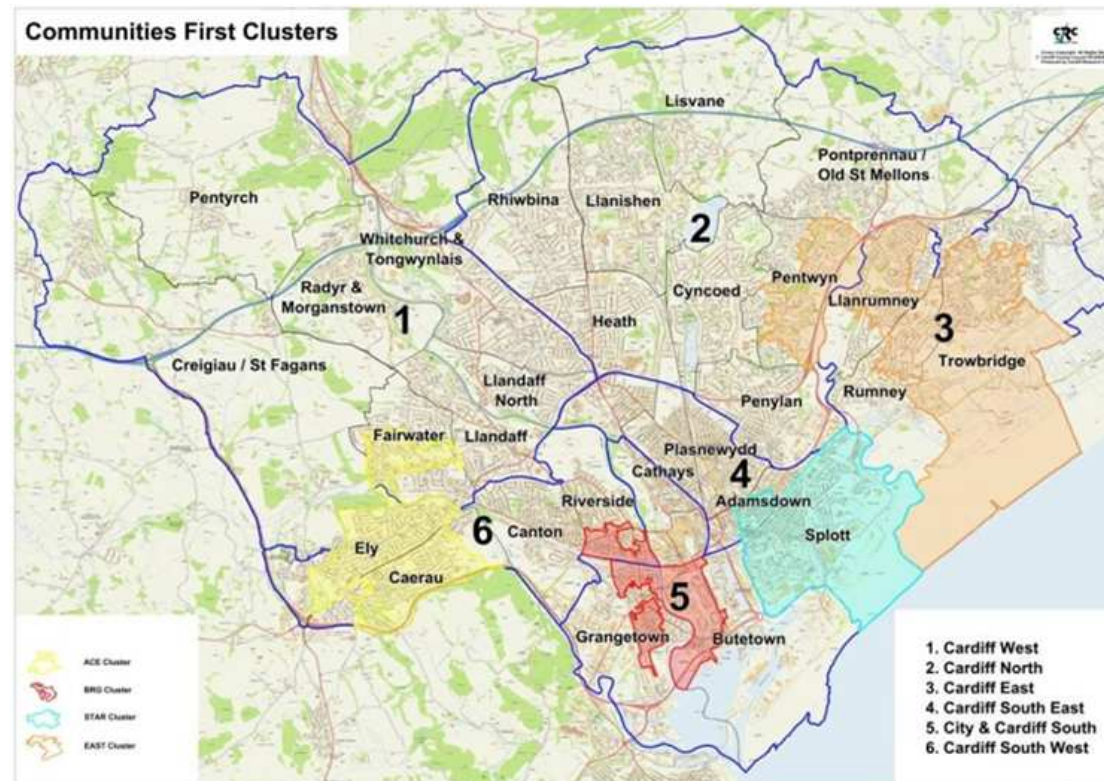


Background

- 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

Communities for Work delivered by ACE covering Ely Caraeu & Fairwater

Communities for Work delivered by CCC in Butetown Riverside and Grangetown

CF Employability Support delivered through ACE in Ely Caraeu & Fairwater

CF Employability Support delivered through CCHA in Splott, Tremorfa Adamsdown

Housing Associations- CADWYN CCHA JETS TAFF HOUSING UNITED WELSH Tenants

St Giles Trust (x2 Projects)
1. Economically inactive Cardiff & vale.
2. BME, Cardiff & Vale

Adult Community Learning

Communities for Work delivered by CCHA covering Splott, Tremorfa Adamsdown

Lift Programme delivered by CCHA in East Cardiff Llanedern

Communities for Work delivered by C3SC covering East Cardiff, Llanedern and Pentwyn

CF Employability Support delivered through C3SC in East Cardiff, Llanedern and Pentwyn

Inspire to Work 16-24 covers non CF area's

Journeys to work over 25's delivered by CCC covers non CF area's

Princes Trust; Live anywhere in Cardiff Must be under 30 yrs. old

DWP – Support package/ Work ready (18+ Unemployed/ on benefits)

Communities for Work delivered by CCHA covering Splott, Tremorfa Adamsdown

Gofal in partnership with Health board & New Link Mental health/ Recovery

Into Work Support Delivered by CCC City Wide

Youth Services Education - Training and into work support 16-24

ESF -Active Inclusion Project – Live outside of CF areas and only works with carers

PaCE; ESF Employment based Parental Engagement, In FS areas not CfW areas.

Achieving Change through Employment (SOVA) BME Employment – ESF project working with 25+ adults

WCVA, WEA, YMCA CC Cymru (BME) Low skills



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