

NORTH LINCOLNSHIRE COUNCIL

**REGENERATION
CABINET MEMBER**

SPRINGBOARD PROGRAMME

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To update the Cabinet Member on the Springboard Programme.
- 1.2 To approve the establishment of two fixed-term Progression Advisor posts and one fixed-term young ambassador post using external funding.

2. BACKGROUND INFORMATION

- 2.1 The Humber Local Enterprise Partnership (LEP) has secured £1.5m from the Cabinet Office to meet the youth unemployment challenge. The funding covers the period from June 2014 to March 2016.
- 2.2 The support provided through the programme will target 18 year olds that are registered as NEET and young people between 18-24 who are claiming Job Seekers Allowance.
- 2.3 The programme includes the following activities:
 - Progression advisors providing one-to-one targeted advice and support
 - A flexible support budget to unblock barriers to employment
 - Young ambassadors across the Humber providing peer support and promoting the value of employing young people
 - Events, careers support, labour market information and employer engagement
- 2.4 This funding will complement existing support and funded provision and will ensure it does not duplicate current activities.
- 2.5 Each Local Authority will have access to funding to deliver activities at a local level. The Cabinet Office has allocated £334,175 to North Lincolnshire. This is based on current levels of youth unemployment. There is also the opportunity to access further funding for Humber-wide activities e.g. events, careers support etc.

- 2.6 It is proposed that one Young Ambassador post and two Progression Advisor posts are established using funding from the programme. These fixed term posts will operate for a period commencing on 1 June 2014 until 31 March 2016. This initiative will link into the recently established Community Investment Partnership.
- 2.7 The posts will be taken through the Job Evaluation process. Determining the grades of the posts in question will require the application of the council's job evaluation process. The East Riding of Yorkshire Council have already established similar posts. They also use a job evaluation system that is much the same as ours. The grades of their posts are equivalent to our grade 7 for the Progression Advisor and grade 4 for the Young Ambassador. Officers will hopefully be able to confirm the outcome of the job evaluation process at the Cabinet Member briefing.

3. OPTIONS FOR CONSIDERATION

- 3.1 Option 1: Approve the establishment of two fixed-term Advisor posts and one Young Ambassador post. Commence recruitment to appoint for June 2014.
- 3.2 Option 2: Do not approve the establishment of the posts.

4. ANALYSIS OF OPTIONS

4.1 Option 1

Option 1 is the preferred option. This will provide resources to offer additional support to young people in the area.

4.2 Option 2

Option 2 will not increase the support available to young people and will not take advantage of the funding that is available to support the reduction of youth unemployment.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 5.1 The funding from the Humber LEP has been confirmed at £1,500,000. A further funding bid will be submitted by the partnership to cover an additional £500,000 match funding for the programme. This will be submitted to the Youth Incentive programme which has already committed £4,000,000 funding to the Humber to support this agenda.
- 5.2 The total annual costs involved in establishing the posts in question amount to around £83,350, subject to confirmation of grade but assuming that these are similar to those applicable to similar posts in the East Riding of Yorkshire Council. The available grant funding will more than adequately cover any staffing costs on this scale.

5.3 The East Riding of Yorkshire Council is acting as the lead accountable body for the funding. They will monitor the performance of the programme against approved targets.

5.4 A Service Level Agreement between the council and East Riding of Yorkshire Council will apply. There is currently sufficient funding to cover the costs of three posts plus on-costs, equipment, travel and subsistence over a two year period.

5.5 Appointments to the posts will only proceed subject to confirmation of funding and once we have accepted any associated terms and conditions attached to the funding outlined in the Service Level Agreement.

5.6 The posts will be fixed term for from June 2014 to March 2016.

6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

6.1 An impact assessment has not highlighted any significant issues for consideration.

7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

7.1 Officers have consulted with Jobcentre Plus. We are working closely with them to ensure that all activities add value to their current offer. This will avoid any potential duplication.

7.2 There are no known conflicts of interests.

8. RECOMMENDATIONS

8.1 To approve the establishment of two Progression Advisor posts and one Young Ambassador post on a fixed term basis, running from June 2014 to March 2016.

DIRECTOR OF PLACES

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Background Papers used in the preparation of this report - None