

NORTH LINCOLNSHIRE COUNCIL

CORPORATE SERVICES CABINET MEMBER

FUTURE JOBS FUND DELIVERY

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To approve the establishment of one new temporary six-month post and three one year apprenticeships funded through the Future Jobs Fund, one in Strategy Development and three in Children and Young People's Service.

2 BACKGROUND INFORMATION

- 2.1 The Future Jobs Fund (FJF) was launched in May 2009 by the Department for Work and Pensions (DWP), in partnership with Department for Communities and Local Government to create new jobs for long term unemployed young people and others who live in unemployment hotspots facing significant disadvantage in the labour market.
- 2.2 NLC was involved in the consortium bid submitted on behalf of the partners of the Hull & Humber Ports City Region which allocated 30 jobs to North Lincolnshire within both the council and the Voluntary and Community Sector. To date, 20 of these jobs have been created and a further 10 will be created over the next three months.
- 2.3 In January 2010, NLC submitted a bid to the Future Jobs Fund for the creation of a further 154 jobs in North Lincolnshire up until end of March 2011, with the council taking the lead as accountable body on behalf of a range of voluntary and community sector partners. This represents £1,001,000 of funding to provide employment opportunities to young people and those from unemployment hotspots in North Lincolnshire. In March 2010 we were notified that our bid has been successful.
- 2.4 This will see the creation of 114 jobs for young people and 40 jobs for long-term claimants in areas of high unemployment. Of those jobs, 44 Jobs are within North Lincolnshire Council and the remaining 110 will be in the voluntary and community sector.
- 2.5 There are a number of conditions that posts must meet in order to be eligible for funding through the Future Jobs Fund. Jobs must be:
 - New jobs (i.e. they are only available as a result of the FJF)
 - For a minimum of 25 hours per week

- Paid at least the minimum wage or above
- For a period of at least six months
- Suitable for young people (18 – 24 year olds) who have been unemployed for around 12 months; or over 24's in unemployment hotspots
- Employed on the same terms and conditions as other posts within the organisation
- Able to demonstrate that they are of a community benefit

2.6 It is proposed that the funding is used to one post within **Strategy Development** as follows:

- **Strategy Development Support Officer** - to support the council's Diversity Officer's work to increase access to council services by under-represented groups and increase understanding of the needs of minority groups. The post holder will also provide support to the Performance Management and Strategy Development Teams in their work monitoring progress on Local Area Agreement Targets, National Indicators and strategic planning to support the development of North Lincolnshire.

2.7 Three apprenticeships will be created in **Children & Young People's Service** targeted at Care Leavers as follows:

- **Peer Educator Co-ordinator** – to recruit young people with care experience as peer educators, and facilitate training programmes. Peer mentors will support children in care and care leavers in all aspects of their life, especially as they move towards independent living, and those who are making the transition to community based living, providing a better chance of successful integration in to the general community.
- **Children and Young Peoples Advisor** – to develop local children and young peoples forums that provide the views of children in care and care leavers on all aspects of service delivery. The young person will work directly with senior officers and members to inform service improvement for children and young people within the community.
- **Inspection Quality Advisor** – To assist the council in ensuring that children and young people are receiving a quality service that prepares young people for a successful transition into adulthood. Make recommendations for service improvement through the development of a young person friendly quality assurance process. This will link into the Children and Young Peoples Advisor.

3. OPTIONS FOR CONSIDERATION

3.1 The options for consideration are:

Option 1 – To create the new temporary job and apprenticeship opportunities within the council using funding from the Future Jobs Fund.

Option 2 – To do nothing and rely on other partners to deliver the Future Jobs Fund.

4. ANALYSIS OF OPTIONS

4.1 Option 1 is the preferred option and will ensure that North Lincolnshire Council is able to deliver opportunities for young people and those that are unemployed in our “hotspot” wards. The Future Jobs Fund provides significant investment in North Lincolnshire to support these groups and to give them temporary employment and training opportunities which will enable them to move on to other employment in the future.

4.2 Option 2 is not viable since there would be implications on the reputation of North Lincolnshire Council since we confirmed our support for the Future Jobs Fund through our bid for funding. It would also impact on our ability to deliver on the contract that we have from the DWP and would need to identify alternative opportunities at very short notice in the Voluntary Sector.

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

5.1 Financial

In line with the requirements of the FJF funding, all FJF funded posts created within the council must be created at least at Grade 1, Scale Point 3 and must be for at least 25 hours per week. Job descriptions have been created for all posts and have been graded as follows:

Strategy Development

Creation of one Strategy Development Officer at Grade 1 for 25 hours a week for 26 weeks:

Salary cost: £3,932.50
On-costs: £1,160.09
Total cost: £5,092.59

Children and Young People’s Service

Creation of one Peer Educator Coordinator at Grade 1 for 37 hours a week for 52 weeks:

Salary cost: £ 11,633.00
On-costs: £ 3,431.74
Total cost: £ 15,064.74
Funding contribution from CYPS: £8,889.74

Creation of one Children & Young Peoples Advisor at Grade 1 for 37 hours a week for 52 weeks:

Salary cost: £ 11,633.00
On-costs: £ 3,431.74
Total cost: £ 15,064.74
Funding contribution from CYPS: £8,889.74

Creation of one Inspection Quality Advisor at Grade 1 for 37 hours a week for 52 weeks:

Salary cost: £ 11,633.00
On-costs: £ 3,431.74
Total cost: £ 15,064.74
Funding contribution from CYPS: £8,889.74

A maximum allocation of £6,175 is available per job from the Future Jobs Fund. This must pay for all costs relating to the post including salary, national insurance, pension contributions, equipment and training. Any costs over and above the £6,175 funding available will be covered by existing budgets within the service.

Where possible, posts should be sustainable for more than the six months of the FJF funding. Employing organisations can “top-up” the funding available to enable the post to last for longer than six months, however, FJF funding is only available for the first six months. If Services within the council are able to extend the duration of the posts, this will have to be achieved using existing budgets within the employing service area.

5.2 Staffing

Those posts created have been allocated an appropriate line manager / supervisor within the team in which they are placed.

The Strategic Regeneration, Housing and Development Service will undertake the overall management of the Future Jobs Fund allocation.

6. **OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 CRIME AND DISORDER, RISK AND OTHER)**

6.1 Diversity

Recruitment to the posts will be undertaken in line with the council’s policies on Diversity, within the constraints of the scheme specified by the DWP (i.e. specific target groups will only be eligible to access Future Jobs Funded posts).

7. OUTCOMES OF CONSULTATION

- 7.1 A copy of the report has been sent to the Branch Secretary of Unison and to the full-time officials of the GMB Branch Secretary and Unite.

8. RECOMMENDATIONS

- 8.1. That Corporate Services Cabinet Member approves the proposal to create the one new temporary post and three apprenticeship opportunities funded through the Future Jobs Fund, one based in Strategy Development and three apprentices based in Children and Young People's Services.

HEAD OF STRATEGIC REGENERATION, HOUSING AND DEVELOPMENT

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Background Papers used in the preparation of this report