

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 30 new temporary six-month posts funded through the Future Jobs Fund.

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. The fund will provide £1billion 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 A consortium bid submitted on behalf of the partners of the Hull & Humber Ports City Region has been successful in securing funding for the creation of 350 new posts, proposing that 60 of which would be based in North Lincolnshire within both the North Lincolnshire Council and the Voluntary and Community Sector.
- 2.3 The initial contract received from DWP requires jobs to commence by end of March 2010, however, the bid commits to delivering jobs up until end of October 2010. The contract will be held by North East Lincolnshire Council on behalf of the City Regional partners, with 145 jobs to commence across the City Region by 31 March 2010. Exact figures for each area are in the process of being firmed up and start dates may need to be flexible depending on the allocations. Allocations will then be contracted with each of the Local Authority Partners.

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

The council's Management Team has identified FJF job creation opportunities within the following service areas:

Adult Social Services - 5
 Asset Management and Culture - 10
 Finance - 1
 Highways and Planning - 5
 Human Resources - 1
 Neighbourhood and Environment - 6
 Strategic Regeneration - 1
 Strategy Development – 1

Job Outlines are being created for each of the posts identified and these will be checked with the DWP for eligibility, prior to advertising. All vacancies will be advertised through Job Centre Plus who will be responsible for referring candidates to vacancies and for checking the eligibility of those candidates in line with the scheme's requirements.

3. OPTIONS FOR CONSIDERATION

3.1 The options for consideration are:

Option 1 – To create 30 new temporary jobs 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 in the midst of recession 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 as it is unlikely that other partners would be able to deliver job opportunities to the same scale without the council. There would also be implications on the reputation of North Lincolnshire Council since we confirmed our support for the Future Jobs Fund through our involvement in the consortium bid for funding.

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

5.1 Financial

All FJF funded posts created within the council must be created at least at Grade 1, Scale Point 3. This equates to an annual salary of £11,633 or hourly rate of £6.05.

The proposal to create 30 new temporary six-month posts of 25 hours per week would equate to the following salary costs:

Salary cost per post: £3,932.50
On-costs per post: £1,160.09
Total cost per post: £5,092.59
Total costs for 30 posts: £152,777.70

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, unless match funding is available at the host organisation. The creation of 30 new temporary six-month posts will attract a total of £185,250 funding from the Future Jobs Fund.

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 by the council will be 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 the TGWU, and no adverse comments have been received.

8. RECOMMENDATIONS

- 8.1. That the Corporate Services Cabinet Member approves the proposal to create 30 new temporary posts funded through the Future jobs Fund.

HEAD OF STRATEGIC REGENERATION, HOUSING AND DEVELOPMENT

Pittwood House
SCUNTHORPE
North Lincolnshire
DN16 1AB
Author: Laura Farr
Date: 30 October 2009

Background Papers used in the preparation of this report

Future Jobs Fund - Hull & Humber Ports City Region Final Bid
Future Jobs Fund Guidance & FAQs