

## Copeland Future Jobs Initiative

**EXECUTIVE MEMBER:** Councillor Cath Glel  
**LEAD OFFICER:** Julie Betteridge  
**REPORT AUTHOR:** Julie Betteridge, Chris Pickles

### **Summary and Recommendation:**

Executive are requested to:

- a) note the progress on developing the initiative;
- b) agree in principle that the Council will be the employer for the Copeland Future Jobs Fund Initiative; and,
- c) note that a detailed report on the initiative, including resourcing, will be brought back to Executive by November 2009.

## **1. INTRODUCTION**

- 1.1 Copeland Borough Council successfully applied to the Future Jobs Fund for an initiative to create 48 additional jobs targeted at long term unemployed young people across Copeland. We are working in partnership with a range of partners supporting and enabling workless people into job and training opportunities, including JobCentre Plus.
- 1.2 The Copeland Future Jobs Fund Initiative is looking at engaging 30 employers to provide the 48 one year jobs. We are expecting 40 of the 48 ie 83% to be under 25 years of age and 12% to be on incapacity benefit rather than a long term claimant. We have set a target for all the Future Job Fund employees to receive vocational training whilst in this employment with at least half getting accredited qualifications as a result. We anticipate 15 of the employees will require basic skills training and at least a quarter of the individuals will require intense support prior to starting their employment.

## **2. ARGUMENT**

- 2.1 The initiative is being developed as a partnership project with Copeland Borough Council as the lead partner. In this lead role we accepted in bidding for a Copeland allocation from the national Future Jobs Fund that we would need to use our organisational strengths and community leader role to enable effective delivery. Specifically, Copeland Borough Council is well placed and experienced in undertaking the employer role for local project and schemes.

- 2.2 The initiative is still being developed with our partners to identify appropriate additional job opportunities in the council itself, the community, voluntary and social enterprise sectors and the business sector. We are using Working Neighbourhood Funding and LABGI to enable an integrated package of capacity support to a) assist potential Future Job Fund employees before, on and at the end of their one year job opportunity and b) to enable support to the organisations and supervisors involved in the initiative to build and expand their HR capacity and skills.

#### **4. CONCLUSIONS**

- 4.1 Copeland Borough Council applied for the Future Jobs Funding in the knowledge that we would need to perform the employer role for at least 50% of the employees. As the scheme develops we understand this need might be for 36 of the 48 employees to be taken on as fixed term employees of the Council.
- 4.2 **We are seeking an in principle commitment from the Council to be the employer for the Copeland Future Jobs Fund.** This recognises that we are in a process of development and the full detail of our commitment, package of support and resources will be finalised in the next month or two. A further report containing this detail will be brought to Executive by November 2009.

#### **5. FINANCIAL AND HUMAN RESOURCES IMPLICATIONS (INCLUDING SOURCES OF FINANCE)**

- 5.1 The Council has allocated Working Neighbourhood Funding to match the £6,500 Future Jobs Funding per additional job to enable 36 full time and 12 part time recruits. We anticipate a number of delivery partners will put resources into the jobs, training and wider support and capacity work in addition to our WNF projects and core costs contribution.
- 5.2 The Council will be putting in a level of in kind support from the HR team to develop and give HR guidance to the scheme. The project plan is built on the initiative being externally funded with no employment costs being met by the Council. The capacity needed to train, supervise and mentor participants will be from within those services and organisations that host Future Job employees.

#### **6. PROJECT AND RISK MANAGENT**

- 6.1 This project is being developed with a full risk assessment. The project management will be undertaken by Copeland Borough Council supported by a partnership management group.

## 7. IMPACT ON CORPORATE PLAN

- 7.1 Our Corporate Improvement Plan sets out our strategic objective to continue the development of a strong, diverse local economy. This initiative will offer diverse job opportunities to residents who have been out of the labour market for a number of years and need to improve their skills, experience and confidence to be able to fully engage with the labour market as well as contribute to building a skilled workforce through one year paid work placements. The initiative will also help to improve the HR capacity of local organisations and businesses and enable a focus on local workforce planning for the future..

### List of Appendices

Appendix A – Copeland Future Jobs Fund Initiative Costings

**List of Background Documents:** Future Jobs Fund Application

**List of Consultees:** Cllr Cath Giel, Cllr John Bowman, Corporate Team, Chris Pickles, Len Glead.

### CHECKLIST FOR DEALING WITH KEY ISSUES

Impact on Crime and Disorder	Supports and engages with young people in disadvantaged communities
Impact on Sustainability	The delivery of 12 month jobs offers sustainable opportunities.
Impact on Rural Proofing	The project will be open to all residents who meet the criteria.
Health and Safety Implications	The initiative will be playing detailed attention to this area in terms of good employer commitments.
Project and Risk Management	Robust systems are being put in place.
Impact on Equality and Diversity Issues	Targeted at economically disadvantaged residents.
Children and Young Persons Implications	83% of participants will be under 25 years of age
Human Rights Act Implications	Supports offering job and training opportunities to all our residents
Monitoring Officer Comments	No comment
Section 151 Officer Comments	Funding for the project is in place. No further comments to add.'

Please say if this report will require the making of a Key Decision NO

## Appendix A Copeland Future Jobs Fund Initiative Costings

The following table indicates the predicted spend profile as the Programme unfolds.

	Activity	£ Cost
Start up cost	Associated start up costs linked to setting up the Mentoring Programme, inductions, supervision, training, Prep paperwork, coordination, administration and learning materials	46,149 (5% of overall Programme costs)
On-going cost	Associated on-going costs linked to the Programme including: wages, on-costs, training, mentoring, supervision, organisational support, programme coordination, learning materials and administration	784,533 (85% of overall Programme costs)
Final costs	Associated costs linked to the end of the programme including: programme coordination, administration, evaluation and client exit Interviews	92,298 (10% of overall Programme costs)

The following is a cost breakdown of each job

-Wage -	£11,737 (37 hours)
-On-costs -	£ 1,290 (NI only)
-Training including management and supervision of training and mentoring and external supervision -	£ 3,500
-Organisational support (Human Resources)	£ 200
-Programme coordination	£ 400
-Learning materials -	£ 50
-Administration / evaluation –	£ 200

**Total costs = £17,377 per employee for a full time job**

**Total costs = £13,051.29 per employee for a part time job (25 hours)**