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Date: 2nd August, 2013

Our Ref: PJM

**INDIVIDUAL CABINET
MEMBER DECISION**

Dear Sir/Madam,

The Cabinet Member for Central Services (Councillor A.A. Lloyd) is to consider the following report and make a decision on Monday, 12th August, 2013 at 2.00 p.m. in Committee Room C, Town Hall, Nuneaton.

Yours faithfully,
ALAN FRANKS
Managing Director

AGENDA

PART I

PUBLIC BUSINESS

1. **EVACUATION PROCEDURE**

A fire drill is not expected, so if the alarm sounds please evacuate the building quickly and calmly. Please use the stairs and do not use the lifts. Once out of the building, please gather outside the Yorkshire Bank on the opposite side of the road.

Exit by the door by which you entered the room or by the fire exits which are clearly indicated by the standard green fire exit signs.

If you need any assistance in evacuating the building, please make yourself known to a member of staff.

Please also make sure all your mobile phones are turned off or set to silent.

2. PUBLIC CONSULTATION - Members of the public will be given the opportunity to speak on specific agenda items if notice has been received.
3. DECLARATIONS OF INTEREST - To receive declarations of Disclosable Pecuniary and Other Interests, in accordance with the Members' Code of Conduct.

Note: Following the adoption of the new Code of Conduct, Members are reminded that they should declare the existence and nature of their personal interests at the commencement of the relevant item (or as soon as the interest becomes apparent). If that interest is a Disclosable Pecuniary or a Deemed Disclosable Pecuniary Interest, the Member must withdraw from the room.

Where a Member has a Disclosable Pecuniary Interest but has received a dispensation from Standards Committee, that Member may vote and/or speak on the matter (as the case may be) and must disclose the existence of the dispensation and any restrictions placed on it at the time the interest is declared.

Where a Member has a Deemed Disclosable Interest as defined in the Code of Conduct, the Member may address the meeting as a member of the public as set out in the Code.

Note: Council Procedure Rules require Members with Disclosable Pecuniary Interests to withdraw from the meeting unless a dispensation allows them to remain to vote and/or speak on the business giving rise to the interest.

Where a Member has a Deemed Disclosable Interest, the Council's Code of Conduct permits public speaking on the item, after which the Member is required by Council Procedure Rules to withdraw from the meeting.

4. YOUTH CONTRACT - Report of the Director – Housing and Communities attached. **(Page 2)**.

INDIVIDUAL CABINET MEMBER DECISION

Report Summary Sheet

Date: 12th August 2013
Subject: Youth Contract
Portfolio: Central Services – Cllr A.A. Lloyd
From: Director – Housing and Communities

Summary: In April 2012, the Government launched an initiative to help tackle youth unemployment. This initiative is known as the Youth Contract and its primary objectives are to provide around half a million new opportunities for young people to prepare for work and find employment.

The Youth Contract has a number of elements including wage incentives, voluntary work experience and additional apprenticeship grants.

Recommendations:

That Nuneaton and Bedworth Borough Council adopt Option 4.

Reasons: Nuneaton and Bedworth Borough experiences some of the highest levels of deprivation, ill health and young people not in education, training or employment. The adoption of the Youth Contract principles will allow the Borough Council to support people into training and employment.

- Options:**
- Adopt Option 4
 - Adopt any or a combination of any of the additional options.
 - Do not adopt the Youth Contract
 -

Subject to call-in: Yes

Forward plan: Yes

Corporate priorities: Aim 1, Priority 1

Relevant statutes or policy:

Equal opportunity implications:

The Youth Contract aims to encourage all young people into training and / or employment

Human resources implications:

Officer's time would be required in order to provide the appropriate level of support and training to those persons on placement

Financial implications:

The creation of a training post via the conversion of an established role would not attract any additional financial commitment from the Council. Should a newly created training post be established, this would attract additional costs, the amount of which would be dependent upon the role created. There are likely to be some training funds required which may be mitigated by the wage incentive payment.

Health Inequalities Implications: None

Section 17 - Crime and Disorder Implications: None

Risk management implications: None

Environmental implications: None

Legal implications: None

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NUNEATON AND BEDWORTH BOROUGH COUNCIL

Report to: Councillor A. A. Lloyd – Monday 12th August 2013

From: Director – Housing & Communities

Subject: Youth Contract

Portfolio: Central Services (Councillor A. A. Lloyd)

1. Purpose of Report

1.1 To present the proposed adoption of the Youth Contract.

2. Recommendations

2.1 It is recommended that Option 4 be adopted, allowing the Council to maximise its exposure to grant assistance and assist as many young people as possible into employment and or training.

3. Background

3.1 The Strategy responds to The New Regulatory Framework for social housing in England from April 2012 issued by the Homes and Communities Agency and the Localism Act 2012.

3.2 In November 2011, the Government announced a £1 billion package to tackle youth unemployment. This package was launched in April 2012 as the 'Youth Contract' and will run for 3 years. Its primary objectives are to provide around half a million new opportunities for young people to prepare for work and find a job.

3.3 The Youth Contract has a number of elements as follows;

- 160,000 wage incentives worth up to £2,275 for employers who recruit an 18 to 24 year old through the Work Programme.

The individual must be employed for at least 26 weeks and paid at least the minimum wage. This is not available to Central Government departments however, wider public sector organisations such as the NHS and Local Government are eligible to claim.

- An extra 250,000 voluntary work experience (VWE) or sector-based work academy places.

It is anticipated that this will give a young person the chance to gain valuable work experience, improve their CV and skills and provide them with a potential route onto an apprenticeship.

Sector based work academies are designed to meet immediate and future recruitment needs and recruit a workforce with the right skills to sustain and grow businesses. Academies have 3 main components

1. Pre-employment training. Lasting for up to 6 weeks with training tailored to meet the needs of the company.
 2. A work experience placement. It is anticipated this will benefit both the individual and the company.
 3. A guaranteed job interview.
- 20,000 additional Apprenticeship Grants for SME's to recruit their first 16 to 24 year old.
Grants worth up to £1,500 are available from the National Apprenticeship Service (NAS).
 - Support through Jobcentre Plus by way of adviser time and weekly contact.
Support is available to manage the individual and deal with any issues such as those related to timekeeping, poor quality of work etc.
 - An opportunity to have a careers interview with the National Careers Service.
This is of benefit to the individual to help determine a career path and formulate actions to achieve this.
 - Around £120m to help the most vulnerable 16/17 year old NEETs in England back into education, training or job with training.
This programme of additional support will be focussed on people who are not in education, employment or training and have low levels of attainment and a range of factors that put them at greater risk of long term disengagement. The Young People's Learning Academy (YPLA) are running an open competition for organisations to lead this programme on a regional or sub regional basis. Organisations will be given the freedom to design and tailor a programme of support to help individuals move into full time education, an apprenticeship or a job with training. Payment will be made by results.

4 Options

4.1 Option 1

Create general Job Descriptions (JD's) for Voluntary Work Experience Placements on a rolling planned programme for up to 6 weeks at a time. Examples of the contents of the general JD's are attached as appendix A. At the end of the placement, the individual would leave with work experience and an employment reference with no further responsibility on the Council.

4.2 Option 2

Dedicate a percentage of annual vacancies to be advertised directly with Jobcentre Plus for 18 to 24 year olds (after Re-deployees but before internal advert). Roles to be advertised would be at Grade D or below or those posts with a qualifications requirement at Grade B or below.

Given that this group are unlikely to have significant work based skills, it would be proposed that a job interview would be guaranteed for those meeting 75% of the person specification. The Council will then be able to claim the wage incentive and contribute to relieving the chronic unemployment levels currently being experienced by young people in the borough.

With this option, the Council could look to establish a work based academy to assist with training issues at nil cost to the Council. However, the Council may wish to undertake additional skill set training, such as letter writing skills, numeracy skills, computer literacy etc. Some elements of this may be undertaken in-house with a purely time cost element for staff undertaking the training. It may be possible to access additional funding for skill set competencies, similar to those accessed previously via the learning at work days, at no cost to the Council.

4.3 Option 3

Employ young people purely via the NAS. Whilst this would be of benefit for roles requiring formal professional qualifications, it may preclude roles that do not require more formal qualifications. The Council would not be able to access NAS grants as it has previously undertaken apprenticeship roles.

It should be noted that the Council currently employs 2 apprentices within the Property Services Team of the Housing and Communities Directorate, with a further 2 under recruitment for September 2013. The Council also encourages its major works contractors to employ apprentices with Appollo (Kitchen and Bathroom contract) employing 1 apprentice and Dodd's (Electrical Maintenance contract) employing a further 2. This is proving a positive experience for ourselves, our contractors and the apprentices. In this way, the Council is contributing both directly and via facilitation, to increase the opportunities available for the younger people of our Borough whilst also gaining valuable experience in terms of understanding and identifying cost effective opportunities to enable residents of our Borough into training and employment.

4.4 Option 4

Pilot a scheme that incorporates all 3 options above, allowing the Council to maximise its exposure to grant assistance and assist as many young people as possible into employment and or training.

For those individuals who perform satisfactorily on the VWE, their details would be kept on a register and they would be contacted should a suitable 'defined vacancy' become available. Should there be no candidates on the register, the Jobcentre would be contacted and candidates sought to move through the VWE route to a guaranteed job interview. The wage incentive would be payable.

It is anticipated that there are other roles within the Council that would require a formal professional qualification to move forward on the career path. These roles may be Environmental Health Officers, Accountants, HR Officers etc. For this group, it is envisaged that the Council will approach both the Jobcentre and Further Education establishments to identify potential candidates for these 'training' roles. If a suitable candidate is 18 to 24 years old, the Council will be able to access the wage incentive, which should mitigate costs of post entry training to a 'foundation level' for the relevant profession. Directors would be required to identify appropriate posts and whether those posts were a conversion of established roles to a training role or whether the posts would be newly created and therefore additional to the current establishment.

In terms of apprenticeship roles, whilst the Council would not be able to access NAS funding, it could work with local colleges to instigate an apprenticeship programme and claim the wage incentive should the individual be between 18 and 24 years old.

5 Conclusion

- 5.1 Nuneaton and Bedworth Borough experiences some of the highest levels of deprivation and ill health and NEET's within Warwickshire. Research carried out by the Warwickshire Observatory identifies that there are high levels of low aspiration within this borough, which is a significant contributory factor to this situation.

This issue of NEET's has been agreed as a priority for the LSP. When considering measures the Borough Council might undertake to tackle these problems, the Youth Contract initiative presents itself as a reasonable platform from which to move forward.

DAWN DAWSON