



**To: Economy and Jobs Policy Board**

**On: 18 March 2015**

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**Report by: Director Development and Housing Services**

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**Heading: European Social Fund Programme Applications 2014 - 2020**

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**1. Summary**

- 1.1 This report provides a further update on the new 2014 – 2020 European Structural Fund (ESF) Programmes and outlines Renfrewshire Council's intention to apply for funds which will be used to fund activity between April 2015 - 2018.
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**2. Recommendations**

It is recommended that the Board:

- 2.1 Homologate the action of the Director of Development and Housing Services to accept the full notional offer of ESF Grant of £2.1M to Renfrewshire Council for the delivery of the Youth Employment Initiative (YEI) in Renfrewshire;
- 2.2 Authorises the Director of Development and Housing Services to develop a range of employability proposals and applications for Renfrewshire to draw down the offers of grant of £3.77M (Employability Pipeline and Poverty and Social Inclusion ESF) and £2.1M (Youth Employment Initiative ESF) as outlined in the report below ;
- 2.3 Agrees that the age group representing "Youth" increases from age 24 to age 29 in line with EU funding and that all current youth programmes are now available to those under 30 years of age;
- 2.4 To bring back regular reports to board on the activity funded through this programme.
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**3. Background**

- 3.1 As reported to the Board in both September and November 2014 a new EU Structural Fund Programme was due to commence on 1<sup>st</sup> January 2015.

- 3.2 The Board previously authorised the Director of Development and Housing Services to accept the full notional offer of EU grant of £3.77M for the Renfrewshire area to cover both the employability pipeline and the poverty and social inclusion requirements of local employability services from 2015 – 20.
- 3.3 Since then an additional offer of £2.1M of Youth Employment Initiative ESF has been offered to Renfrewshire Council for the delivery of employability services to young people in the area. The Director of Development and Housing Services accepted the full notional offer of grant of behalf of the Council and this action seeks retrospective approval through point 2.1 in the recommendations. This fund will be available from 2015 – 18.
- 3.4 Outline proposals from local authorities had to be submitted by 9<sup>th</sup> March 2015 for all EU programmes detailing the proposed activities and services to be delivered through the funding. A more detailed proposal will then be submitted around May.
- 3.5 This report provides further details on the employability approach by Renfrewshire Council for the next three years which will form the basis of the applications for EU support.
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#### **4. Invest in Renfrewshire Employability Services 2015-18**

- 4.1 Unemployment has dramatically reduced in Renfrewshire over the last 2 years and as such the next three years will see a greater focus on particular target groups and the services offered will be more intensive and with greater barrier removal support.
- 4.2 The Invest in Renfrewshire Employability Service will provide help and support to any unemployed person looking for work. It will continue to be a voluntary service which aims to tackle poverty and social inclusion in the area through reducing unemployment and supporting local people to realise and fulfil their potential in employment.
- 4.3 Every client looking for support into work will undergo the same process in Renfrewshire regardless of their benefit status (a diagram showing this is attached as Appendix 1) and this will include:
- Engagement: with the staff from the employability services.
  - Assessment: to provide a common assessment of requirements.
  - Action Plan: to identify the support required with those more disengaged / further from the labour market offered more intensive support.
  - Key Worker: a key worker will be appointed to support and meet regularly.
  - Barrier Removal: support on aspects such as health, debt, childcare etc.
  - Development: Training and support options to develop core and key skills;
  - Skills: programmes to increase skills and work experience;
  - A separate vacancy management / employer liaison / in-work support team to be responsible for all employer links, jobs access and progression of participants.

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## 5. The Renfrewshire Delivery Model

- 5.1 The current employability programmes are delivered through a mix of in-house delivery, partnership funding and contracted services. It is proposed that a similar model will be used for future years.
- 5.2 Youth Employability Services: The Youth Employability Hub in central Paisley will continue to be an in-house service with a range of contracted training services on offer to participants. The team will increase the age range of their clients (in line with the EU programmes) to those aged 16 – 29 and it is proposed that all Invest in Renfrewshire programmes (Internships, Traineeships, Wage Subsidies) will also extend to cover those up to age 29.
- 5.3 Adult Employability Services are currently contracted and a new contracted service will be procured for the coming years (for those aged 30 and above). The current adult employability service is also located in the centre of Paisley and this would be a requirement of any future services, additional shared premises and outreach offices in Johnstone and Renfrew are currently being discussed and many of the employability staff already spend part of their time at partner premises (for example the local Jobcentres and SDS offices).

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## 6. Financial Allocations

- 6.1 A range of funds will be used to provide the Renfrewshire Employability Pipeline (EU and non-EU programmes) and services to unemployed people. While the final costs will not be available until the submission of the full programme the activity proposed is broadly outlined below for the 2015-18 period.

|                                      | INVESTMENT 2015 - 2018 |
|--------------------------------------|------------------------|
| Invest in Employability              | 2,690,000              |
| Invest Staff                         | 960,000                |
| Invest Wage Subsidies                | 1,002,000              |
| City Deal (DWP)                      | 510,000                |
| YEI (ESF)                            | 2,100,000              |
| ESF Pipeline                         | 1,480,000              |
| Poverty / Inclusion (ESF)            | 390,000                |
| Economic Development Mainline Budget | 1,950,000              |
| Opportunities for All                | 390,000                |
| Corporate Services (property costs)  | 375,000                |
| <b>TOTAL</b>                         | <b>11,847,000</b>      |

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## 7. Management Information System

- 7.1 As reported to the November 2014 board, the current Management Information System does not suit the new EU Programme without substantial moderation and a new system was being procured.
- 7.2 As part of the City Deal negotiations it has been agreed that all of the Local Authorities participating in the Employability Programmes should operate through a shared MIS system and that this has been agreed to be Hanlon, operated by Glasgow City Council (Lead body for City Deal employability) and 3 other Councils. Consequently Renfrewshire Council will refrain from procuring a separate MIS system and will use the common MIS system.

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## Implications of the Report

1. **Financial** – No increase to approved Council funding is required and the report details the ESF funding being secured and allocated to employability services in Renfrewshire.
2. **HR & Organisational Development**– To be able to meet the requirements of the new Programme, the staffing structure is being revised and vacant posts will require to be filled.
3. **Community Planning**  
**Children and Young People** – Programme will continue to target young people aged 16-24  
**Jobs and the Economy** – Programme will continue to support unemployed young people and adults to prepare, find and sustain employment. Increasing the programme will target those furthest from the labour market and those under employed and experiencing in-work poverty.
4. **Legal** – None
5. **Property/Assets** – The services are currently based in Assurance House and some additional shared properties are currently being discussed with CPP partners.
6. **Information Technology** – New Management Information System to be rolled out.
7. **Equality & Human Rights**  
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health & Safety** - None
9. **Procurement** – A range of services will be procured and the service is supported by a Category Manager from Procurement.
10. **Risk** – A Risk assessment will be required to ensure that sufficient measures are in place to ensure that the full grant allocation is recovered
11. **Privacy Impact** - None

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### **List of Background Papers**

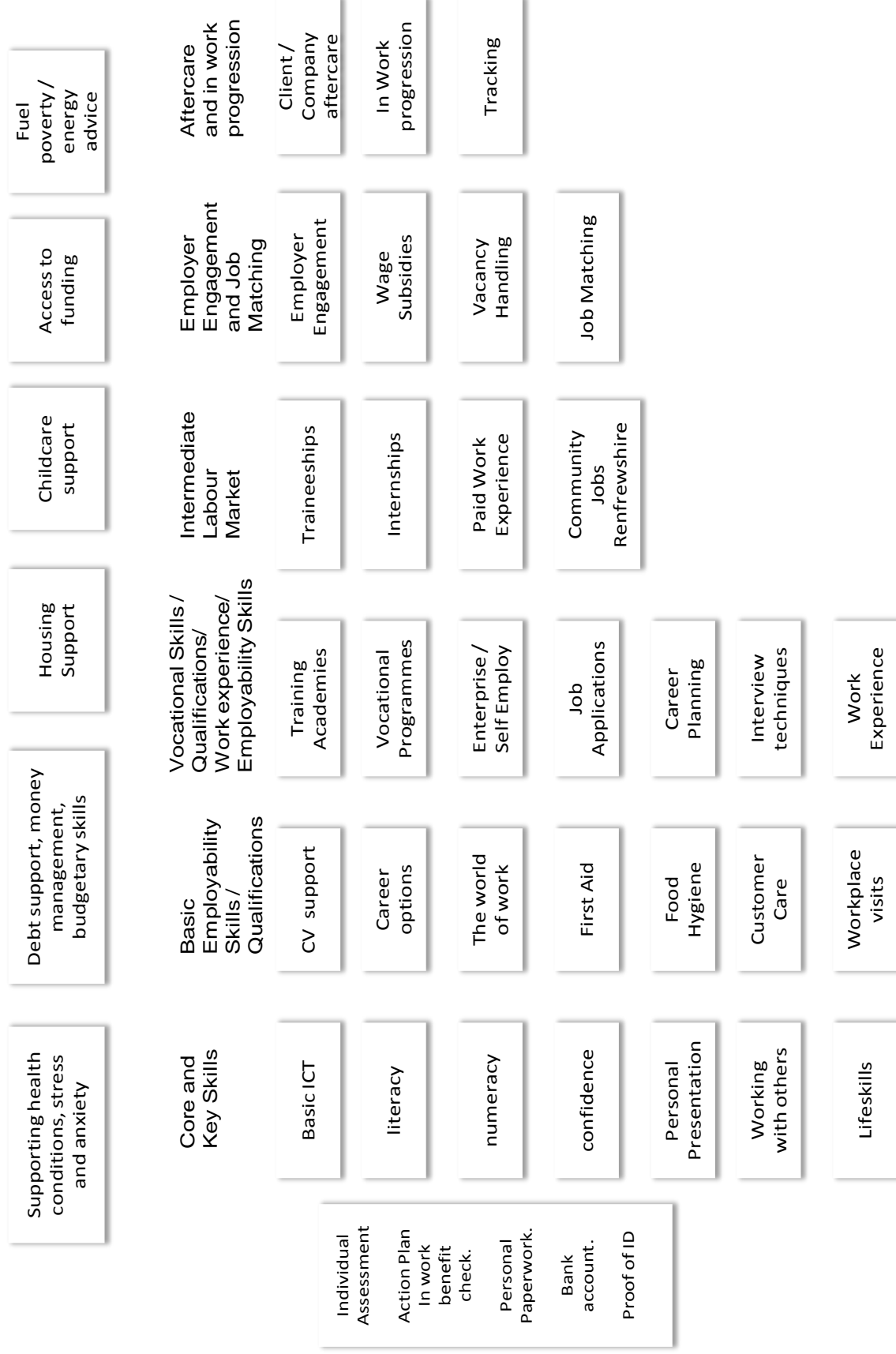
Economy and Jobs Policy Board, November 2014, “2014 – 2020 European Structural Fund Programme”

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# Appendix 1: “ESF Programme Applications 2015 – 18”, Economy and Jobs Policy Board, 18<sup>th</sup> March 2015

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## Poverty and Social Inclusion Support



Clients