



To: Economy and Jobs Policy Board

On: 3 February 2016

Report by: Director of Development and Housing Services

Heading: Employability Fund - Update

1. Summary

- 1.1 Renfrewshire Council has successfully bid to deliver training places through the Skills Development Scotland Employability Fund for the last three years. The purpose of this report is to update members on progress of the 2015 / 16 contract and to advise of the tender submission for 2016 / 17.
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2. Recommendations

- 2.1 It is recommended that the Board:
- (i) Note current performance levels; and
 - (ii) Agree that further updates on progress for this area of service provision be provided to the Board on a regular basis.
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3. Background

- 3.1 Board were advised at their meeting of 2 September 2015 that we had secured 60 Employability Fund places across Stages 2, 3 and 4 of the employability pipeline.
- 3.2 The 60 places were for a range of skills levels for each of the three age groups under Employability Fund, 16-17, 18-24 and 25+. Training opportunities would be made available in areas such as environmental, catering, administration and waste.

3.3 It was agreed that regular updates of progress be provided to Board.

4. 2015 / 16 Performance

4.1 Through the 2015 / 16 tender process Skills Development Scotland awarded Renfrewshire Council a contract which allowed us to 60 starts across the various Stages. The contract value is a maximum of £96,579.

4.2 To date 45 starts are in place. (December 2015) We also have agreed commitment for a further 15 places which will begin prior to March 2016.

4.3 We have claimed £64,250 of our contract value to date (December 2015).

4.4 Employability Fund is a national programme which allows us to support unemployed participants to meet their individual needs, to take account of their specific circumstances and to ensure they do not suffer any financial detriment.

We have implemented pre-recruitment programmes to allow participants to enhance their knowledge and skills and then move seamlessly into traineeships. This has included positions as Waste Operative (Environmental Services) and Administration Assistants (Social Enterprises).

We have also utilised roles which have enhanced the work of a number of community initiatives e.g. Community Janitors (Development and Housing Services) and Youth Worker – Street Stuff (in collaboration with Community Safety and St Mirren FC)

This has allowed 79% of participants to move into employment with the Council.

5. 2016 / 17 Tender Submission

5.1 Skills Development Scotland began the tender process for 2016 / 17 Employability Fund contracts in November 2015.

5.2 Following discussions with service contacts our submission is for a further 60 new starts. This will again include a range of opportunities across the employability pipeline as noted in Section 3.1

5.3 Skills Development Scotland anticipate that they will inform us of the outcome of the tender process in March 2016.

Implications of the Report

1. **Financial** – No implications, as ongoing service delivery will be managed through current financial arrangements.

2. **HR & Organisational Development** – None.
3. **Community Planning – Jobs and the Economy** - contributes to the themes of the Jobs and Economy community planning theme.
4. **Legal** – None.
5. **Property/Assets** - None.
6. **Information Technology** – None.
7. **Equality & Human**
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** – None.
10. **Risk** – None.
11. **Privacy Impact** – None.

List of Background Papers

- (a) Background Papers – Board Papers – Employability Fund 2015 / 2016 – 28 January 2015 and 2 September 2015

The foregoing background papers will be retained within Development and Housing for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Ruth Cooper, 0141 618 7868, ruth.cooper@renfrewshire.gov.uk

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