

Item No.	Classification: Open	Date: 22 April 2016	Decision Maker: Deputy Leader and Cabinet Member for Business, Employment and Culture
Report title:		Grant Award Approval: Elephant and Castle Construction Skills Centre outreach project	
Ward(s) or groups affected:		Cathedrals, Chaucer, Grange, Riverside, South Bermondsey, Newington, Faraday and East Walworth (SE1, SE11 and SE17)	
From:		Head of Strategy and Partnerships	

RECOMMENDATION(S)

1. That the Cabinet Member for Employment, Business and Culture approves the award of grant funding to Be Onsite for the delivery of the 'Elephant and Castle Construction Skills Centre outreach project' up to a maximum value of £100,000 for a maximum period of 18 months.

BACKGROUND INFORMATION

2. The council secured grant funding for this project through Job Centre Plus' (JCP) Flexible Support Fund (FSF). The FSF was created by the DWP to enable local JCP districts to commission specific projects to their local area that would resolve local employment challenges. Working with Southwark's local JCP Partnership Manager, the council has developed an outreach project aimed at helping unemployed residents in the postal areas SE1, SE11 and SE17 to secure training and / or employment in the construction industry.
3. The project will provide specialist support to those claiming out of work benefits. Specifically, Employment Support Allowance (ESA) claimants in the work related activity group, ESA claimants who are awaiting their work capability assessment and those who have been claiming Job Seekers Allowance (JSA) for over six months. Support will be provided to help:
 - promote the construction industry as a career choice
 - take up paid work experience
 - deliver essential skills training
 - link to other training opportunities through Southwark's new Construction Skills Centre.
4. This project will sit alongside and complement other council commissioned provision; such as Pathways to Employment and Southwark Works. The project will help the council achieve its 'Education, Employment and Training' and 'Revitalised Neighbourhoods' Fairer Future priorities by ensuring that local residents benefit from new jobs and apprenticeships.
5. Be Onsite are the charitable arm of Lendlease, the council's construction partner for the Elephant and Castle regeneration and a key partner in the Construction

Skills Centre development. One of the purposes of this project is to ensure that local communities benefit from this regeneration activity. By appointing Be Onsite the council will be able to facilitate a relationship between local unemployed residents and Lendlease and make links to the existing training and skills provision in the area.

6. As part of this project, Be Onsite have committed to paying the wages of any resident they broker work experience / tasters for; whether this work is through Lendlease or not. These opportunities will be paid at least the London Living Wage.

KEY ISSUES FOR CONSIDERATION

Project outputs and outcomes

7. This service aims to engage with and provide (as a minimum):
 - a) outreach support for a 100 unemployed residents in SE1, SE11 and SE17
 - b) 60 residents will attend learning events to receive pre-employment / training support
 - c) 40 residents will complete an unpaid one week work trial taster
 - d) 40 people take up training in the Construction Skills Centre
 - e) 30 residents moving from claiming JSA for six months or ESA into employment in the construction industry following the work trial
 - f) 15 of these local people sustaining employment in the construction industry for 6 months
8. In addition, the service will provide added value as clients will be supported with other barriers to employment through referrals to other agencies. This support is critical, particularly in the early stages of employment (i.e. the first 5 – 13 weeks of employment when drop outs can traditionally occur) when emerging challenges can be more readily dealt with.
9. In order to maintain links with Be Onsite, clients will be directly employed by (and therefore paid through) Be Onsite. This will mean that clients will be paid for work experience but will also maintain a strong link with their case worker to help address any problems they may be experiencing with their employment.

Consultation

10. In developing this project the council has been in close communication with JCP (the funders) and Be Onsite (the deliverers). As the Construction Skills Centre provider(s) are selected the council will work with them to ensure that clients are ready to receive training.
11. Be Onsite have also started to build relationships with other construction organisations operating in the area to help them broker opportunities for their clients.
12. During the contract implementation period, Be Onsite will be required to build relationships with other partners (such as schools and supported housing providers) in the local area to develop referral routes into the project and also to refer residents who aren't suitable for this service to other local provision.

Policy implications

13. The award of this contract fits with council's Fairer Future promises of a strong local economy:

- local residents benefit from new jobs and apprenticeships
- support 5,000 local people into jobs

14. The project will also deliver against the Council's Economic Wellbeing Strategy's ambitions:

- regeneration and development provide lasting jobs for residents in both construction and related industries
- increase and improve employer engagement, making sure residents receive training relevant to the jobs market and to employer needs

Monitoring delivery

15. The council's role in this project is to:

- Facilitate the relationship between Be Onsite and the local JCP
- Facilitate the relationship between this programme and other local provision
- Ensure that this project meets wider council and resident outcomes
- Manage the contract to ensure that all stakeholder needs are met
- Monitor the contractor's performance to demonstrate to JCP that funding requirements are met and residents are benefiting from the service

16. The responsible officer for managing the performance on this contract will be Liz Gardiner, Senior Strategy Officer in the Local Economy Team.

17. The main key performance indicators used to monitor the performance of Be Onsite will be:

- Number of clients engaged
- Number of residents receiving pre-employment / training support and on-the-job training / work experience
- Number of residents taking up training in the Construction Skills Centre
- Number of residents moving from claiming JSA for six months or ESA into paid employment in the construction industry
- Number of residents satisfied with the support they have received

18. The contract will be monitored quarterly, and payments will be released upon delivery against the KPIs set out in the specification.

Community impact statement

19. Community benefits will accrue through the direct outputs of this project (i.e. those further from the labour market are supported into paid employment that is sustainable).

20. Due regard has been paid to the Public Sector Equality Duty (PSED) in section 149 of the Equality Act 2010 specifically; to have due regard to the need to eliminate discrimination, harassment, victimisation or other prohibited conduct; advance equality of opportunity; and foster good relations between people with

protected characteristics and those who do not. The principles of the PSED are imbedded in the core objectives of the Construction Outreach Project, as the programme intends to improve and develop participation from all sections of the community.

21. Be Onsite will be required to work with the council to establish robust equality indicators at the outset of the project. These indicators will be built into the contract monitoring process in order to determine the accessibility and effect of the project for those with different equality characteristics. Be Onsite will be expected to demonstrate at monitoring meetings how equal opportunities have been implemented in the delivery of the programme to ensure that all residents have been able to access the opportunity this service provides.
22. This will be particularly relevant for those with a disability. One of the key target groups for this project are residents in the work related activity group of ESA and new ESA claimants who have not yet received their work capability assessment. As of April 2016, there were approximately 200 residents in receipt of the Employment Support Allowance (ESA) in SE1, SE11 and SE17; of these 33 are in the work ready activity group.
23. These residents are likely to need specific access requirements, due to mental or physical health issues, that Be Onsite will be expected to address in order to ensure the service is accessible to all and can benefit all.

Financial implications

24. This service will be funded through a Flexible Support Fund grant from JCP.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

25. This report seeks approval of grant funding to Be Onsite for the purpose of delivering outreach support at the Elephant and Castle Construction Skills Centre.
26. Be Onsite is a charitable organisation and therefore the funding for this project is to be treated as grant funding rather than monies which are subject to more formal commercial contracting arrangements. However, the director law and democracy (corporate team) will advise officers in relation to the terms of the funding agreement with Be Onsite which will incorporate the council's delivery and monitoring requirements mentioned in paragraphs 17 and 18. The proposed funding arrangement is also consistent with the terms of a memorandum of understanding which the council and Lend Lease have entered into for the purpose of agreeing and defining how they intend to collaborate in respect of the procurement, selection and on-going management of a training provider at the Skills Centre.
27. The decision to approve grant funding of this nature and value is one which is expressly reserved to the Cabinet Member under Part 3D of the council Constitution.

Strategic Director of Finance and Governance (CE16/005)

28. The report is seeking the Cabinet Member for Employment, Business and Culture to delegate authority to sign off the contract award for the 'Elephant and Castle

Construction Skills Centre outreach project' to the Head of Strategy and Partnerships. The contract award will have a maximum value of £100k for a maximum period of 18 months and will be awarded to Be Onsite. Details and background are contained within the main body of the report.

29. The strategic director of finance and governance notes that the cost of the contract will be contained within the £100k Flexible Support Fund grant allocation from Job Centre Plus.

30. Staffing and any other costs connected with this contract to be contained within existing departmental revenue budgets.

FOR DELEGATED APPROVAL

Under the powers delegated to me in accordance with the Council's Contract Standing Orders, I authorise action in accordance with the recommendation(s) contained in the above report.

Signature Date.....

Designation

BACKGROUND DOCUMENTS

N/A

APPENDICES

N/A

AUDIT TRAIL

Lead Officer	Stephen Gaskell, Head of Strategy and Partnerships	
Report Author	Liz Gardiner, Senior Strategy Officer	
Version	FINAL	
Dated	22 April 2016	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments included
Strategic Director of Finance and Governance	Yes	Yes
Director of Law and Democracy	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		22 April 2016