

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	3810
Author:	Nigel Jackson
Department:	Development and Growth
Contact:	Nigel Jackson (Job Title: Employment & Skills Manager, Email: nigel.jackson@nottinghamcity.gov.uk, Phone: 01158762523)
Subject:	The Nottingham Works 4You Project
Key Decision (decision valued at more than £1million):	Yes
Key Decision (decision affects 2 or more wards):	Yes
Total Value:	£4,866,523 (Type: Revenue)
Decision Being Taken:	<ol style="list-style-type: none">1) For the Council to act as the Accountable Body for the D2N2 project and accept European Social Fund (ESF) monies for the Nottingham Works 4You project to run between April 2020 and March 2023.2) Delegate authority to the Corporate Director for Development and Growth to enter into an agreement with Department for Work and Pensions, allocate funding to delivery partners and authorise Nottingham City Council (NCC) project roles3) Authorise allocation of budget for up to 9 FTE posts4) To create the following 9 posts within the NCC Project Team to manage and deliver the project: Project Manager Grade I (0.25FTE), Project compliance officer Grade E (FTE 1) Project Administrator Grade D (FTE 1) Employment and Apprenticeship officer Grade H (FTE 1) Community Employment Officer Grade H (FTE 1) Employer Relations Officer Grade E (FTE 1) Admin & Marketing Officer Grade E (FTE 0.2) Project Officer Equality & Employment x2 Grade H (FTE 1) and HR consultant Equality & Employment Grade H (FTE 1) (non-executive officer)

Reasons for the Decision(s)

Subject to a successful ESF application, a Decision is required to set up and deliver the Nottingham Works 4You project. This project is a pre-employment intervention and support programme for young people who are NEET and disengaged 15 to 29 year-olds within Nottingham City. The project is needed to reduce the drop-out rates of marginalised and disadvantaged young people at key periods of transition during their educational and working lives.

The project will bring an additional £3.24m into Nottingham (the remainder being provided by local match) and will support 1,836 young people in Nottingham City with at least 812 of these progressing into education, training or employment or gaining a qualification upon leaving the programme.

The funding will ensure the continuation of both the Nottingham Jobs Fund and Nottingham Jobs Hub beyond 2020, when their current funding runs out.

The project will directly contribute to the following Council Plan targets:

- Create 15,000 new jobs for Nottingham people
- Protect the Nottingham Jobs Hub from cuts
- Protect the Nottingham Jobs Fund from cuts
- Guarantee a job, training or further education place for every 18-24 year old
- See every person in Nottingham with the skills and ambition to find work and create jobs to give our working age citizens the incentives to seek work and be involved in training and self-improvement by themselves

- Increase the number of Nottingham residents with level 2 qualifications to within 3% of national average?

- Work with businesses to deliver 500 new apprenticeships.
- Protect from cuts: 100 apprenticeships at the city council.

This is a revenue only project, which is applying for European Social Fund (ESF) and Youth Employment Initiative (YEI) funding. These add up to a 66.67% grant with a requirement to find 33.33% match funding, which will be provided by the delivery partners as outlined in the attached appendix.

All accountable body, management costs for Nottingham City Council are met through the ESF/YEI contributions, local match and additional contributions from the delivery partners.

NCC Employment and Skills local match for the Nottingham Jobs Hub is provided through funding from the Youth Contract project, while funding for the Nottingham Jobs Fund (NJF) comes from the existing NJF allocation, currently held in reserve. This project will enable three times the number of NJF participants to receive support at no extra cost to the council.

NCC HR costs are covered by matching to existing posts, with the funding providing additional capacity into the team to deliver on the NCC apprenticeship and workforce diversity agenda.

Briefing notes documents:

Appendix 1 -Not for Publication - Gate 0 Review Form Nottingham Works 4You 20190913 Final.docx

Other Options Considered: Not to bid for this additional ESF funding - This would mean that Nottingham would not receive £3.2m of additional external funding and 1,836 young people would not receive employment and skills support. Not to bid for this funding would have a negative impact on the Council's ability to deliver some of its key manifesto commitments and NEET rates in the city would almost certainly increase.. It would also put at risk the continuation of both the Nottingham Jobs Fund and Nottingham Jobs Hub which are almost entirely dependent on external funding and it would be very difficult for the Council to address unemployment and social exclusion amongst 15-29 year-olds in the City. This option was rejected.

Background Papers: N/A

Published Works: N/A

Affected Wards: Citywide

Colleague / Councillor Interests: N/A

Consultations:
Date: 09/12/2019
Other: Portfolio Holder - Neghat Khan
The application was supported

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications: A primary objective of the Nottingham Works4You project is to support young people in the City residents to identify and address their skills needs and progress into employment. The project will provide participants with opportunities to improve their economic and social circumstances. As a result, it will reduce some of the factors recognised as contributing to high levels of crime and disorder.

Equality: EIA not required. Reasons: The Nottingham Works 4You project takes equalities into account. It has an equality implementation plan and specific targets relating to each E & D priority. The project has been explicitly designed to address equality and to prevent discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. An equality Impact assessment is an integral part of the DWP project assessment process and equality output targets for each E & D priority are set by DWP

Relates to staffing: Yes

Decision Type: Leader's Key Decision

Subject to Call In:	Yes
Call In Expiry date:	10/03/2020
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	This report seeks authority to accept ESF funding. The City Council will need to enter into a funding agreement with DWP as lead partner and accountable body for D2N2. As ESF funding is involved the City Council must ensure it complies with ESF rules when it awards any contracts. As the accountable body for the funding the City Council should put in place collaboration agreements with its partners which will enable it to comply with the terms of the funding agreement including provisions enabling the City Council to monitor and report on progress and achievement of outputs and if necessary to clawback funding. Advice provided by Andrew James (Team Leader Contracts and Commercial) on 07/02/2020.
Finance Advice:	See attached appendix for finance comments. Advice provided by Roma Patel (Commercial Business Partner) on 24/02/2020. Advice documents: Finance Comments Nottingham Works 4You Project.docx
HR Advice:	Management proposes to create 9 FTE posts within the NCC project team. The establishment of these posts will require a HR DDM along with evaluated job descriptions for all posts. Recruitment to these posts will need to be in line with the Councils Recruitment and Selection Policy and approval processes. As these posts are temporary posts, management should be aware that redundancy costings will need to be factored into costings for employees with more than 2 years service at the end of the fixed term period. Additionally, management should plan for the exiting of any staff at the end of the fixed term contracts in line with the Fixed Term Workers Policy. Shilpa Arya - HR Consultant extension 62120 Advice provided by Shilpa Arya (HR Consultant) on 12/02/2020.
Signatures:	David Mellen (Leader/ PH Regeneration, Safety and Communications) SIGNED and Dated: 03/03/2020 Chris Henning (Corporate Director for Development and Growth) SIGNED and Dated: 02/03/2020