

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	4108
Author:	Alex Reader
Department:	Development and Growth
Contact:	Alex Reader (Job Title: 16-19 Manager, Email: alex.reader@nottinghamcity.gov.uk, Phone: 01158762825)
Subject:	The Nottingham Works 4You Project
Key Decision (decision valued at more than £1million):	Yes
Total Value:	£2,842,397.64 (Type: Revenue)
Decision Being Taken:	<p>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 2021 and 31 December 2023. 2. To delegate authority to the Corporate Director for Development and Growth to enter into an agreement with the Department for Work and Pensions, to allocate funding to delivery partners and authorise Nottingham City Council (NCC) project roles</p> <p>3. To authorise the allocation of budget for up to 6 posts</p> <p>4. To create the following posts within the Nottingham City Council (NCC) Project Team to manage and deliver the project: Project Manager Grade H (1FTE, new), Project Compliance Officer Grade E (1 FTE New) Community Employment & Skills Officer Grade H (1 FTE New) Employer Relations Officers Grade G (2 FTE New) Marketing & Admin Officer Grade E (0.2 FTE existing), Finance Business Analyst (.10 FTE existing)</p>

Reasons for the Decision(s)

A previous Nottingham Works 4You project application was commended by Department for Work and Pension (DWP) assessors but not funded because the ESF funding stream Priority 1.3 had run out of funds. Instead NCC has been invited to submit an application under Priority 1.2 as a Restricted call (we are the only applicants). Therefore subject to a successful re-submission of our application, a decision is required to set up and deliver the new Nottingham Works 4You project. This project is a pre-employment intervention and support programme for young people who are NEET (not in education, employment or training) and disengaged 15 to 24 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 £1.4m into Nottingham (the remainder being provided by local match) and will support 1,073 NEET young people in Nottingham City with at least 466 of these progressing into education, training or employment or gaining a qualification upon leaving the programme. The funding will help ensure the continuation of the Nottingham Jobs Hub and will directly contribute to the following Council Plan targets: -Create 15,000 new jobs for Nottingham people; protect the Nottingham Jobs Hub from cuts; guarantee a job, training or further education place for every 18-24 year old; increase the number of Nottingham residents with level 2 qualifications to within 3% of national average; and work with businesses to deliver 500 new apprenticeships

This is a revenue only project, which is applying for European Social Funding under Priority 1.2. This will provide a 50% grant with a requirement to find 50% 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 contributions, local match and additional contributions from the delivery partners. NCC Employment and Skills local match for the Nottingham Jobs Hub staff is provided through income from the Kickstart program (see Delegated Decision 4015) and Section 106 income.

Briefing notes documents:

Appendix 1 -Not for Publication - Nottingham Works 4You - Dec 2020.docx

Other Options Considered:

Not to bid for this additional ESF funding - This would mean that Nottingham would not receive £1.4m of additional external funding and 1,073 young people would not receive employment and skills support. To not 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 among 15-24 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: 18/12/2020

Other:Portfolio Holder for Employment and Community Protection - Councillor 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: 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:

12/02/2021

Advice Sought:

Legal, Finance, Human Resources

Legal Advice:

This report seeks authority to accept funding from the Economic Social Fund which is received via an agreement with the Department for Work and Pensions. The City Council will act as the accountable body for the funding and therefore must put in place collaboration/partnership agreements with its delivery partners. These are not subcontractors to the City Council but as accountable body NCC remains responsible for them delivering the outputs. The Council should ensure as far as practicable that the risk of failure and any liability to repay any funding is passed to the delivery partners. It is understood that the City Council's match funding for the project is paid for by the Delivery Partners and the risks associated with not achieving this are set out in the appendix to this report. Recommendation 4 to create the posts identified is a non-executive decision which is included in this report for the purposes of seeking approval from the Corporate Director for Development and Growth. Advice provided by Andrew James (Team Leader Contracts and Commercial) on 08/01/2021.

Finance Advice:

This decision requests approval to receive and manage £2.842m in regards to the Nottingham Works 4You project.

The project is to be funded 50% from the European Social Fund (ESF) and 50% from local match contributions, provided by six partner organisations and NCC.

NCC's match funding £0.149m is in the form of a 50% contribution towards two grade G Employer Relation Officer posts. The match is to be funded by a combination of ring-fenced contributions received via the Kickstart project, section 106 and additional partner contributions. The service will need to monitor all funding sources effectively to ensure any risks to funding is identified and mitigated early on.

The Nottingham Works 4You project is to be implemented in partnership with six different partner organisations and requires NCC to take on the role of accountable body. The accountable body is required to receive and manage funds on behalf of the partnership but also to apply its own contract procedure rules and financial regulation to the project.

Receipt of all funding sources is largely dependent on the successful delivery of the project in line with the targeted outputs and activities, as well as the submission of compliant quarterly claims. Project Manager and Project Compliance Officer roles have been allocated into the accountable body resource requirements for the project. It is important these roles are able to take responsibility for ensuring the project is delivered within budget and within timescales to ensure that all conditions of the grant are adhered to and the risk of unfunded expenditure is mitigated. The roles should also ensure regular updates are provided to the Head of Service.

The project requires the addition of 5 new positions. It is recommended the department refer to established internal processes to resource. The project is expected to start in April 2021 and to be completed by December 2023. To mitigate the risk of unfunded staffing costs these posts will need to be appointed on fixed term contracts.

A risk register has been developed as part of the bid process. It is recommended that this is reviewed and assessed regularly throughout the project's lifespan.

Advice provided by Chanelle Poyser (Commercial Business Partner) on 26/01/2021.

HR Advice:

Advice as per attached document. Advice provided by Matthew Hackney (Resourcing Consultant) on 28/01/2021.
Advice documents: Nottm Works 4You Posts.docx

Signatures:

David Mellen (Leader/ PH Regeneration, Schools, Communications)
SIGNED and Dated: 05/02/2021
Chris Henning (Corporate Director for Development and Growth)
SIGNED and Dated: 01/02/2021