

Fu+ures

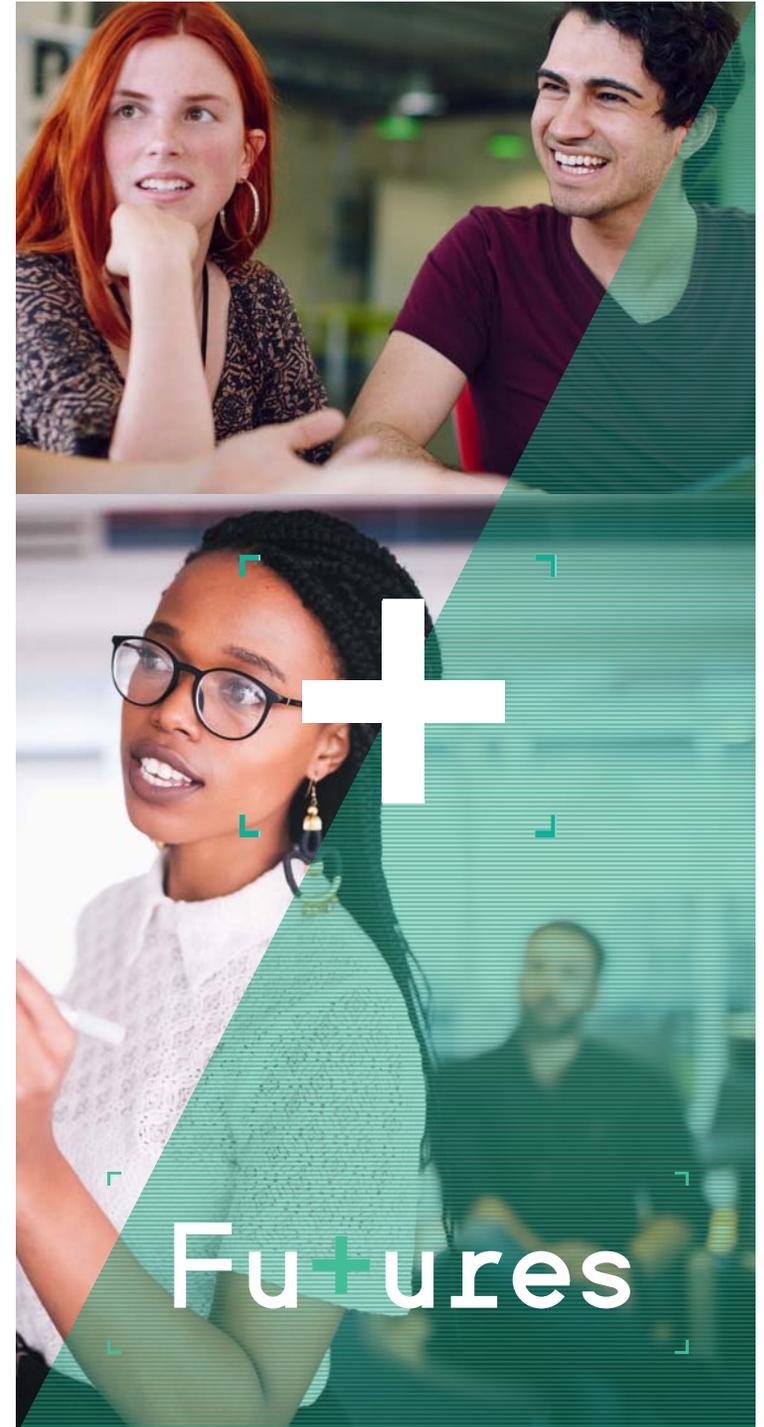
Governance Sub-Committee

16th March 2021



Agenda

- Overview of the Futures Group
- Business Plan 2021-22
- Governance Structure
- Risks



The Futures Group

- Established 25 years ago
- Not for profit social enterprise owned jointly by Nottingham City Council and Nottinghamshire County Council
- Provides a return of £8 for every £1 received from City Council to the direct benefit the city's residents
- Provides Careers, Skills and Employment support to local residents

Fu+ures

Purpose, Mission and Vision

Our Purpose: We exist to make a positive difference to people's lives by enabling them to realise their full potential in employment, education and training through increased confidence, awareness and skills.

Our Mission: Unlocking potential in people of all ages. Future thinking, focused on leading change in careers, advice, skills and training.

Our Vision: To be a financially resilient social enterprise defined by the exceptional quality of our people and our results, which change lives.

The logo for 'Futures' is displayed in a dark grey, sans-serif font. The word 'Futures' is centered within a square frame formed by four small, dark grey corner brackets. The plus sign in 'Futures' is a light teal color, matching the teal used in the main text of the slide.

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Impact Dashboard

NEET Prevention Service



2798 year 11 into positive destination – **96.2%**
5.4% of young people in years 12-13 NEET or Not Known against target of 5.5%

National Careers Service

1481 customers supported during lockdown (March – December)
46% progressed into job and learning outcomes

IAPT

Between March – December 2020
294 new starters
52 supported into new employment
92 Returned to work/Supported to Remain in work



Nottingham City Council



245 customers engaged March – October 2020
43 customers progressed into employment **588%** of profile



European Union
European Social Fund

Youth Employment Initiative

812 customers engaged January– December 2020
572 Progression into employment, education or training Jan – December 2020

THE CAREERS & ENTERPRISE COMPANY

19 schools matched with Enterprise Adviser Network.
86% of N1 schools have achieved or partially achieved against the GBM6 benchmarks



100% pass rate at End-Point Assessment for all standards sat in 19/20 for Nottingham City Apprentices



Education & Skills Funding Agency

AEB

168 qualifications delivered to Nottingham City residents August-December 2020

IASS

100% Customer Satisfaction for last quarter

Life Chances

32 learners progressed into volunteering
30 learners have sustained in full time employment for 26 weeks
25 learners have achieved first Entry Level qualification

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Business Plan 2021-2022



Delivering
high quality
outcomes,
valued by our
customers and
stakeholders

Securing
profitable
income growth
which maximises
financial
sustainability

Promoting
outstanding
practice
through
excellence
in people
management

Key strategic objectives

1

Deliver high quality outcomes, valued by our customers and stakeholders

2

Secure profitable income growth which maximises financial sustainability

3

Promote outstanding practice through excellence in people management

To achieve these we will focus on the following priorities:

1.1 Maximise positive outcomes and progression for customers

1.2 Deliver services which meet local needs of stakeholders

2.1 Protect cash and margin through the uncertainties of COVID lockdowns and fluctuating customer engagement levels

2.2 Achieve contractual and financial targets outlined in the budget

2.3 Achievement of income targets by expanded capability in sales & business development team

2.4 Review and agree distribution plans for reinvestment

3.1 Deliver the Futures' People Plan including key outcomes across L&D, EDI, L&M, R&R

3.2 Equip staff colleagues to succeed in their roles

1.2 Develop area-based strategies ensuring the full range of Futures' capabilities are targeted where most needed and aligned explicitly to stakeholder priorities

Create clear action plans aligning Futures' activity and articulating contribution to stakeholder plans, including:

- Nottinghamshire County Council Economic Recovery Plan/Place Strategy
- Nottinghamshire District Council Economic Recovery Plans
- Nottingham City Council Economic Recovery Plan/Employment Task Force
- Nottingham City Council ESAP/Ward plans
- Leicester & Leicestershire LEP Jobs & Skills Plan
- D2N2 People & Skills Strategy/COVID-19 Recovery Strategy
- SEMLEP Economic Recovery Plan

2.3 Broader income diversification and portfolio 'mix'

Diversification in terms of income mix broken down as follows:

- 50% ESFA (incl. NSF, AEB and Levy/Non-Levy Apprenticeships)
- 30% DWP (incl. ESF, FSF, CAEHRS sub-contracts)
- 10% Local Authority (incl. NEETs, targeted support)
- 10% Other (incl. DHSC, DDCMS, MOJ, MHCLG, Charitable, Professional/ Commercial Contracts)

The logo for 'Futures' features the word in a bold, sans-serif font. The letter 'F' is black, while the '+' sign and the letters 'ures' are a teal color. The logo is enclosed in a thin teal border that forms a square with small L-shaped corner markers.

Current Legal Structure

The Futures Group undertakes a range of advice, skills and employment activities, operating through 4 legal entities:

Futures Advice Skills and Employment Ltd 'FASE'	This is the parent company, which houses the majority of the staff and delivery activities.
Impact Apprenticeships Ltd 'Impact ATA'	Wholly owned subsidiary of FASE, acts as employer for the apprentices run via the Apprenticeship Training Agency (ATA), which enables employers to take on learners without some of the bureaucracy associated with the apprenticeship scheme.
Nottingham & Nottinghamshire Youth Services Ltd 'NNYS'	Wholly owned subsidiary of FASE, mechanism for routing Local Authority funding in relation to NEET activities and enabling the fulfilment of 'Teckal' status criteria.
Futures for Business Ltd	Wholly owned subsidiary of FASE, originally set up with the intent to house all skills and commercial work. Dormant with intention to wind up at year end.

The governance of the activities covered by these legal entities is fulfilled via the 'main' Futures Board (comprising 2 Councillors and 1 Executive member from each shareholding Authority, along with the Independent Chair), which meets on a termly basis.

The Executive Board (1 Executive member from each shareholding Authority, along with the Independent Chair) meets in the intervening periods between 'main' board meetings.

In addition, specific pieces of work are overseen by an Audit Committee, which meets 2-3 times per annum, and a Remuneration Committee, which meets annually.



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FASE Board



Nottingham
City Council

Nicki Jenkins – Director of Economic Development and Property

Rebecca Langton – Councillor

Neghat Khan – Councillor



Nottinghamshire
County Council

Nicola McCoybrown - Growth and Economic Development Director

Phil Rostance – Councillor

Boyd Elliott – Councillor

Observers

Colonel Tim S Richmond MBE TD DL (Chairman)

Futures – CEO

Kerry Wilson – Company Secretary

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Risks

- Slow rate of return to BAU volumes impacting on income March – September whilst furlough is still in place
- Increasing DWP provision diluting employment provision and impacting customer numbers
- Unknown future of European Social Funding (ESF) – ending December 2023
- Staff mental health whilst under restrictions and home based working
- Pending Ofsted inspections across National Careers service and Skills provision

Opportunities

This growth and demand for its services reflects the critical importance of Futures in the Economic Recovery Plans of the stakeholders - Local Authorities, LEPs, employers, DWP, ESFA.

Further opportunities:

- Over £80m business development opportunities through ESF and DWP Restart
- Utilise levy transfer to support youth unemployment by creating more apprenticeship opportunities across Nottingham City
- Create opportunities through skills pathways to address skills shortage for future jobs as define in the Skills for Jobs White Paper
- Focused community engagement through a cohesive careers, skills and employment agenda



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Unlimited Possibilities

