

Neighbourhood Jobs Plan for Area 4 – 2014/15

Lead Organisation: Castle Cavendish

Employment & Skills Officer: Chris Grocock

Key Partners involved in delivery: Choice Support, Beacon Training & Enterprise, City College, Belong, PATRA, Boxclever, Switch-Up, Work Ready People.

Key Objectives 2014/15:

1. Increase Employment Rate of the working age population.
2. Increase the number of Adults with Skills.
3. Lead and deliver a Community Coordination Strategy for employment and training
4. Incorporate financial Inclusion, benefit and debt advice in provision
5. Deliver a programme of community recruitment and information events

Background:

These priorities were identified from five main sources:

- Statistical data provided by Nottingham City Council analysis of benefit data in Area 4
- The Nottingham Plan to 2020:- Working Nottingham and The Nottingham Growth Plan.
- Castle Cavendish Needs analysis 2014
- Nottingham Insight and local knowledge from Area 4
- Youth contract community coordination responsibilities.

Key Figures:

Ward	JSA claimants (May 2014)		JSA 16-24		ESA/IB (Nov 2013)		Income support	
	no	%	no	%	no	%	no	%
Arboretum	755	6.6%	175	2.8%	870	7.6%	50	0.4%
Radford & Park	630	3.3%	140	1.3%	785	4.1%	35	0.2%
Dunkirk & Lenton	145	1.5%	45	0.7%	235	2.4%	10	0.1%
City	10,845	5%	2,725	4.0%				
England	873,680	2.5%	205,780	3.3%				

Neighbourhood Jobs Plan for Area 4 – 2014/15

Trend Analysis:

Looking at the statistical information in more detail, there are a number of trends over the last 12 months that need to be taken into account:

- There has been a marked reduction (16%) in Job Seekers Allowance (JSA) Claimants in Area 4 over the last 12 months, with a much higher reduction in Dunkirk & Lenton (37%), than Radford & Park (17%) or the Arboretum ward (9.5%).
- Conversely, the % reduction in 16-24 JSA Claimants has actually been much higher in Arboretum (20%), than Radford & Park (15%) or the Dunkirk & Lenton ward (10%). Saying that, the scale of JSA Claimants is far greater in the Arboretum ward, with nearly more than 4 times the number of young people.
- In terms of other age groups, there has been a downward trend overall of 8.7% in Arboretum; 17% in Radford & Park; and 44.5% in Dunkirk & Lenton. However in the Arboretum ward, the % JSA Claimants in the age group 50-65 has actually increased by 10%.
- In terms of the length of time people are claiming JSA, there has been a downward trend, overall. However, looking in more detail, we find that:
 - For those under 6 months, Dunkirk & Lenton has reduced down by 26%, whereas Radford & Park has only reduced by 12%, and Arboretum only by 4%;
 - For those between 1-2 years, it fell by 50% in Dunkirk & Lenton, by 26% in Radford & Park, but has actually not changed at all in the Arboretum ward; and
 - Finally for the long-term unemployed (those on JSA for more than 2 years), there was a 28.5% reduction in Dunkirk & Lenton, a 23% reduction in the Arboretum, but only a small reduction of just 3.5% in the Radford & Park ward.
- Importantly, looking at the length on JSA by age group, we can see that for those who are aged 16-24 on JSA for more than a year, there has been a significant reduction in the Dunkirk & Lenton and Radford & Park wards of 66% and 33% respectively, but has actually increased by 1% in the Arboretum ward. On the other hand, in the age category 24-34, both the Dunkirk & Lenton and Radford & Park wards have seen sizable increases of those claiming JSA for more than one year (28% and 24.5%, respectively), whereas in Arboretum there was only a small increase of 1.5%.
- Finally, it is interesting to note that there are far more people overall that are out of work claiming Employment Support Allowance (ESA) and Incapacity Benefit (IB), than there is JSA. This figure has indeed fallen from November 2012 to November 2013 in Dunkirk & Lenton and Arboretum wards (21.5% and 1%, respectively), but has actually increased in the Radford & Park ward by 2.5%.

Neighbourhood Jobs Plan for Area 4 – 2014/15

Assessment:

The overall assessment from the above information is that, in the context of the scarce funds available, we need to priorities our energy and programme of activities differently to the different communities and ward areas within Area 4, understanding and recognising the challenges and barriers, and developing ways of improving an individual's employability.

Accepting that there are many reasons why the detail figures of JSA Claimants has changed over the last year, it seems clear, however, that there are some key issues that we can take away from this trend analysis for each ward. It is therefore recommended that, in addition to the key objectives, we also have a list of ward priorities to sharpen up our focus, as suggested below:

Arboretum ward:

- Young people under 6 months out of work; and
- Unemployed residents over 50.

Radford & Park ward:

- The long-term unemployed; and
- Residents on ESA and IB

Dunkirk & Lenton ward:

- Age group 24-35, who have been out of work for a year or more.

Notwithstanding the fact that our current provision will be universal and open to everyone in Area 4, these priorities should lay the platform for more enhanced provision going forward.

Neighbourhood Jobs Plan for Area 4 – 2014/15

Objective 1: Reduce the number of people claiming Out of Work Benefits. Target – 7.3% of the working age population claiming Out of Work Benefits. (May 2014 - 9.1%) representing a 20% reduction in claimants.

Actions	Outcomes / by when	Lead /Partners	Resources	Priority Ward	Achievements / Progress
1. Deliver the Step-into-Work Community Jobs Programme, through local work ready providers, to increase employment among 18-24 year olds.	52 into work by 31/03/15	Castle Cavendish <i>Futures, Choice Support, Beacon Training & Enterprise, City College, Belong, PATRA, Boxclever, Switch-Up, Work Ready People</i>	£79,000 Cabinet Office £19,000 Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Castle Cavendish has set up a dedicated Community Employability Team to deliver the programme, working with Futures advisors. 44 clients currently engaged New dedicated base established on Alfreton Road above Kemet FM
2. Develop mutual arrangements with NG7 TEA in Area 5 to enhance the approach and increase the viability of the work ready provision	Regular monthly meetings	Castle Cavendish <i>NG7 TEA</i>	As above	Arboretum	<ul style="list-style-type: none"> Established consistent SLA approach Castle Cavendish's Community Employability Team liaise closely with employment advisors at NG7.
3. Increase 18-24 Referrals to Nottingham Job Fund and Nottingham Jobs Hub	32 referrals by 31/03/15	Castle Cavendish <i>Futures</i>	As above	Arboretum	ongoing
4. Increase support available to adult job seekers	4 work clubs established by 31/03/15	Castle Cavendish <i>ISSE & local community venues</i>	£21,428 Digital Inclusion Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Castle Cavendish has set up 4 Job clubs at The Lenton Partnership Offices, Hyson Green Youth Club and Radford Library.
5. Develop arrangements with the City Council regarding future "Development Opportunities" to increase the number of local people accessing local construction or operational jobs.	2 local Development Opportunities identified by 31/03/15	Castle Cavendish <i>NCC, Developers</i>	Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	Ongoing
6. Encourage and support new activities in addressing low level stress and anxiety, and possible depression, to move people from ESB/IB and into the world of work.	Reduced level of ESB/IB Claimants by 31/03/15	Castle Cavendish <i>Local VCS providers.</i>	Castle Cavendish Funds	Radford & Park	<ul style="list-style-type: none"> Scoping of the project idea with potential partners
7. Increase the number of people becoming self employed/ starting their own business by promotion and referrals to enterprise training and start up finance.	6 referrals to Enterprise /start up training by 31/03/15	Castle Cavendish/ <i>City College, NBV, First Enterprise, SEEM.</i>	Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> NBV weekly enterprise training being promoted by Community Employability Workers.

Neighbourhood Jobs Plan for Area 4 – 2014/15

Objective 2: Increase the number of Adults with Skills. Target - 77% of adults to have level 2 qualifications - an increase of 20%. (Currently 64%)					
Actions	Outcomes / by when	Lead /Partners	Resources	Priority Ward	Achievements / Progress
8. Deliver the Step-into-Work Community Jobs Programme to increase the number of 18-24 year olds gaining employability skills and accessing training.	92 into training by March 2015	Castle Cavendish <i>Futures, Choice Support, Beacon Training & Enterprise, City College, Belong, PATRA, Boxclever, Switch-Up, Work Ready People</i>	£79,000 Cabinet Office £19,000 Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> 44 Young People 18-24 engaged and accessing support to develop their “work readiness” 2 entering into formal apprenticeship or full time training.
9. Facilitate improved digital skills of adults	IT Training offered in 4 centres by 31/03/15	Castle Cavendish <i>ISSE & local community venues</i>	£21,428 Digital Inclusion Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Approx. 20 people per week currently accessing IT training
10. Encourage and support innovative approaches to engaging and re-skilling those unemployed and over 55.	Establish new initiative by March 2015	Castle Cavendish <i>Local VCS providers</i>	Castle Cavendish Funds	Arboretum	<ul style="list-style-type: none"> Scoping the project idea with potential partners
11. Encourage and support activities and programmes of re-training and up-skilling for those aged 24-35 and out of work for more than a year.	Establish new initiative by March 2015	Castle Cavendish <i>Local VCS providers</i>	Castle Cavendish Funds	Dunkirk & Lenton	<ul style="list-style-type: none"> Scoping the project idea with potential partners
12. Develop /make referrals to bespoke support for those people over-represented in the unemployed statistics, for example BME people and disabled people.	Establish support network and monitoring to track those supported by 31/03/15	Castle Cavendish <i>Local VCS providers</i>	Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Ongoing

Neighbourhood Jobs Plan for Area 4 – 2014/15

Objective 3: Lead and deliver a Community Coordination Strategy for Employment and Training					
Actions	Outcomes / by when	Lead /Partners	Resources	Priority Ward	Achievements / Progress
13. Capacity build smaller organisations in Area 4 to deliver employability training	Support 2 groups by March 2015	Castle Cavendish Local Providers	£42,000 Cabinet Office ABG Funding	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Castle Cavendish is funding Belong and Beacon Training & Enterprise to deliver the “work ready provision” of the Step-into Work project
14. Engage with local schools to support the employability in schools agenda	Liaise with Djanogly regarding support required by 31/03/15	Castle Cavendish Futures	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> To be developed
15. Promote the Nottingham Jobs Fund to local employers	Increase by 10% the employers signed up by 31/03/15	Castle Cavendish	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Promotional material distributed to tenants of Castle Cavendish Work.
16. Engage with Work Programme providers to explore local activity solutions	Liaise with Work Programme providers by 31/03/15	Castle Cavendish	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> ongoing
17. Align activity and partners with EU Structural Investment & D2N2 Strategy to maximise leverage	Engage with LEP VCS and other ALOs in preparation for 2015 new round	Castle Cavendish <i>Area Lead Orgs, Local VCS providers and training orgs.</i>	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Attending D2N2 SIF briefings. Exploring possible consortium arrangements.

Neighbourhood Jobs Plan for Area 4 – 2014/15

Objective 4: Incorporate financial inclusion, benefit and debt advice in provision					
Actions	Outcomes / by when	Lead /Partners	Resources	Priority Ward	Achievements / Progress
18. Build links to advice providers in the locality for mutual sign-posting and joint activities	Establish support network and monitoring to track those supported by 31/03/15	Castle Cavendish <i>Local advice centres, Local community venues</i>	ABG Funding Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Castle Cavendish's Community Employability Team has met up with all relevant "advice providers" and established sign-posting and referral processes.
19. Financial inclusion to be essential element of employment and training support	To be integrated into provision by 31/03/15	Castle Cavendish <i>Local advice centres, Local venues</i>	ABG Funding Castle Cavendish Funds	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> To be developed

Objective 5: Deliver a programme of Community Recruitment and Information Events					
Actions	Outcomes / by when	Lead /Partners	Resources	Priority Ward	Achievements / Progress
20. Develop a programme of Job Fairs hosted at Castle Cavendish Works to match-up local employers with local job-seekers.	2 Job Fairs hosted by March 2015	Castle Cavendish Local employers	£42,000 Cabinet Office Castle Cavendish Funding	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> A local Job Fair was organised and delivered in November 2014 at the Bridge Centre.
21. Establish new ways of informing, engaging and recruiting local JSA claimants and employers.	25 community referrals 20 employers signed-up	Castle Cavendish	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> A new pop-up Job Club has been set up at highly visible community venues.
22. Promote employment and skills activity across the area and generic offerings from a range of providers; incl. job clubs, surgeries and accessible training.	Compile and promote a programme of activities by 31/03/15	Castle Cavendish <i>Local VCS providers and training orgs.</i>	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> To be developed
23. Identify supporting agencies in the locality and provide information so that they can signpost to employment and training activities	Establish support arrangements and a Referral Pack by 31/12/14	Castle Cavendish <i>Local VCS providers and training orgs.</i>	As above	Arboretum Radford & Park Dunkirk & Lenton	<ul style="list-style-type: none"> Castle Cavendish's Community Employability Team has met up with all relevant "advice providers" and established sign-posting and referral processes.