

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:

2032

Author:

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Department:

Development

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Subject:

Employment & Training Provider Framework

Total Value:

£140,000 - £280,000 (Framework is for two years with a possible extension for another two years) (Type: Revenue)

Decision Being Taken:

To approve the procurement of a contractual framework selecting a number of organisations to provide employability, skills development, and training services to support unemployed city residents into employment, apprenticeships and work experience opportunities funded by Section 106 Employment and Training contributions. This training provision will generally be in small funding parcels of £8K to £15K depending on the length and type of the course. It will be used for provision not eligible for funding from the Skills Funding Agency.

Reasons for the Decision(s)

This provider framework will enable the expenditure of S106 Employment & Training contributions in a timely and responsive manner. Notification of start date of these private developments (construction projects) has a very short lead in time and in order to adequately support unemployed city residents to access employment and training opportunities associated with these schemes, a framework is needed to have an expedient and equitable process for selecting a training provider. Furthermore there is no set date for when Section 106 income will be received as the requirement to pay it is triggered by a developer's independent decision to proceed, which could be weeks, months or even years after they have received planning permission from the Council.

While there is some existing preparatory work with jobseekers through the Nottingham Jobs Hub and other Area Lead organisations, this framework is needed to provide specific, bespoke, and most importantly timely, support for jobseekers in line with the workforce requirements of the particular development in question. Current arrangements mean there is a limited window in which training can be delivered for opportunities associated with a particular site. For example if a construction programme is 12 months long, existing processes mean the associated Employment and Training contribution may not be spent until 6 months into the build programme, effectively reducing the number of opportunities available to unemployed jobseekers by half. The procuring of this framework will greatly reduce that time-lag and allow training programmes to be delivered in the first few weeks of a development start. It will therefore drive up both value for money and quality by ensuring provision is more effective in delivering employment & training outcomes for local residents.

Other Options Considered:

- The other options other than this framework are:
1. Continue to procure pre-employment training on a case by case basis for each development / recruitment project associated with S106 Employment & Training contributions. This was rejected because training needs to be delivered in a timelier manner to respond to a project's work force needs. Undertaking full procurement processes causes a severe delay in preparing local unemployed residents to access the various employment opportunities associated with a given a project. Even where the cost of training is under £10K, the Council would still need to find quotes and any further use of a successful training provider, may be considered as repeat business which would require a full procurement process anyway. Ensuring the appropriate variety of training required would not be lost through this framework, which outlines a broad scope of the types of pre-employment training required to prepare jobseekers for work.
 2. Pay/Devolve the management of all Section 106 Employment & Training contributions to third parties (possibly VCSE area lead organisations) and allow them to commission the training. Whilst this might seem an option to ensure alignment with other training provision and projects delivered at the community level, Section 106 Employment & Training contributions are paid by a developer to help local jobseekers to respond to the workforce needs of a development. The relationships with these employers / developers is held by the Nottingham Jobs Hub (a local labour brokerage agency run by the Council in partnership with DWP), and therefore the Council needs to retain strategic control of S106 expenditure to ensure Planning conditions are complied with and to ensure that this expenditure is aligned with the requirements of the development. This is done through the Hub account managers based within the Council's Employment & Skills Team at Loxley House. The alignment of this spend with this account management function is therefore crucial and necessitates that management of S106 expenditure is retained within the Council.

Background Papers:

Published Works:

Affected Wards:

Citywide

Colleague / Councillor Interests:

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

None directly. Indirectly the employment and training provider framework is designed to reduce unemployment. Many studies show a correlation between the reduction in unemployment and reduction in the crime rate. Therefore there should be some indirect positive impact on crime and disorder but this will not be measured as part of this framework.

Equality:

Please login to the system to view the EIA document: ETPF Equalities Impact Assessment.doc

Social Value Considerations:

The framework directly contributes to the training of local unemployed city residents to support them into employment opportunities associated with major developments / recruitment projects. Local knowledge and ability to deliver locally is an important consideration, which should support the efforts of local providers in the VCSE sector to successfully get onto the framework - this in turn will lead to the sustainment of those organisations and their local staff, supporting local economic development. Furthermore it will also bring more and varied training provision into the Nottingham area improving the existing training offer to support local people into employment.

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

25/06/2015

Advice Sought:

Legal, Finance, Procurement, Equality and Diversity

Legal Advice:

This proposal raises no significant legal issues. A full tendering exercise has been undertaken which complies with procurement rules and the council's constitution. Advice provided by Sarah O'Bradaigh (senior solicitor) on 14/04/2015.

Finance Advice:

This decision seeks approval to procure a contractual framework to select a number of organisations to provide training, up to a maximum cost of £0.280m.

The expenditure will be resourced from Section 106 contributions. The framework will ensure value for money and that the training can be provided in a timely manner as required by the Section 106 funding award. The Director for Economic Development will put in place appropriate monitoring processes to ensure expenditure can be contained within the funds available, and provide financial and non-financial information as required as part of the Section 106 funding award.

Advice provided by Maria Balchin (Finance Analyst) on 16/04/2015.

Procurement Advice:

The Procurement Team will support the tendering exercise and will ensure that a fully compliant and value for money framework is let and that the framework will help support the objective set out in the Procurement Strategy to increase local job opportunities for local people.

Advice provided by Paul Ritchie (Procurement Category Manager) on 01/04/2015.

Equality and Diversity Advice:

The proposal to combat unemployment particularly within specific groups that have not fully benefited in the past is welcomed. What will be important is the use of community organisations and the development of creative, targeted initiatives that work with the myriad of key protected groups in order to improve employment outcomes. Robust and effective monitoring will be important to ensure that the right people are getting the right support at the right time and that quick remedial action is built into any programme. Advice provided by Adisa Djan (Equalities and Diversity Consultant) on 16/04/2015.

Signatures

Nick McDonald (Portfolio Holder for Jobs, Growth and Transport)

SIGNED and Dated: 18/06/2015

David Bishop (Deputy CE, CD for Development and Growth)

SIGNED and Dated: 18/06/2015