



COMMUNITY AND ENTERPRISE OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Wednesday 19 th December 2018.
Report Subject	Communities for Work
Cabinet Member	Cabinet Member, Economic Development
Report Author	Chief Officer, Planning, Environment and Economy
Type of Report	Operational

EXECUTIVE SUMMARY

The purpose of the report is to outline and update on employment programmes in Flintshire which include the Communities for Work (CFW) and Communities for Work Plus (CFW+); and the Legacy fund including the Business Entrepreneurship Network and support for the social enterprise sector. These programmes support participants within the community into employment and self employment.

During 2017/18 the Communities First programme ended and was replaced by CFW and CFW+. This has established an integrated employability package that provides support for people in, or at risk of, poverty throughout Flintshire.

RECOMMENDATIONS

1	To review the progress made in delivering the employment programmes.
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REPORT DETAILS

1.00	EXPLAINING THE COMMUNITIES FOR WORK PROGRAMMES
1.01	<p>Welsh Government launched the CFW programme in 2016 covering 52 areas across Wales. The programme is funded until March 2020. The CFW programme provides support and guidance to those individuals furthest from the labour market living in the most deprived communities in Flintshire.</p> <p>CFW+ was established in April 2018. This programme supports participants who are not eligible for the CFW programme and who are unemployed or who are in work and wish to develop their skills.</p> <p>The CFW programme is delivered in partnership with the Department of Work and Pensions (DWP), who provide tailored intensive support for those closest to the labour market.</p> <p>All programmes employ mentors who engage and support people not in education, employment or training and those who are long-term unemployed.</p>
1.02	<p>The Welsh Government Communities First programme was in operation from 2001 until March 2018 and aimed to reduce poverty in the most deprived neighbourhoods in Wales. The programme was ended by Welsh Government at that point.</p>
1.03	<p>Although there is no direct replacement for the Communities First programme, a number of other programmes are now in operation which undertake some of the activities provided previously. These are:</p> <ul style="list-style-type: none">• Communities for Work• Communities for Work plus• Legacy fund
1.04	<p><u>Communities for Work</u></p> <p>The C4W programme was launched by Welsh Government in 2017 to provide intensive mentoring support to individuals who are furthest from the labour market. The programme provides a long term supportive relationship to help each person to overcome their barriers to progression and to help them to navigate the complex range of support provision available.</p> <p>The programme is funded by the European Commission and Welsh Government and will run until the end of 2020. The programme has complex eligibility rules and is restricted geographically as to where it can provide support.</p>

1.05	<p><u>Communities for Work +</u></p> <p>The C4W+ programme started operation in April 2018. In common with the C4W programme it provides long term mentoring support but is not as restricted in terms of eligibility so focusses on individuals not eligible for the C4W programme. The programme also provides resources for wider activities to; engage and support unemployed individuals; support employees seeking to increase their skills and progress in the workplace; and provide tailored support to broker links between individuals and employers.</p> <p>The programme also provides the resources needed for the programme and financial management of the C4W programme.</p> <p>Funding for the programme is in place until 31 March 2019.</p>
1.06	<p>Within the programme there is a considerable focus on providing intensive help to provide individuals with the skills, experience and qualifications needed to enter the labour market. The Pathways into Employment projects work closely with employers to ensure that the skills and qualifications they provide are relevant to their needs.</p> <p>Projects include:</p> <ul style="list-style-type: none"> • Building Futures Pathways, a training programme comprising of construction skills trade sessions, including joinery and maintenance along with interview workshops. The intensive two week training course has seen 38 local people attend and 18 move into employment with 5 apprenticeships created. • Pathway into Retail - in partnership with Coleg Cambria, all participants attending the course receive a certificate in electronic point of sale system, computer skills, essential skills and customer service skills. • Pathway into Streetscene - All participants gain a qualification in manual handling, health and safety and emergency first aid at work. In addition to this they are given the opportunity to apply for a certificate in construction skills. Work placements will be offered to participants who have attended the training. • Pathway into Administration - this course includes reception and telephone skills, basic Welsh language, customer service, marketing and promotion. Work experience is offered through GAP personnel employment agency. • Pathway into Tourism and Hospitality - This course includes front of house training, basic Welsh language skills, and also includes work experience in local hotels and holiday parks. • Pathway into Sports Leadership in partnership with AURA. This pathway is accredited and includes a 4 day sports leadership course, and will enable participants to apply for positions with AURA leisure.

1.07 The Pathways into Employment are included within the Communities for Work (CFW) and Communities for Work Plus (CFW+); and the Legacy fund including the Business Entrepreneurship Network and Social Enterprise. These programmes support participants within the community into employment and self-employment.

Participants are recruited through CFW and CFW+ who receive a Level 1 Award certificate in Construction enabling them to work in the construction sector. Each participant receives this certificate during a ceremony at the end of the course.

Building Futures Pathway has secured employment for individuals including a window fitter, groundsman, administration and labourers over the three programmes. The programme has also supported five apprenticeships, these include bricklayers and electricians. Each Building Futures programme costs approximately £10,000 to deliver, which covers tuition costs plus personal protective equipment.

Legacy Funding continues to fund successful projects from the previous Communities First programme and therefore funds both Business Entrepreneurship Network and Social Enterprise start-ups.

1.08 The combined targets for the C4W and C4W+ programmes for 2018/2019 are

Targets for 2018/2019	Targets achieved to date
Participants registered 264	Participants registered 239
Participants entering employment 81	Participants entering employment 71
Work placements / Preparation for employment 210	Work placements / Preparation for employment 165
Number of job clubs supported 240	Number of job clubs supported 160
Pathways into employment 8	Pathways into employment 9
Number of job fairs 4	Number of job fairs 6 these include Health and Wellbeing events and area based job fairs.
Number of employers engaged with the programme 36	Number of employers engaged with the programme 80

1.09	Appendix 1 provides just one example of how the scheme has assisted one young person in preparing for work
1.10	<p><u>Legacy funding</u></p> <p>Legacy funding is provided by Welsh Government to continue some of the most effective elements of the Communities First programme following the closure of the programme in April 2018.</p> <p>There are two programmes of work supported through this funding; the Business Entrepreneurship Network and support for the social enterprise sector.</p>
1.11	<p>The Business Entrepreneurship Network aims to support people to enter or progress in education and entrepreneurship, with ongoing support provided through two fortnightly enterprise clubs in Deeside and Greenfield. Sessions include inspirational speakers and workshops, led by the need as identified by the participants through a consultation process.</p> <p>Topics include;</p> <ul style="list-style-type: none"> • Business plans • Sales • Marketing • Social media • Communication <p>Since April 2018 the Network has supported 4 businesses to become established and provided support to 26 individuals.</p>
1.12	<p>The Legacy funding allows the provision of a Social Enterprise Development Officer to develop the sector in Flintshire. The officer provides detailed one to one support for both emerging and growing social enterprises. So far this year 20 groups and individuals have been supported and 9 new enterprises have been registered.</p> <p>In addition, the officer is supporting work to help the social enterprise sector to develop as a whole and to work together more effectively. When the programme started three years ago there were too few enterprises in the County to make this effective but now there is a vibrant network of businesses.</p> <p>It is a testament to the support provided through the programme that the winner of this year's Flintshire in Business award for Entrepreneur of the Year was won by the owner of a supported social business.</p>
1.13	<p><u>Future developments</u></p> <p>The C4W programme will run until March 2020 under the current funding agreement although it is hoped that an extension until 2020 will be granted in the new year.</p>

	The C4W+ and Legacy programmes are due to end on 31 March 2019 but again it is hoped that Welsh Government will provide agreement for a further years funding early in the new year.
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2.00	RESOURCE IMPLICATIONS
2.01	<p>The CFW+ programme is 100% funded by Welsh Government, with the level of funding for the programme for 2018/19 being £428,376.92.</p> <p>The CFW is 100% funded by Welsh Government, the level of funding for the programme for 2018/19 being £206,019.13.</p> <p>The Legacy Fund is 100% funded by Welsh Government, with the level of funding for the programme for 2018/19 being £127,680.00</p> <p>The funding supports a dedicated staff team of 15 officers. The staff employed through both programmes are co-located within Deeside which has enabled us to forge a single integrated team with common aims and performance measures.</p>

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Welsh Government require a community involvement plan to be in place to ensure that the work of the programme is relevant to the delivery areas in which it operates.

4.00	RISK MANAGEMENT
4.01	CFW and CFW+ staff are employed by Flintshire County Council, but funded through Welsh Government. If this funding ceases Flintshire County Council will have liability for any redundancy costs. Welsh Government have confirmed that these costs are not eligible for their funding.

5.00	APPENDICES
5.01	Appendix 1 – Participant Case Study

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>None.</p> <p>Contact Officer: Sharon C Jones, Delivery Manager Communities For Work & Communities For Work Plus</p> <p>Telephone: 01352 404430</p> <p>E-mail: Sharon-Jones@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>Communities First - The Welsh Government Communities First programme was in operation from 2001 until March 2018 and aimed to reduce poverty in the most deprived neighbourhoods in Wales.</p> <p>Communities for Work (CFW) – a European funded programme from the Welsh Government to support people from deprived areas into Employment.</p> <p>Communities For Work Plus (CFW+) - this programme provides support for participants throughout Flintshire who are not eligible for CFW programme.</p> <p>Department for Work and Pensions (DWP) - is the Government agency responsible for welfare, pensions and child maintenance policy.</p>