

## Chichester District Council

**CABINET**

**3 March 2015**

### **Chichester in Partnership – Getting People into Work Strategy**

#### **1. Contacts**

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#### **2. Recommendation**

- 2.1 **That Cabinet approves the refreshed *Getting People into Work Strategy* and supports its delivery through Chichester in Partnership.**

#### **3. Background**

- 3.1. The Chichester District *Getting People into Work* strategy is a Chichester in Partnership initiative. In September 2011 the Partnership identified that rising unemployment and long term unemployment were issues for the District and can have an impact on the quality of life. It became clear that there was a need to focus on tackling barriers to work and supporting people into training and employment.
- 3.2. A three-year strategy was developed by Chichester District Council's Economic Development Service and the Council's Partnerships officer in consultation with numerous partner organisations including Job Centre Plus, West Sussex County Council, Royal British Legion Industries, Coast to Capital and Chichester Chamber of Commerce and Industry.
- 3.3. Approved by Chichester in Partnership in May 2012, the primary aims of the strategy are to reduce the length of time individuals are out of work and to support people into paid employment. The rationale for this is that evidence shows that the longer a person is out of work, the more difficult it becomes to secure employment.
- 3.4. A 'Worklessness Steering Group' (now chaired by the Council's Economic Development Manager) was established to generate ideas, to provide input to existing projects which meet the strategy's objectives, to

encourage partners to focus on and deliver specific projects and tasks, and to report on progress.

3.5. Key outcomes during the first two years of the strategy include:

- The 'Choose Work' project which during its first two years has exceeded targets. In 2013 there were 49 people officially on the programme against a target of 40. In 2014 there were 44 work placements against a target of 40. Over 30 companies have been involved in offering work placements.
- A support group established for individuals with low level mental health issues to help them with their journey to work, linking with the Council's Wellbeing Hub.
- Input and funding into a new employability website called 'Pathway – Steps to Success', which has been designed by young people for young people to help them make decisions on their future career.
- The Chichester College Back to Work Team 'Community Employability Skills & Training Project' that gives construction students, together with long-term unemployed people, the opportunity to gain real work experience and to help up-skill them and increase their employability chances. The project is running over the next two years with the target of up-skilling 150+ individuals and helping 20 community projects in the District.
- Apprenticeships – Promotion of information and working with employers and Chichester College to develop new apprenticeships throughout the District. Outcomes achieved over the past three years are as follows:

2012/13 Number of apprentices = 214 16-18 year-olds. 59% secured a permanent job at the end of their apprenticeship

2013/14 Number of apprentices = 179 16-18 year-olds. 59% secured permanent job at the end of their apprenticeship

2014/15 Number of apprentices = 145 16-18 year-olds so far (target is 165)

- Apprenticeship Events – Two major apprenticeship conferences (in January 2014 and January 2015) have been organised by the Council in conjunction with a number partners involved with the Worklessness Strategy
- The Selsey Works project was born out of the Think Family Neighbourhood Area work and inspired and driven by the Worklessness Strategy

3.6. It was agreed by Chichester in Partnership in March 2014 that they wished to continue the strategy for another three years.

## **4. Outcomes to be achieved**

4.1. The refreshed strategy sets out six priority areas:

- Those facing social injustice helped into work – for example Employment Support Allowance claimants, lone parents, and older people in rural areas assisted by developing local support for residents who are seeking work or setting up their own businesses
- Those living in the Think Family neighbourhoods helped to access employment support and their skills developed
- People helped into full-time and better paid employment through access to training, and improved work based skills
- People with caring responsibilities helped to stay or return to work through exploiting the opportunities that new technologies present
- School leavers have better workplace skills (including interview skills, confidence and work place etiquette)
- Solutions to overcome transport-to-work barriers in the District identified, and relevant partners working to help deliver these

## **5. Proposal**

- 5.1. The Council's continued commitment for this initiative is sought to support objectives and actions within the Corporate Plan and to support Chichester in Partnership to improve residents' quality of life by helping those who are out of work to secure employment. The strategy also supports specific actions under Priorities 1 and 3 of the Council's Economic Development Strategy.
- 5.2. Direct beneficiaries will include people who are out of work and are supported into sustainable employment. Employers will also benefit by being able to recruit from a wider labour market that includes people with recently developed skills who have been supported to be work-ready.
- 5.3. Chichester District will benefit from having fewer residents in need of high levels of support over extended periods of time. On average, helping an individual to move off Job Seekers Allowance saves public services £8,219 per person. Helping an individual off Employment and Support Allowance saves public services £8,956 (Source: DCLG Troubled Families Cost database)
- 5.4. The refreshed strategy is for the period 2015 to 2018. The Steering Group will continue to co-ordinate and encourage partners, and Chichester in Partnership will oversee the delivery of the strategy.

## **6. Alternatives that have been considered**

- 6.1. The alternative was (and still is) not to develop a strategy and to provide support services through a number of disparate organisations. The work already being undertaken is proving the value of the Partnership's strategy. The refreshed strategy will provide impetus to co-ordinate service delivery more effectively, addressing persistent gaps and adding value in terms of customer service.

## 7. Resource and legal implications

- 7.1. Other than the funding already committed to the Choose Work project (DWP & CDC), it is not currently anticipated that Council funding will be sought for delivering this strategy. Staffing implications are those already identified i.e. time resources for the Economic Development Manager, Economic Development Officer, the Partnership's Officer and administration support, plus two part-time officers directly involved in Choose Work.
- 7.2. There are no legislative implications for the Council. The strategy is being delivered within the Chichester in Partnership working framework. There are no specific ICT or property requirements that impact on the Council.

## 8. Consultation

- 8.1. Partner organisations have been consulted on this refreshed strategy and the Steering Group have been involved in its development. The Chichester in Partnership board has been consulted and has adopted the refreshed strategy.

## 9. Community Impact and Corporate Risks

- 9.1. The intended impact is that residents who are supported into work subsequently experience a better quality of life and are better able to fully participate in all aspects of living in the district.
- 9.2. The main difficulty regarding delivery will be to support harder-to-reach residents. However, work between partner organisations is already exploiting more joint-working opportunities and innovative working practices to overcome the challenges.

## 10. Other Implications

|  | Yes | No |
|--|-----|----|
| <b>Crime and Disorder</b>  |     | X  |
| <b>Climate Change</b>  |     | X  |
| <b>Human Rights and Equality Impact</b>  |     | X  |
| <b>Safeguarding:</b> Job Centre Plus undertake risk assessments for all referrals and appropriate safeguarding measures are in place | x   |    |

## 11. Background Papers

None

## 12. Appendix

- 12.1 Getting People into Work Strategy 2015-2018