

SUBJECT: YOUTH ENTERPRISE – EUROPEAN STRUCTURAL FUND (ESF) PROGRAMMES - INSPIRE2WORK EXTENSION

MEETING: Cabinet

DATE: 5th July 2017

DIVISION/WARDS AFFECTED: ALL

1. PURPOSE:

- 1.1** Further to Cabinet approval for the implementation of the Inspire2Work (I2W) programme in [March 2016](#), Youth Enterprise requests in principle support for additional match funding from Authority Invest to Redesign reserves. This funding will enable the enhanced delivery of the existing I2W programme which provides post 16 support, intervention and employment opportunities utilising European Structural Fund (ESF) monies.

2. RECOMMENDATIONS:

- 2.1** Further to endorsement by the Economy and Development Select Committee on the 13th June 2017, a Cabinet decision is sought to approve the release of additional match funding from the Invest to Redesign reserves for the next three years to January 2020, enabling support for an additional 120 participants across an extended 18-24 age range. The funding will enable the extension of the existing team to include an Employability Officer and administrative apprenticeship opportunity, both of which will be fixed term contracts until the end of the project. The Employability Officer duties will be extended to other programmes, across additional funding streams, on a timesheet basis.

3. KEY ISSUES:

- 3.1** The current I2W programme for 16-18 year olds was approved by Cabinet in March 2016 for three years at total project cost of £381,601 split between 45% ESF of £171,720 and 55% MCC match funding of £209,881.
- 3.2** Following the delayed final approval of the programme in February 2017 one of the project's original partners, Melin Homes, has withdrawn from the project. This provides an opportunity for the Authority to extend its current programme provision beyond 16-18 year olds to 16-24 year olds.
- 3.3** Members have previously been made aware that Welsh Government has implemented the Youth Engagement and Progression Framework 2013, which provides a delivery model centred on the needs of young people identifying six key areas for achieving better outcomes for young people. The principles of the framework is embedded in the I2W programme and is designed to secure added value whilst reflecting the needs and aspirations of Monmouthshire's young people and the Authority's Single Integrated Plan.

4. REASONS:

- 4.1** Inspire2Work enables Not in Education, Employment or Training (NEET) 16 -24 year olds to gain a range of skills, qualifications and meaningful work placements to feel confident and motivated to enter into sustainable employment or further learning. Outcomes include; NEET young people gaining qualifications upon leaving; NEET young people in education or training upon leaving and NEET young people entering employment upon leaving.
- 4.2** Positive Progression from I2W will include work-based learning, engagement and traineeship programmes which are delivered by Youth Enterprise through Torfaen Training and the Authority's YPrentis Shared Apprenticeship Construction Scheme.

5. RESOURCE IMPLICATIONS:

5.1 ESF programmes require 55% of total project costs to be match funded. The current project funding for I2W over three years is £381,601 ESF £171,720 with Authority match funding provision of £209,881. The enhanced delivery programme will incur circa an additional £180,652 additional cost over the the lifetime of project, consisting of £81,293 ESF and £99,359 match funding. In real terms the additional match funding requirement from Authority reserves will be circa £75,000 broken down as follows: Year One £17,000; Year Two £38,000 and Year Three £20,000. The remaining match funding will be made up from surplus FR40 grant from the project.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

6.1 The programme will improve provision, opportunities and outcomes to those targeted. This includes vulnerable young people; young carers, young parents, homeless, care leavers, young offenders as well as young people economically inactive and furthest from the labour market.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

7.1 The report outlines Youth Enterprise's aims to continue pre and post 16 services in order for them to remain accessible, safe, available and relevant to the young people of Monmouthshire.

8. CONSULTEES:

Senior Leadership Team

9. BACKGROUND PAPERS:

Future Generations Evaluation	(Appendix 1)
Inspire2Work Project Costs	(Appendix 2)
Invest to Redesign earmarked reserves	(Appendix 3)

10. AUTHOR:

Hannah Jones, MCC Youth Enterprise Manager

11. CONTACT DETAILS:

Tel: 07738 340418

E-mail: hannahjones@monmouthshire.gov.uk



Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Hannah Jones</p> <p>Phone no: 07738 340 418 E-mail: hannahjones@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <ul style="list-style-type: none"> To implement the Inspire2Work programme enabling a reduction in the number of young people aged 16 -24 years who are NEET(not in education, employment or training)
<p>Name of Service: Enterprise/Youth Enterprise Team</p>	<p>Date Future Generations Evaluation 1st June 2017</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc




1. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The aim of the programme is to create the conditions for young people most at risk to thrive. It will enable young people to feel confident and capable to engage in school with peers and others and enjoy the curriculum. It will support young people to make the right choices to move into further education, employment and training. The programmes will equip young people with the appropriate skills to manage and sustain further education, employment and training.</p>	<p>Developing bespoke interventions and support packages to support the learner’s needs.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>The programmes will work within the Environmental Sustainability Objectives set by WEFO(Welsh European Funding Office) and deliver to the indicators set for an ESF(European Structural Funding) Youth Employment and Attainment priority. The programmes will address issues such as waste, recycling, minimize energy usage and efficient use of such resources, whilst also raising awareness of environmental issues and healthy lifestyles. They will also provide targeted environmental education training, including potential for accreditation.</p>	<p>Sharing expertise, networks and resources will ensure a good provision for our young people.</p>
<p>A healthier Wales People’s physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Inspire2Work team will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health or wellbeing workshops and/or support, linking learners with health care professionals, organisations and networks and other health and wellbeing services. The young people’s health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p>The one to one support from teams will enable us to identify and address individual need. Setting agreed goals and reinforcing recognition and achievements. A reduction in the barriers to participation is a key element of the programmes enabling young people to be engaged, supported and valued. The level of support offered will be high and consistent.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The programmes will encourage safe and appropriate use of IT and the internet, developing young peoples’ ICT literacy skills, preparing them for further learning, education and training.</p> <p>The programmes will link to the wider community, helping young people be active citizens in their community and have a greater awareness of community safety.</p>	<p>Encourage safer use of the internet and raise awareness of the harmful effects and consequences of inappropriate use of social media</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The programmes are funded by the ESF and the managing authority is WEFO.ESF has undertaken a full Socio Economic Analysis to identify needs, challenges and opportunities across Wales. It will incorporate ESDGC (Education, Sustainable Development and Global Citizenship) elements enable young people to become globally responsible citizens.</p>	<p>Working closely with our Local Authority partners and Careers Wales we will share resources and good practices to ensure young people have the best opportunities to engage in global well –being and how this impact’s on their community.</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The programmes will ensure that all marketing, publications and printed literature is available bilingually where appropriate. The programmes will conform to the Welsh Language Legislation Welsh Language Wales Measure 2011 and accompanying welsh language standards. The Eisteddfod will be in Abergavenny in 2016, therefore we will encourage young people on the programme to get involved and support the event.</p>	<p>Encouraging young people to embrace the vibrant welsh culture and language.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The programme will develop effective ways to engage and provide support for those individuals regardless of ethnic origin, gender, disability sexual orientation or religion to ensure all young people actively participate in and benefit from the programme. The programme will follow WEFO’s guidance and the LA Equal Opportunity’s Policy which stipulates how staff can best promote equality of opportunity and outcomes for young people regardless of age, race, ethnicity and disability.</p>	<p>All of our policies and procedures are guided by the current local and national equal opportunities guidance and legislation.</p>

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The long term plan for the future is that young people that have engaged in Inspire2Work will remain in education, employment or training and their risk of becoming NEET is reduced. This will reduce the likelihood of future or continuing poverty amongst young people. It will also deliver improved health and well-being for young people, whilst also instilling a work ethic for young people and seeing aspiration levels rise.</p>	<p>With the financial investment from the Local Authority into this 3 year programme, the aim is to develop resilience in the 'most at risk' NEET young people, so that as their confidence and skills develops, they will be able to progress, either achieving specified softer outcomes or progressing into further employment.</p> <p>We therefore anticipate that over the life of the programmes the number most at risk of NEET and who are NEET will reduce due to the success of the programmes.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The Inspire2Work is a regional programme. Newport City Council is the lead beneficiary, working with the following joint beneficiaries; City of Cardiff County Council, Monmouthshire County Council, The Vale of Glamorgan Council and Llamau.</p>	
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The programmes will involve learners in the design, delivery, evaluation and redesign of the learning experiences. As part of the learning journey, the team understands the necessity for bespoke learning opportunities involving the learner and fostering shared responsibility and autonomy of the learner as well as constant progress.</p>	<p>The programme will discuss at point of referral the learners' needs, vocational pathways and training route options. It will provide formative reviews of the learner experience, carry out Learner Voice questionnaires, have informal discussions and feedback during the programme and end of programme evaluations.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="136 480 280 507">Prevention</p> <p data-bbox="327 240 506 507">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="533 209 1330 352">The Inspire2Work programme is both preventative initiative to enable the reduction in the risk of young people becoming NEET and reduction in the number of young people who are NEET.</p> <p data-bbox="533 392 1330 536">It is anticipated that the long term impact of the programmes will challenge behaviours, actions and attitudes, subsequently establishing firm foundations on which to support in the future and provide generic skills.</p>	<p data-bbox="1352 209 2063 336">The programmes will be monitored and reviewed on a quarterly basis to ensure targets are on track and then young people feel the programmes are meeting their needs and expectations.</p>
 <p data-bbox="136 836 280 863">Integration</p> <p data-bbox="327 596 506 847">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="533 576 1330 871">The programmes will work with young people, supporting them to overcome health and wellbeing barriers by either delivering health and wellbeing programmes and/or support, linking young people with health care professionals, organisations and networks and other health and wellbeing services. The young peoples' health and wellbeing is a crucial element to reducing their overall risk of becoming NEET.</p>	<p data-bbox="1352 576 2101 735">The programmes will be monitored and reviewed through amount of referrals to specliaist support for emotional wellbeing; progress of each young person during the programme and through termly discussions with other professionals within the school community.</p>

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	We aim to engage with young people 11-24years most at risk of becoming NEET (not in education, employment or training) or who are NEET.	None identified	N/A
Disability	We aim to engage and support young people to meet with individual needs without discrimination.	None identified	N/A
Gender reassignment	We aim to provide a provision which is inclusive for transgender people and groups We will address any issues in regards to work placements, employment and training opportunities.	None identified	N/A
Marriage or civil partnership	Not applicable	None identified	N/A
Pregnancy or maternity	Risk assessment will be in place for pregnant young people ensures all health and safety measures have been addressed and the well-being of the young person is paramount.	None identified	N/A
Race	Young people referred onto the Inspire2Work programme will be given the same opportunities regardless of race. The relevant support will be provided to meet individual needs	None identified	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Religion or Belief	We aim to offer bespoke packages of support that will take into account young peoples' religion and religious beliefs.	None identified	N/A
Sex	We aim to offer opportunities that will take into account individual needs regardless of sex.	None identified	N/A
Sexual Orientation	We aim to offer opportunities that will take into account individual needs regardless of sexual orientation.	None identified	N/A
Welsh Language	We will adhere to the Welsh Government Welsh Language Policy. We will aim to provide bilingual learning opportunities if there is a need.	None identified	N/A

- 4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?

Safeguarding	Safeguarding is a priority, young people on the programmes will have a multiple barriers and are vulnerable individuals. All staff and volunteers have completed the Safeguarding level 1. The programme will link with the TAF system and monthly multi-agency meetings in schools.	None identified	N/A
Corporate Parenting	Inspire2Work programme targets young people who are looked after children (LAC) and care leavers. We aim to provide a tailor package which is flexible to their needs and circumstances.	None identified	N/A

5. What evidence and data has informed the development of your proposal?

The following data has identified and informed the need to develop the Inspire2Achieve programme;

- The Local Authority Early Identification process identifying young people most at risk in key stage 3 and 4.
- The Careers Wales 5 Tier model data, identifying young people 16 -18 years in tier 4 who are in education, employment or training yet are at risk due to circumstances.
- Young people 19 -24 years who are vulnerable and are still in education.

The following data has identified and informed the need to develop the Inspire2Work programme;

- The Careers Wales 5 Tier model data young people in tier 1 and 2 of the system who are NEET
- NOMIS figures identifying the number of 19 -24 year olds that claim job seeker allowance
- 16 -24 vulnerable groups identified through local partnership forums.

The work of the 14 -19 Curriculum Group, Multi-Agency Meetings, Post 16 Steering Group and the Keeping in Touch have identified the need for further intervention for those most vulnerable to participate and engage in the curriculum and sustain future education, employment and training.

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

It is anticipated that the Inspire2Work programme will have a positive impact on the young peoples' social, emotional, health and wellbeing, education and skills. This will develop their resilience and improve their life chances. This proposal does acknowledge that due to personal, social and educational barriers, not every young person will progress into full time education, training or employment.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
Implementation of the Inspire2Work programme	February 2017	Hannah Jones	Programme Started

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	March 2018
--	------------

9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
	Departmental Management Team (DMT)	18 th August 2015	.Approved by DMT no further amendments
	Children and Young Peoples Select Committee	17 th September 2015	Costings to be broken down per year for ESF funding and match funding for future reports
	Cabinet	2 nd March 2016	Inspire to Work and Inspire to Work programmes approved
	Economy and Development Select Committee	13 th June 2017	Inspire2Work Extension approved
	Cabinet	5 th July 2017	Inspire2Work Extension

Inspire Work

Inspire2Work Costings

Appendix 2

	Current		Enhanced		Current		Enhanced		Current		Enhanced	
	17-18		18-19		19-20		19-20		Total		Total	
	Y1		Y2		Y3		Y3					
Delivery	£ 69,665.37	£ 85,848.17	£ 73,066.84	£ 113,187.83	£ 56,701.49	£ 87,739.07	£ 56,701.49	£ 87,739.07	£ 199,433.70	£ 286,775.07	£ 199,433.70	£ 286,775.07
Management	£ 23,249.04	£ 30,438.00	£ 24,448.73	£ 41,702.24	£ 25,440.67	£ 42,694.17	£ 25,440.67	£ 42,694.17	£ 73,138.44	£ 114,834.41	£ 73,138.44	£ 114,834.41
Staff Total	£ 92,914.41	£ 116,286.17	£ 97,515.57	£ 154,890.06	£ 82,142.16	£ 130,433.25	£ 82,142.16	£ 130,433.25	£ 272,572.14	£ 401,609.48	£ 272,572.14	£ 401,609.48
FR40	£ 37,165.76	£ 46,514.47	£ 39,006.23	£ 61,956.03	£ 32,856.87	£ 52,173.30	£ 32,856.87	£ 52,173.30	£ 109,028.86	£ 160,643.79	£ 109,028.86	£ 160,643.79
TOTAL	£ 130,080.17	£ 162,800.63	£ 136,521.80	£ 216,846.09	£ 114,999.03	£ 182,606.54	£ 114,999.03	£ 182,606.54	£ 381,601.00	£ 562,253.27	£ 381,601.00	£ 562,253.27
ESF	£ 58,536.08	£ 73,260.29	£ 61,434.81	£ 97,580.74	£ 51,749.56	£ 82,172.94	£ 51,749.56	£ 82,172.94	£ 171,720.45	£ 253,013.97	£ 171,720.45	£ 253,013.97
MF	£ 71,544.09	£ 89,540.35	£ 75,086.99	£ 119,265.35	£ 63,249.47	£ 100,433.60	£ 63,249.47	£ 100,433.60	£ 209,880.55	£ 309,239.30	£ 209,880.55	£ 309,239.30
No. of Participants	48	88	48	88	46	86	46	86	142	262	142	262
Unit Cost	£ 2,710.00	£ 1,850.01	£ 2,844.20	£ 2,464.16	£ 2,499.98	£ 2,123.33	£ 2,499.98	£ 2,123.33	£ 2,687.33	£ 2,146.00	£ 2,687.33	£ 2,146.00

Appendix 3 – Invest to Redesign earmarked reserves for Inspire2Work Extension

The Inspire2Work programme fully aligns with the strategic direction of the Authority in addressing the priority that 'Nobody Gets left behind'. It also addresses the 'Well Being Objective' to 'Provide children and young people with the best start in life to help them achieve better outcomes'.

This enhancement not only enables us to extend our offer by bringing in additional ESF funding to the County but will also provide an additional resource and additional opportunities in the form of an Employability Officer and an administrative apprenticeship. As the funding is time limited, the posts funded as a result will be fixed contract. These posts will enable us to draw in and manage additional funds such as the Employability Grant from Welsh Government which will equate to circa £150k over 2 years and will not require additional match funding.

The use of reserve funding is consistent with the protocol. We have explored existing budgets, however this is not an option due to no surplus funds within Youth Enterprise. We have secured 45% of the project costs from the European Structural Fund. This is not an on-going expenditure, it will be for the lifetime of the project. The 45% has been secured by Newport City Council our Lead Beneficiary and approved by WEFO for the project duration. The grant offer letter for the existing scheme of work of the project has been signed off by the Head of Business and Economy. The project extension will increase delivery and capacity will bring added value to the project as a whole, reducing the unit cost per participant.

Rationale for the reserve is to redesign our services for young people 16 -24 years, improve access to employment, training and apprenticeships, linking with our existing and creating new local business network. Enabling young people to gain higher paid employment, offering employability courses and qualifications. Enabling the team to develop an Employability model/structure fit for the future in Monmouthshire, complimenting and enriching existing programmes within the local, private and third sector. Linking with the City Deal region opportunities and networks for future growth. Also to support those young people furthest from the labour market, to acquire the skills and experience to gain and maintain sustainable employment. This will directly support an additional 120 young people on the Inspire2Work programme over its duration period, whilst the increased capacity will enable the team to explore further funding opportunities to support additional young people outside of the Inspire2Work programme.

Business Case Justification

The project fully aligns with the strategic direction of the Authority in addressing the priority that 'Nobody Gets left behind'. It also addresses the 'Well Being Objective' to 'Provide children and young people with the best start in life to help them achieve better outcomes'.

This also aligns with the following

- Monmouthshire Business Growth and Enterprise Strategy 2014 -2020 – Nurturing Youth Enterprise and Entrepreneurship
- Single Integrated Plan(SIP) Outcome 8A – Improve access to job opportunities especially young people

- SIP performance indicator: Unemployed persons as a % of the economically active population aged 18 -24. Current level of 11.3%, with a target to reduce this to 9.5% by the end of the programme.
- Monmouthshire NEET Reduction Strategy 2015 -2018

As stated any savings made as a result of this investment will be paid back to reserves. The programme is not proposing to acquire reserve funds beyond that which is required, and as such is expecting to utilise all of the reserve funds granted. However, if alternative grants become available that are eligible to be used as match funding these will be used in place of reserve funds. Any reserve funds leftover as a consequence of this will be returned upon completion of the Inspire2Work programme, and any necessary compliance checks relating to the programme.