



Glasgow City Region – City Deal

Cabinet

Report by Director of Regional Economic Growth

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Item 8

4th June 2019

Working Matters Successor Programme

Purpose of the Report

The purpose of this report is to update the GCR Cabinet on progress in developing a successor programme utilising the Working Matters underspend.

Recommendations :

The GCR Cabinet is invited to:

1. note the content of the report; and
2. approve the successor programme proposal.

Introduction

1. The purpose of this report is to update the GCR Cabinet on progress in developing a successor programme utilising the Working Matters underspend.

Background

2. Following a one year extension, the City Deal Working Matters Employability Project (WM) concluded on 31st March 2019.
3. As previously reported, the project anticipated a grant underspend in the region of £370,000; DWP indicated this underspend could be used to for a flexible employability programme to provide a service to priority target groups.
4. An outline proposal, including draft grant allocations per authority and match funding requirements was approved, by the Chief Executives' Group at their meeting on 28 March 2019. East Renfrewshire Council confirmed that they did not intend to participate in the Successor Programme.
5. Subsequent to 28 March, all remaining Member Authorities (MAs) have confirmed participation and have submitted project proposals detailing target groups, numbers, activity, outcomes and costs based on 100% match funding of the DWP grant allocation.
6. Further to discussion with DWP and Glasgow City Council, as the Lead Accountable Body, it has been agreed that Glasgow City Council will continue as the Operational Lead and Lead Accountable Body for the Successor Programme.

Statement of Grant Usage

7. As required by the Working Matters Grant Agreement between GCC and the DWP, an annual Statement of Grant Usage (SoGU) has been prepared by the PMO and the Lead based upon the financial submissions from each of the MAs. The SoGU was finalised in May 2019 and presented to both the GCR Finance Strategy Group the Chief Executives' Group. The SoGU has identified a grant underspend of approximately £530,000.
8. The underspend will be utilised for the proposed Working Matters successor Programme, as set out in the remainder of this report.

Progress to Date

9. DWP Grant allocation and financial planning assumptions for the WM successor programme are set out in Table 1 below – on the basis of the anticipated Grant underspend, as noted 28 March. No changes have been made to the percentages used in the grant allocation methodology. The share that would have been attributed to East Renfrewshire Council (£6,606) has been re-distributed using the same percentage allocations.

Table 1: Anticipated Grant Share and Match Funding Requirement

Member Authority	Allocation methodology (as per revised WM expenditure profile; ERC allocation distributed by %age allocations)		DWP grant	Match Funding Requirement (53%)	Total Project Costs
	%age Grant Allocation	%age Match Allocation			
East Dunbartonshire	2.95%	3.30%	11,867	13,298	25,165
Glasgow	39.51%	43.60%	158,987	175,820	334,806
Inverclyde	4.96%	5.39%	19,925	21,720	41,645
North Lanarkshire	11.04%	12.83%	44,378	51,704	96,082
Renfrewshire	10.83%	12.27%	43,565	49,450	93,016
South Lanarkshire	12.93%	13.73%	52,001	55,311	107,312
West Dunbartonshire	6.31%	7.00%	25,369	28,200	53,569
Lead	9.80%	0.00%	39,409	0	39,409
TOTAL			395,502	395,502	791,004

10. The table above assumes 100% match funding and maintaining the 47/53% split between DWP Grant and Match Funding used in the Working Matters Programme. To achieve full programme spend DWP have indicated that 100% match funding may not be required.
11. Detailed proposals have been received from all seven participating MAs: a brief overview, total number of participants and outcomes is noted in Appendix 1.
12. Of the proposals received, total costs amount to £720,307 comprising £336,197 DWP Grant (46.67%) and £384,109 Match Funding (53.33%). Given the duration and value of the WM successor programme it is expected that the Lead Costs will be less than the 9.8% utilised in the main programme and are projected at £22,148.
13. The DWP Grant requested is currently less than the proposed underspend. DWP have confirmed that there is flexibility around Grant/Match split and it is proposed this will be reviewed on a quarterly basis by the Lead and DWP.

14. Table 2 provides a breakdown of costs and target beneficiaries by MA. A full breakdown of beneficiaries by target group and projected outcomes is provided in Appendix 1.

Table 2: Proposed Costs and Beneficiary Breakdown

Participating Authority	DWP Grant Requested	Match Funding	Total Costs	Target Beneficiaries
East Dunbartonshire	£10,891	£12,179	£23,070	50
Glasgow	£147,578	£147,578	£295,157	248
Inverclyde	£11,000	£44,000	£55,000	4
North Lanarkshire	£40,728	£47,352	£88,080	32
Renfrewshire	£48,000	£58,000	£106,000	50
South Lanarkshire	£50,000	£50,000	£100,000	65
West Dunbartonshire	£28,000	£25,000	£53,000	54
Operational Lead	£22,148	n/a	£22,148	n/a
Total	£336,197	£384,109	£720,307	499

15. Given the confirmed SoGU Working Matters underspend figure noted in section 7 there is the potential for the MA match funding to reduce to around £190,000.
16. As reported 29 March 2019, DWP have agreed in principle to the outline programme proposal submitted in March 2019. The full programme has been submitted to DWP for concurrent approval and with agreement a Grant Variation Letter will be issued. It should be noted, it is the view of both the DWP and Glasgow City Council, as Lead, that the overall programme and specific MA details need to be finalised to enable sufficient time for activity to delivered in this financial year.

Recommendations

17. The GCR Cabinet is invited to:
1. note the content of the report;
 2. approve the successor programme proposal.

Appendix 1 Summaries of Proposed Activity

The following section summarises proposals from the seven participating Member authorities. Table 1 shows a breakdown of beneficiary target groups, while Table 2 shows projected outcomes.

East Dunbartonshire Council (EDC):

Working Matters progress will be delivered through their Learning Matters programme and will provide a generic community learning and employability programme in EDC focussed on life long, certified digital and employability learning. The aim of the programme is to improve skills for life, learning and work.

Eligibility – Learning Matters will have a wider eligibility criteria but the Working Matters Progress element will focus on the DWP priority groups.

Previous Working Matters clients can access the new Learning Matters programme to maintain learning journeys and their progression towards employment.

Learning Matters (including Working Matters Progress) will be delivered in house by EDC. In total the project will have 2 full time Employability & Learning Facilitators and 1 Employability & Learning Support Worker.

Learning opportunities and activities will include:

- Support to overcome barriers
- Digital Learning
- Employability Support
- Personal Development

This will be delivered through one-to-one support and group work.

The Working Matters progress element of the project will be subject to recruitment approval of a Employability and Learning Support worker post. It is anticipated that EDC will start the Working Matters Progress project no later than September 2019

Glasgow City Council (GCC):

New Routes to Employment (NRTE) is a specialist employment programme for people with convictions, which will be delivered in partnership with the Wise Group. It will run alongside New Routes (NR), the existing nationwide Public Social Partnership led by the Wise Group which works with over 700 males (aged up to 25 year old) a year, pre-/post-liberation, and is proven to reduce re-offending.

During the structured 12 week programme, trainees will complete four accredited qualifications, six non-accredited courses, work experience through volunteering, and sport and fitness classes. It will offer two career pathways:

- 1) Construction/Outdoor: Construction/Landscaping/Scaffolding/Warehousing
- 2) Customer service: Customer Service/Hospitality/Security

Through their NR activity the Wise Group will identify suitable clients who would benefit from NRTE and discuss the opportunity with them. On release there will be a three way handover with WG, JBG and the client resulting a structured programme of ongoing support.

Inverclyde Council (IVC):

The IVC proposal is for a flexible employability programme, supporting the overall City Region programme, enabling clients within DWP priority groups to progress towards entering employment and to progress in employment. Priority group include former WM clients who entered employment during the programme.

The IVC proposal will be focussed on early years, specifically the requirements on the sector to deliver the expansion of funded early learning and childcare to 1,140 hours a year from 600 hours at present, or 30 hours per week, by 2020.

North Lanarkshire Council (NLC):

The Working Matters Progress in NLC will deliver services to Criminal Justice clients and clients with Mental Health issues. A clear pathway for work coaches to refer will need established between DWP and the local delivery agent to ensure it works effectively.

The programme delivery will be between NLC and its ALEO Routes to Work Limited and will be aiming to secure employment, training or further education for clients.

A case management approach will be taken with clients who are engaged and they will be offered specialist support in relation to any barriers which will be tailored to their individual needs – e.g. financial management, health issues (including mental health) etc. There will also be a high degree of social skills training, including: interpersonal skills; job tasters, and; vocational training where necessary. Digital skills training will be available to all. As with Working Matters, Routes to Work will provide support during the transition into employment and in work to ensure sustainability with assistance with issues such as childcare and travel. There is confidence that the outcomes can be achieved or exceeded, following the work undertaken during Working Matters.

It can be clarified that no employment recruitment incentives will be paid from the DWP Grant or NLC Match as part of the proposed programme.

Renfrewshire Council (RC):

There are 2 elements to the RC proposal:

- 1) Firstly, RC will continue (through an existing WM Keyworker) to support the existing WM clients who have not found employment and to offer further support to former WM clients who have entered employment as a result of the WM programme, and:
- 2) Secondly, RC will offer a WM style programme specifically as a pilot to target people with Musculoskeletal health conditions.

South Lanarkshire Council:

There are two elements to the SLC proposal:

- 1) Up skilling – This is an intervention designed to address in work poverty for *40 individuals* who have secured employment through Working Matters programme and/or those in receipt of low incomes. The programme will enhance the learning and earning opportunities to train employees within the company, allow them to build on their skills as an individual, enable progression within the company, and increase an employee's ability to take more responsibility, apply for promotion and secure sustainable long-term employment.

- 2) Key Worker – Case Management delivery for those with Mental Health - This is a targeted programme to support 25 *participants* with mental health issues using a Case Management Key Worker approach to supporting clients into sustainable employment. In addition we will operate a discretionary fund to purchase in specialist support for those with mental health issues. This may include; Counselling support, alternative therapies. Health and Fitness etc.

West Dunbartonshire Council (WDC);

WDC will be delivering the programme in-house, using Working 4U staff. WDC will recruit participants directly through our own engagement and referral from key strategic partners and third sector organisations.

Each participant will be allocated a case worker who will conduct an assessment of needs designed to assist them to make progress along the employability pathway. Each participant will have access to a range of interventions from a menu of options that will assist this progress. This will include, for example, INSPIRE, STEPS, SQA IT, financial/debt management, driving related career options, wellbeing and mindfulness.

We will support up to 54 people and anticipate that a minimum of 15 will secure a qualification, 3 will benefit from volunteering and all participants will progress towards employment. Onward referral following this specialist support will include: referral to mainstream employability; further education, and; volunteering.

The project will be managed within the Working 4U employability team, with support provided by a Team Leader and 1 member of staff facilitating access to the training and development support.

Progress will be recorded on WDC's Westlink client information management system and monitored by our compliance team and reported on a monthly basis.

Table 1: Total engagements by MA area and target group

Table 1	Priority Target Groups								
	Existing WM clients who have not found employment	Former WM clients who have entered employment as a result of the WM programme	Older Workers, aged 50+	Ex-offenders	Black and Asian Minority Ethnic	Disabled or long term health condition	Mental Health	Addictions	TOTAL
East Dunbartonshire						5	10		15
Glasgow				248					248
Inverclyde									32
North Lanarkshire				12			20		32
Renfrewshire						15			50
South Lanarkshire			10				15	40	65
West Dunbartonshire			17	8	2	15	10	2	54
TOTAL			27	268	2	35	60	42	429

Table 2: Anticipated outcomes by MA area

Table 2	Outcomes							
	Higher level employment	Increased income, hours	Progression to permitted work	Progression to Volunteering	Progression to Employment	Vocational certification	Higher level qualification	Total
East Dunbartonshire	---	---	1	3	2	5	---	11
Glasgow	---	---	---	36	12	150	---	198
Inverclyde	4	4	4	4	4	4	4	4
North Lanarkshire	---	---	---	3	8	24	---	35
Renfrewshire	2	2	4	2	5	20	---	35
South Lanarkshire	35	35	10	5	5	20	20	130
West Dunbartonshire	---	---	3	---	---	15	---	18
TOTAL	37	37	18	49	32	234	20	427