

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

23 OCTOBER 2018

REPORT OF THE CORPORATE DIRECTOR - EDUCATION AND FAMILY SUPPORT

PROJECT EXTENSION OF THE INSPIRE 2 ACHIEVE AND INSPIRE 2 WORK PROGRAMMES FUNDED BY EUROPEAN SOCIAL FUNDING

1. Purpose of report

1.1 The purpose of the report is to:

- seek approval from Cabinet to extend the Inspire 2 Achieve and Inspire 2 Work projects led by Blaenau Gwent County Borough Council (BGCBC) funded through the European Social Fund (ESF) under Priority 3 (Youth Employment and Attainment); and
- delegate authority to the Corporate Director, Education and Family Support, subject to the approval of the Section 151 Officer and the Monitoring Officer, to enter into the necessary funding letters with WEFO and associated agreements with BGCBC and other joint beneficiaries on behalf of the Council.

2. Connection to corporate improvement objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate priorities:

- Supporting a successful economy – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- Helping people to be more self-reliant – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background

- .1 Approval from Cabinet to deliver the joint regional programmes Inspire 2 Achieve (I2A) and Inspire 2 Work (I2W) led by BGCBC, funded through the ESF, was granted on the 24 November 2015. The joint beneficiaries for each programme are listed below:

Inspire 2 Achieve	
Beneficiary status	Name of beneficiary
Lead	Blaenau Gwent County Borough Council
Joint	Bridgend County Borough Council
	Caerphilly County Borough Council
	Coleg y Cymoedd
	Coleg Gwent
	Merthyr Tydfil County Borough Council
	College Merthyr Tydfil
	Torfaen County Borough Council
	Careers Wales

Inspire 2 Work	
Beneficiary status	Name of beneficiary
Lead	Blaenau Gwent County Borough Council
Joint	Bridgend County Borough Council
	Bridgend College
	Caerphilly County Borough Council
	Coleg y Cymoedd
	Merthyr Tydfil County Borough Council
	Rhondda Cynon Taff County Borough Council
	Torfaen County Borough Council

- 3.2 Due to delays between the lead beneficiary (BGCBC) and the Welsh European Funding Office (WEFO), official notice of funding was not received until February 2016 for I2A and November 2016 for I2W.
- 3.3 Delivery of both projects is currently scheduled to end in December 2018, with the programmes closing in their entirety by the end of March 2019.
- 3.4 On the 19 September 2017, a report was approved by the Corporate Management Board (CMB) to submit proposed profiles for the I2A and I2W projects in Bridgend to continue until December 2022, subject to Cabinet approval.

4. Current situation/proposal

- 4.1 The proposed extension for both I2A and I2W would see the service running to December 2022 to continue to support young people who are not in education, employment or training (NEET) or have the potential to be NEET. This work is pivotal to the local authority being able to deliver the requirements set out in Welsh Government's Youth Engagement and Progression Framework.

Inspire 2 Work

- 4.2 The specific objective of the I2W project is to reduce the number of 16 to 24 year-olds who are not in education, employment or training (NEET).
- 4.3 Subject to the project being extended, I2W will continue to identify and address the needs of 16 to 24 year-olds who are NEET and bring about their sustainable integration into the labour market, thereby contributing to a reduction in youth unemployment. Over the course of the extension, the proposal is to work with an additional 375 participants, broken down as follows:

- 16 to 18 year-olds who are NEET (as identified through the Careers Wales 5 Tier Model of Engagement) - 150 young people
- 19 to 24 year-olds who are NEET - 225 young people

4.4 The high-level dataset for the 16 to 24 year-old client group who are NEET is published by Careers Wales and Job Centre Plus respectively. Both are published on a monthly basis from their respective data sources. For the purposes of this report, an average is taken aligned to the financial year to mitigate the fluctuations found between monthly datasets (see table below).

Summary of young people in Bridgend		16 to 18 years-old cohort	19 to 24 years-old cohort
1 April 2015 to 31 March 2016	Average number of young people who are NEET	80	483
	Average percentage of cohort who are NEET	2.2%	4.4%
1 April 2016 To 31 March 2017	Average number of young people who are NEET	60	483
	Average percentage of cohort who are NEET	1.8%	4.4%
1 April 2017 To 31 March 2018	Average number of young people who are NEET	46	458
	Average percentage of cohort who are NEET	1.4%	4.3%

Data Source: Careers Wales Monthly 5 Tier Model Data (16 to 18 years-old) and Office for National Statistics - Claimant count by age (19 to 24 years-old)

4.5 Since the I2W project became operational in January 2017, 188 NEET young people have been referred for intensive support. Of those referred, 30% are still in receipt of support from a project worker. Of the 131 participants who have engaged with the project through to the point of completion, 66% have successfully gained one or more project outcomes (as set out at paragraph 4.14 of this report) or shown a positive improvement in distance travelled.

4.6 As part of the extended I2W project, the proposal is to continue with the current staff profile listed below:

Role	Funding
1 x Senior Development Worker	100% ESF Grant
1 x Work Experience Coordinator	100% ESF Grant
1 x Basic Skills Officer	100% ESF Grant
1 x Employment Liaison Officer	100% ESF Grant
3 x Just @sk Project Workers	100% ESF Grant
3 x Engagement and Transition Workers	Youth Support Grant from Welsh Government (match funding)
1 x Psychology Support Worker	100% ESF Grant Funded (split 50% between both I2A and I2W project)

2 x Life Skills and Participation Worker	100% ESF Grant Funded (split 50% between both I2A and I2W project)
1 x Performance and Compliance Coordinator	12.5% ESF Grant (contribution to overall salary costs)
1 x Families First and ESF Coordinator and Finance Officer	100% ESF Grant Funded (split 50% between both I2A and I2W project)
1 x Administrator	100% ESF Grant Funded (split 50% between both I2A and I2W project)

4.7 I2A and I2W have been built upon well-established links with Careers Wales (CW) and Job Centre Plus (JCP) through the Youth Engagement and Progression Framework.

Inspire 2 Achieve

4.8 The specific objective of the I2A project is to reduce the number of 11 to 24 year-olds who are in education, but at risk of becoming NEET.

4.9 I2A is designed to identify and address the needs of those most at risk of disengagement and support them to reintegrate into mainstream education provision or alternative curriculum models. Throughout the course of the additional funding, the operation will continue to target early intervention for those most at risk across the 11 to 24 year-old age range and aim to work with a total of 840 participants, broken down as follows:

- 11 to 16 year-olds at most risk of becoming NEET (as identified through Vulnerability Assessment Profile (VAP) early identification process).
- 16 to 18 year-olds at most risk of becoming NEET (as identified through the Careers Wales 5 tier model of engagement) - 808 young people
- Vulnerable 19 to 24 year-olds (eg young parents, care leavers or young offenders (as identified through partnership forums made up of statutory, voluntary and third sector organisations) - 32 young people

4.10 The impact of I2A can be measured when consideration is given to the annual destination survey data provided by Careers Wales which shows a reduction of over 50% across the local authority in the number of Year 11 school leavers presenting as NEET upon leaving school in the first academic year (2015-2016) I2A became operational (see table below).

Year 11	Academic year 2013/2014		Academic year 2014/2015		Academic year 2015/2016		Academic year 2016/2017	
	No. of Leavers	% of Leavers	No. of Leavers	% of Leavers	No. of Leavers	% of Leavers	No. of Leavers	% of Leavers
Bridgend	60	3.6	52	3.2	22	1.5	27	1.7
Wales average (%)	3.1		2.8		2.0		1.6	

Data Source: Careers Wales Annual Destination Survey

4.11 Since the I2A project became operational in February 2016, 555 vulnerable young people have been referred for intensive support. Of those referred, 82% are still in receipt of

support from a lead worker within their respective school. Of the 102 participants who have engaged with the project through to the point of completion, 70% have successfully gained one or more project outcome (as set out at paragraph 4.14) or shown a positive improvement in distance travelled.

4.12 The I2A project has a clear focus on retention of those identified as ‘at risk’ within education, which is aligned to the successful work already being delivered by the local authority under the Welsh Government Youth Engagement and Progression Framework. The retention of I2A staff will ensure interventions aimed at identifying individual barriers and supportive actions to reduce risk will continue into post-16 education, employment and training providers.

4.13 As part of the extension to the I2A operation, the proposal is for a continuation of the current staff profile detailed below:

Role	Funding
1 x Youth Development Coordinator	50% ESF Grant and 50% from the Education and Family Support directorate’s revenue funding
1 x Senior Development Worker	100% ESF Grant
10 x Lead Workers	100% ESF Grant
6 x Lead Workers	Education Improvement Grant (match funding from schools) with a £30,000 contribution from the Education and Family Support directorate.
1 x Psychology Support Worker	100% ESF Grant Funded (split 50% between both I2A and I2W project)
2 x Life Skills and Participation Worker	100% ESF Grant Funded (split 50% between both I2A and I2W project)
1 x Performance and Compliance Coordinator	12.5% ESF Grant (contribution to overall salary costs) with the balance from the Education and Family Support directorate’s revenue funding
1 x Finance, Quality and Performance Officer	100% ESF Grant Funded (split 50% between both I2A and I2W project)
1 x Administrator	100% ESF Grant Funded (split 50% between both I2A and I2W project)

4.14 As a joint beneficiary, Bridgend County Borough Council through the both projects will continue to contribute towards regional level common result outcomes, which are:

Inspire 2 Work

- NEET Participants (16 to 24 years-old) gaining qualifications upon leaving
- NEET Participants (16 to 24 years-old) in education/training upon leaving
- NEET Participants (16 to 24 years-old) in entering employment upon leaving

Inspire 2 Achieve

- Participants at risk of becoming NEET (11 to 24 years-old) gaining qualifications upon leaving
- Participants at risk of becoming NEET (11 to 24 years-old) in education or training upon leaving
- Participants at risk of becoming NEET (11 to 24 years-old) at reduced risk of becoming NEET upon leaving

5. Effect upon policy framework and procedure rules

5.1 There is no effect upon the policy framework and procedure rules.

6. Equality Impact Assessment

6.1 There are no equality issues arising from this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 A Well-being of Future Generations (Wales) Act 2015 assessment has been completed and is detailed in Appendix A. A summary of the implications from the assessment relating to the five ways of working is as follows:

Long-term	The long-term aim of the Inspire projects is bring about participants sustained integration in to the labour market and thereby contribute to a reduction in youth inactivity and unemployment.
Prevention	Both Inspire projects will provide supporting measures to remove or mitigate the personal, educational, family, social and economic barriers that prevent young people from leading productive lives.
Integration	Both Inspire projects will deploy significant and sustained resources in order to achieve a sustained and positive impact on participants lives.
Collaboration	Services will be identified on a needs led basis where gaps in existing internal services are identified.
Involvement	Evaluation continues to be a pivotal part of the Inspire projects. This will be on a person level with participants and an independently through a externally commissioned agency.

8. Financial Implications

8.1 Suitable match funding will need to be sourced for the duration of the proposed extensions. For I2A, this is currently provided through a contribution from secondary schools utilising a fixed percentage of their Education Improvement Grant (EIG). For I2W, this is currently provided through the Welsh Government - Youth Support Grant (YSG).

8.2 The table below shows the match funding required for the duration of the project:

Financial year	September 2018 to March 2019	2019-2020	2020-2021	2021-2022	April 2022 to December 2022	Total
Inspire 2 Work (Indicative match)	£76,504	£132,978	£132,057	£133,399	£64,299	£539,236
Inspire 2 Achieve (Indicative match)	£107,628	£186,247	£188,082	£189,991	£94,350	£766,299

- 8.3 By utilising the above match funding, the local authority is able to draw down a total of £3.64m (total allocation for the proposed duration of the Inspire 2 Achieve and Inspire 2 Work extensions) ESF grant to fund this crucial support for some of our most vulnerable young people.
- 8.4 There is a risk to the local authority that match funding streams could reduce or cease to be available in future years. Should this materialise, the Education and Family Support Directorate will either source alternative funds or submit the appropriate notice (three calendar months) to BGCBC to withdraw from the project(s). There is a risk of clawback of grant if this were to happen. However, the projects are now meeting the quarterly targets, so any risk would be limited to non-delivery of outcomes from those participants that would need to be closed prematurely.
- 8.5 For the duration of the I2A extension, it is proposed to utilise the Simplified Cost Option or Flat Rate 40 (FR40) budget line that is issued direct from WEFO via BGCBC as match funding. This is an additional source of grant that equates to 40% of all direct staff costs incurred on the project. The amount of FR40 required to be used as match funding is £440k in the period April 2019 through to December 2022. BGCBC has confirmed that this action has already been adopted by neighbouring local authorities, and WEFO have also provided their endorsement for Bridgend to follow a similar approach. This action will reduce the project's reliance on the EIG, releasing more funding direct to schools, while increasing the assurance of the project becoming self-sustaining through to December 2022.
- 8.6 There is a risk associated with utilising the FR40 as match funding in that any vacancy within the direct staff structure will reduce the amount of income generated through this budget line. This will be mitigated through timely recruitment coupled with robust monthly monitoring of the project's income against expenditure to ensure sufficient match is retained prior to procuring additional resources.
- 8.7 With the YSG, notification is provided by Welsh Government in the January of each year. This timeline will enable the directorate to serve sufficient notice to withdraw from the I2W project without incurring any shortfall to match funding should there be a significant reduction to the annual grant allocation.
- 8.8 In line with other EU-funded programmes, both the statutory and non-statutory element of a redundancy payment is eligible providing the non-statutory element is a contractual obligation and is paid to all employees, ie that it is non-discretionary. WEFO have also confirmed that an employee's service within an organisation, providing they have been employed on an ESF/ERDF project funded via the Convergence 2007-2013 Programme, and have been employed in their current role for at least 2 years, can be included within the eligible redundancy costs.

- 8.9 Estimated redundancy costs for the staff associated with both I2A and I2W are circa £290,000. It is important to note that most of the posts within the Inspire projects are not new posts in the local authority, many are a variation of former Youth Service posts that were historically funded from different sources. The non-eligible cost due to the reckonable service of these workers is £212,000. These would have to be met by the Education and Family Support Directorate which will then put additional pressure on the revenue budget for the financial year when any redundancy costs are incurred.
- 8.10 Where contracts extend beyond project delivery dates, any associated non-statutory redundancy/compensatory payments will have to be met from outside of the ESF-allocated funds by the Education and Family Support Directorate.

9. Recommendation

9.1 It is recommended that Cabinet:

- authorises the proposed extension of the Inspire 2 Achieve and Inspire 2 Work projects; and
- delegates authority to the Corporate Director, Education and Family Support, subject to the approval of the Section 151 Officer and the Monitoring Officer, to enter into the necessary funding letters with WEFO and associated agreements with BGCBC and other Joint Beneficiaries on behalf of the Council.

Lindsay Harvey
Corporate Director – Education and Family Support

Contact Officer: Mark Lewis
Group Manager Integrated Working and Family Support
Telephone: (01656) 642679
E-mail: Mark.lewis@bridgend.gov.uk
Postal Address: Level 2, Civic Offices, Angel Street, Bridgend, CF31 4WB

Background documents

Report to Cabinet (24 November 2015) - INSPIRE 2 ACHIEVE AND INSPIRE 2 WORK IS A JOINT OPERATION BETWEEN REGIONAL PARTNERS BLAENAU GWENT COUNTY BOROUGH COUNCIL (LEAD BENEFICIARY) AND BRIDGEND COUNTY BOROUGH COUNCIL (JOINT BENEFICIARY) FUNDED BY THE EUROPEAN SOCIAL FUND

Appendix A

WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

Project Description (key aims): Inspire 2 Achieve and Inspire 2 Work projects	
Section 1	Complete the table below to assess how well you have applied the 5 ways of working.
Long-term (The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)	<p>1. How does your project / activity balance short-term need with the long-term and planning for the future?</p> <p>The short-term aim of both Inspire projects is to identify and address the needs of vulnerable young people 11-24 years old. Through offering tailored interventions based on their identified needs, support workers engage with participants to increase their emotional resilience and well-being.</p> <p>The long-term aim of the projects is bring about participants sustained integration in to the labour market and thereby contribute to a reduction in youth inactivity and unemployment.</p>
Prevention (How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)	<p>2. How does your project / activity put resources into preventing problems occurring or getting worse?</p> <p>Inspire 2 Achieve has been designed to support young people aged between 11-24 who are at risk of disengaging from mainstream education, training and employment due to their personal, educational, family, social and economic circumstances.</p> <p>Inspire 2 Work has been designed to provide support for young people aged 16-24 who are not in education, employment or training (NEET) and have no means of re-engaging with formal or informal education, training, volunteering or employment.</p> <p>Both projects will provide supporting measures to remove or mitigate the personal, educational, family, social and economic barriers that prevent young people from leading productive lives.</p>
Integration (Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies)	<p>3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?</p> <p>Our client base, 11-24 year olds who are at risk of becoming, or who are, not in education, employment or training, are the most vulnerable young people in our society. They often face significant, complex barriers that prevent re-engagement with education and training and a sustainable participation in the workforce.</p> <p>As such they will require the deployment of significant and sustained resources in order to achieve a significant, positive impact on their lives.</p>
Collaboration (Acting in	<p>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</p>

<p>collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)</p>	<p>Both projects will be delivered using local authority staff; however, each have the ability to procure additional services from the third and private sectors. These services will be identified on a needs led basis where gaps in existing internal services are identified.</p>
<p>Involvement (The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)</p>	<p>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</p> <p>Participants are offered the chance to evaluation each intervention during completion. This is aligned to other early help services and will ensure that individuals have a chance to provide feedback, both positive and negative, on their support worker and the wider project meeting their needs. These will be evaluated and discuss at local, and regional, project boards with relevant stakeholders.</p> <p>An independent evaluation will be undertaken during the second and third years of the projects. The delivery of the cross cutting themes (Equal Opportunities, Tackling Poverty, the Welsh Language and Sustainable Development) will be included in the scope of that review.</p>

Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).

Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p>A prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Both projects will help young people develop a range of transferable skills that allow them to be more flexible and adaptable in a fast changing labour market and encourage linkages between career choices and longer term labour market trends, through liaison with employers.</p> <p>The projects will provide progression routes to employment through supporting participants to access education and gain qualifications (contributing to a reduction in the number of young people with no or low qualifications).</p>	<p>Participants will also be provided with taster sessions and progression routes into employment by providing a minimum of two weeks placement with work experience, support to become self-employed, support into employment and volunteering opportunities.</p>
<p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The theme of Sustainable Development will be core to the delivery and ethos of this Inspire 2 Work Operation. The Operation will follow the ESF Practical Guide to Promoting Sustainable Development issued by WEFO.</p>	<p>During the delivery of the Inspire 2 Work activities support staff will encourage the participants to use public transport to any events, educational and training establishments and any work placement scheme.</p>
<p>A healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The projects will specifically support those young people at risk of social exclusion or who have complex barriers to inclusion in education, training or employment. The person centered approach will allow individuals who are both work ready and those further from the labour market to receive appropriate support.</p>	<p>A key role for the delivery staff is to enable all participants to identify the barriers they may face, to address and where possible overcome them. This will create space for participants to understand their real potential, and to raise their own aspirations.</p>

<p>A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	<p>For participants with low skills or qualifications, a curriculum of learning will be put in place to meet their needs thus allowing progression and support, including a range of qualifications and awards to supplement and enhance mainstream curriculum.</p> <p>Participants progressing into further learning will be offered course advice and guidance, taster sessions in appropriate subject areas and ongoing mentoring until they have settled into their destination, whether this is FE, HE or Work Based Learning.</p>	<p>The essence of the delivery model for both projects is to unpick barriers so that young people can re-engage in education and achieve qualifications that will help them progress to further education, training or employment.</p>
<p>A Wales of cohesive communities Attractive, viable, safe and well-connected communities.</p>	<p>In supporting participants into education, employment or training both projects aim to reduce wider poverty indicators including, long term unemployment and enduring low skills levels, child poverty, health inequalities, substance misuse, crime, anti-social behaviour and the enduring nature of area based deprivation.</p>	<p>Inspire 2 Work will also seek to re-engage those who have left ESF programmes prior to their completion or where they have no identified destination (i.e. they become NEET on completing a placement).</p>
<p>A Wales of vibrant culture and thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<p>The use and implementation of the Welsh language is essential within both projects. Adhering to the Welsh Government Welsh Language policy.</p>	<p>Both projects will ensure that all publicity materials, websites and publicity aimed at the public are made available in accessible and bi- or multi-lingual formats.</p>
<p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>The projects will seek to support and share good practice with Regional Partners across the West Wales and the Valleys region.</p>	

Section 3**Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts**

Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes	No	Through the offer of both projects there will be a continuum of support for participants from 11 to 24 years old.
Gender reassignment:	Neutral	Neutral	
Marriage or civil partnership:	Neutral	Neutral	
Pregnancy or maternity:	Neutral	Neutral	
Race:	Neutral	Neutral	
Religion or Belief:	Neutral	Neutral	
Race:	Neutral	Neutral	
Sex:	Neutral	Neutral	
Welsh Language:	Yes	No	Welsh language provision will be offered in Welsh-medium schools.

Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive Members and/or Chief Officers

Cabinet

Compiling Officers Name:

Owen Shepherd

Compiling Officers Job Title:

Youth Development Coordinator

Date completed:

17 October 2018