

## Executive Decision Report

**DRAFT**

<b>Decision maker(s) at each authority and date of Cabinet meeting, Cabinet Member meeting or (in the case of individual Cabinet Member decisions) the earliest date the decision will be taken</b>		
	<p style="text-align: center;"><b>For Decision by:</b>  <b>Councillor Rock Feilding-Mellen,</b>  <b>Deputy Leader and Cabinet Member for Housing, Property and Regeneration</b></p> <p>Date of report: <i>not before 23 October</i></p> <p>Forward Plan reference: 04894/16/H/A</p>	 <small>THE ROYAL BOROUGH OF</small> <b>KENSINGTON AND CHELSEA</b>
		 <b>City of Westminster</b>
<b>Report title (decision subject)</b>	<b>Agreement to the Royal Borough's financial contribution of New Homes Bonus funding to a joint construction sector employment initiative covering the Central London area</b>	
<b>Reporting officer</b>	<b>Report by the Director of Strategy and Local Services</b>	
<b>Key decision</b>	<b>Yes</b>	
<b>Access to information classification</b>	<b>PUBLIC</b>	

## **1. EXECUTIVE SUMMARY**

- 1.1 In 2015/16 the Government's Growth Deal for London made provision for £70 million of London boroughs' New Homes Bonus (NHB) allocation to be top-sliced and used to support projects agreed by the London Enterprise Panel (LEP). London boroughs contributed to this funding in proportion to their share of the total NHB allocation across London in 2015/16. The value of the Royal Borough's contribution to the NHB top slice was £716,347.
- 1.2 The LEP established a scheme that enabled boroughs to submit bids for the £70 million to support projects in line with LEP priorities. Central London Forward (CLF) submitted a proposal that sought to recoup £2 million of the top-slice fund by establishing a construction careers pilot scheme designed to help unemployed and economically inactive people to take up jobs in construction. The LEP agreed to the programme and to the earmarking of £2 million of the NHB top-slice (£250k per borough) to support it.
- 1.3 Since the original approval in March 2015 the GLA has agreed to allocate £1 million of GLA European Social Fund money to support the costs of the construction scheme. The GLA has also agreed that the £1 million of NHB top-slice thus freed up should be used by CLF for a construction industry forecasting and vacancy management project, and to support other employment and skills initiatives in central London.
- 1.4 Rather than collect boroughs' shares of the top-slice and then pay them back to support LEP-approved projects, the GLA let top-slice funds remain with the boroughs in return for an undertaking to certify that these funds had been spent on the projects approved by the LEP. Now that the details of the NHB top-slice spending have been finalised, an Executive Decision is required in order to approve the transfer of £250k of the Council's LEP top-slice to the Corporation of London, which is the accountable body for the construction programme and for CLF activities more generally.

## **2. RECOMMENDATIONS**

- 2.1 I recommend that the Council confirms the allocation of £250k of New Homes Bonus funding to Central London Forward to support the construction careers scheme and ring fenced funding for other employment and skills initiatives in central London. Specifically, it is recommended that
  - £162,500 should be transferred to the Corporation now, as the proportion of RBKC's NHB top-slice that will support the Construction Careers scheme;

- decisions to transfer the balance (£87.5k) should be delegated to the Director of Strategy and Local Services in consultation with the Cabinet Member for Housing, Property and Regeneration, pending further detail on the CLF forecasting and vacancy management project and other CLF employment and skills initiatives.

### **3. REASONS FOR DECISION**

- 3.1. An Executive Decision is required in order to approve the transfer of £250k of New Homes Bonus funding from the Council to the Corporation of London.

### **4. BACKGROUND**

- 4.1 In 2015/16 the Government's Growth Deal for London made provision for £70 million of London boroughs' New Homes Bonus allocation to be top-sliced and used to support projects agreed by the London Enterprise Panel (LEP). London boroughs contributed to this funding in proportion to their share of the total NHB allocation across London in 2015/16. The value of the Royal Borough's contribution to the NHB top slice was £716,347.
- 4.2 The LEP established a scheme that enabled boroughs to submit bids for the £70 million to support projects in line with priorities in the LEP Jobs and Growth Plan i.e.:
- Apprenticeships, skills and training
  - Business support
  - Digital, creative, science and technology
  - High streets
  - Places of work – suitable and affordable workspaces for SMEs
  - Resilience and low carbon
  - Unlocking development.
- 4.3 CLF is a sub-regional partnership of the eight Central London local authorities of Camden, Islington, Kensington and Chelsea, Lambeth, Southwark, Wandsworth, Westminster and the City of London Corporation. Established in 2007, it was created to champion the strategic interests of Central London's residents and businesses and to provide a platform for public policy experimentation and collaboration.
- 4.4 The construction industry is a major employer in London. Many London boroughs seek to negotiate planning agreements with developers which secure access for local residents to training and employment opportunities arising from property developments in their area. In 2013 Central London Forward brought together local authority members, major developers and London business interests (London First) to consider perceived problems with the implementation of such agreements. A number of problems were identified:

- The scale of larger developments is such that the host borough is seldom able to fill all of the vacancies or training opportunities that may arise. Where vacancies or training places remain unfilled, developers may simply seek to fill them via the general labour market. Opportunities to use such vacancies to benefit the long-term unemployed or other residents in particular need may be lost.
- Local labour requirements can limit the flexibility to move workers around between developments. This can lead to short-term jobs that prevent employees from gaining the experience they need to complete qualifications or progress within the sector. The length of placements on individual developments is rarely sufficient to allow apprentices to complete their qualification.
- There is a lack of pre-employment provision to prepare people to enter the construction industry including, specifically, an insufficient supply of short courses for a variety of different 'tickets' required for specific roles on construction sites.
- Perceptions of the sector especially among young people and also the unemployed are often negative. The expectation is that construction industry jobs are invariably 'cold, dirty and wet'. As a result, people often write off the idea of a career in construction before it has been properly considered.
- The amount of construction skills training provided by Further Education Colleges is substantial but lacks the flexibility to respond to construction industry demand. The funding regime provides incentives to Colleges to attract learners onto courses and to complete their courses of study, but does not take account of whether there is a successful job outcome.

4.5 CLF members and developers agreed to devise a collaborative scheme to address these problems, and in particular to:

- increase unemployed residents' awareness of job opportunities in the construction sector;
- make it easier for them to obtain the skills and support to obtain sustained employment in the construction sector;
- develop a sub-regional approach to identifying and forecasting demand for construction skills, in order to improve the ability of training providers to meet anticipated labour market needs;
- improve the delivery of employment-related Section 106 commitments across central London.

The Construction Careers scheme addresses the first two aims; a further project, to develop a forecasting and vacancy management system, will address the second two.

- 4.6 Information about the background to the Construction Careers scheme, its design and what it will deliver are contained in the specification at **Annex A**.
- 4.7. The Construction Careers scheme will develop an approach that seeks to reduce unemployment in each borough by providing a more effective mechanism to meet the labour market needs of the construction industry. The tender specification asks bidders to develop an approach that meets the following outcomes:
- A minimum 1,000 long term unemployed and economically inactive residents from the 8 CLF boroughs are engaged on a construction sector employment pathway. On a pro-rata calculation 75 of these would be Royal Borough residents.
  - A proportion of participants gaining employment, including self-employment, within four weeks of leaving the programme – participants gain construction sector employment (provider to offer number gaining employment)
  - A proportion of participants in sustained employment, including self-employment, for 26 weeks out of 32 weeks after gaining employment (provider to offer number in sustained employment)
- 4.9 Each CLF member borough was invited to feed in any particular issues or aspects of their local arrangements which they felt ought to be taken into account in the design of the scheme. For RBKC, officers pointed out that the Council does not have an in-house job brokerage service (some other CLF boroughs do) and that as a result we lack the ability to link local residents directly to construction opportunities. We asked that the Construction Careers scheme address this gap by requiring the provider to:
- build and maintain close relationships with main and sub-contractors on major development sites
  - link into and support local construction employers' recruitment
  - provide support to trained and site-ready candidates to help them obtain and sustain employment
  - track outcomes for those residents taking advantage of the scheme
- 4.10 The design of the proposed scheme provides a reasonable match against these expectations. The specification describes an end-to-end case management approach that will support unemployed residents through the necessary steps required to access construction employment

opportunities. It also describes a “work-place coordinator” role that will manage the relationships between employment and skills providers, candidates and on-site contractors. Functions that can map into our borough and local developments.

4.11 Once appointed, the delivery provider will be introduced to local referral networks and outreach in order to engage our residents on the programme. Officers will follow the delivery closely and in particular seek intelligence on skills needs to help inform future training provision.

## 5. FUNDING FOR THE SCHEME

5.1 The LEP initially agreed that £250k from each borough’s top-slice should be earmarked for the programme (the exceptions being the City of London whose contribution was set at £372k, and the City of Westminster whose contribution comprises £200k of NHB top-slice and £50,000 from core funds).

5.2 Since the original approval in March 2015 the GLA has agreed to allocate £1 million of GLA European Social Fund money to support the costs of the construction project.

5.3 The introduction of ESF funding brings additional expectations in relation to project procurement and delivery. Programme commissioning and management will therefore be undertaken on CLF’s behalf by London Councils, which has experience in the commissioning, contract monitoring and auditing of ESF projects. This will ensure that the project complies with ESF financial and audit requirements. The anticipated breakdown of income and funding is now as follows:

<b>Source of funds</b>	<b>£</b>
CLF Member Borough contributions	2,121,981
ESF Matched Funding	1,000,000
<b>Total</b>	<b>3,121,981</b>

<b>Application of funds</b>	<b>£</b>
Construction Careers Scheme	1,850,000

Forecasting and vacancy management (anticipated)	421,981
Careers scheme commissioning and management	150,000
<b>Total</b>	<b>2,421,981</b>

5.4 The GLA has also agreed the balance of the £3.122 million available (i.e.£700k) should be used to support other CLF projects on employment and skills in central London.

5.5 The Royal Borough’s NHB contribution to the costs of the Construction Careers scheme amounts to £162,500. The balance of the £250k (i.e. £87.5k) represents RBKC’s contribution to the £700k earmarked by the LEP to support other CLF projects on employment and skills in central London.

## 6. OTHER RBKC PROJECTS USING THE NHB TOP-SLICE

6.1 Allowing for the £250,000 contribution covered by this decision the balance of RBKC’s contribution to the LEP NHB fund is £466,347. Executive decisions have approved the allocation of £368,000 of this funding to date. The remainder is contributing to RBKC management and monitoring costs or is ear-marked for a project to build stronger links between creative businesses in the Royal Borough and the wealth of other cultural and creative organisations in the borough. This project will be subject to an Executive Decision at a later date. The table below summarises the current position.

<b>Project</b>	<b>Amount £</b>	<b>Executive Decision</b>
Family and Community Employment Service (FACES)	100,000	04533/15/H/A
Silchester Enterprise Hub	110,000	04533/15/H/A
Workspace at 205 Holland Park Avenue	158,000	04625/15/K/AB
Networking for creative businesses and organisations	75,000	Future decision
Contribution to RBKC management and monitoring	23,347	N/A

## 7. GOVERNANCE AND REPORTING

7.1 London Councils will manage a procurement process to select and appoint an organisation to deliver the Construction Careers programme across

the CLF area. CLF borough officers with experience in employment initiatives will form a panel to review proposals and select a delivery organisation. RBKC will participate in this panel and the selection process.

- 7.2 CLF will establish a delivery board comprising officers from member boroughs and the Contract Manager from London Councils.
- 7.3 The CLF Board will receive programme updates and reports on progress and outcomes.
- 7.4 The Cabinet Member for Housing, Property and Regeneration will receive reports on project progress, achievements and issues throughout the delivery.

## **8. OPTIONS AND ANALYSIS**

- 8.1 You could decide to approve the transfer of £250k from RBKC's New Homes Bonus LEP top-slice to the Corporation of London to support the Construction Programme and other sub regional employment projects.
- 8.2 You could decide that the Council does not wish to participate in the construction careers scheme and the other work that CLF will undertake with LEP NHB funds. The Royal Borough would then not benefit from the careers scheme. Agreement would need to be reached with the LEP for an alternative use of the funds.

## **9. CONSULTATION**

- 9.1 The Cabinet and Corporate Services Scrutiny Committee discussed this decision report on 24 October 2016.
- 9.2 The Construction employment initiative and application of New Homes Bonus funding has been discussed and considered at Central London Forward Board meetings.
- 9.3 London First and Land Securities have acted as representatives for the development and construction sector in the design of the Construction Careers scheme.

## **10. EQUALITY IMPLICATIONS**

10.1 ESF projects require full monitoring for equality purposes and recording of the participation of priority equality groups. During the procurement process bidders will be rated on their response on providing outreach and engagement with equalities groups and their management practices in relation to equality and diversity.

## **11. LEGAL IMPLICATIONS**

11.1 The Council has a grant agreement with the Greater London Authority (GLA) to approve the use of the New Homes Bonus funding.

11.2 The project commissioning process will follow London Council's existing competitive processes to select a delivery organisation or partnership.

*[Further comments to be requested].*

## **12. FINANCIAL AND RESOURCES IMPLICATIONS**

*[The Head of Finance for Corporate Services has confirmed that £250k of the Royal Borough's NHB income for 2015/16 is available for transfer to the Corporation of London].*

**Tony Redpath**

Director of Strategy and Local Services

**Local Government Act 1972 (as amended) – Background papers used in the preparation of this report**

NA

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**Annex A**

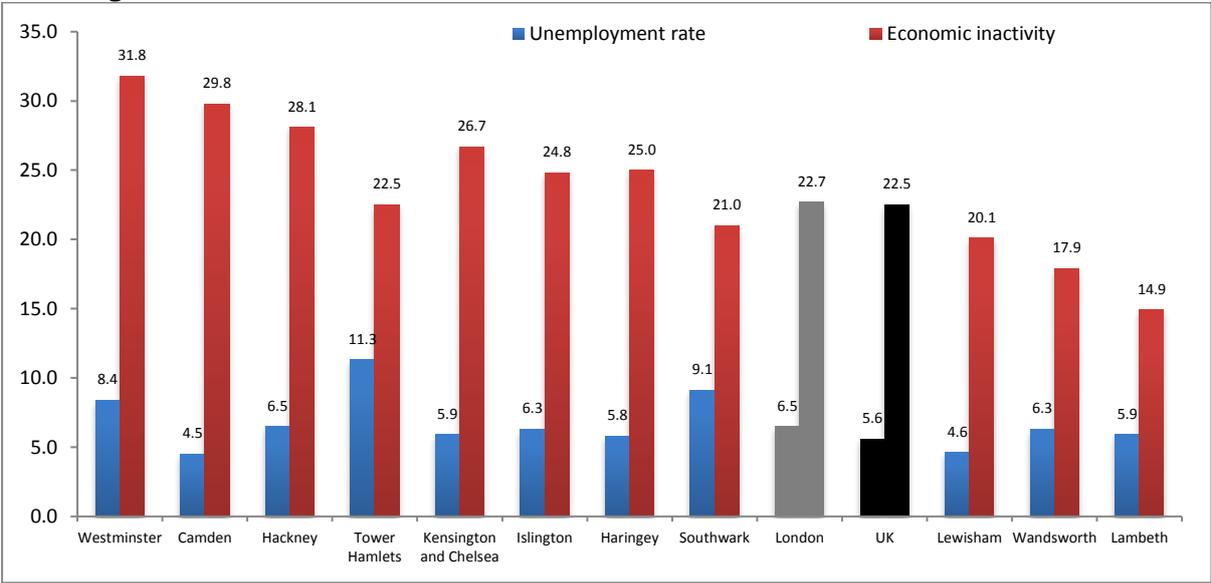
*Project Specification*

**Central London Forward – Construction Careers Pilot Scheme**

**ABOUT CENTRAL LONDON FORWARD**

Central London Forward (CLF) is the strategic sub-regional partnership of the eight Central London local authorities of Camden, Islington, Kensington and Chelsea, Lambeth, Southwark, Wandsworth, Westminster and the City of London Corporation. Established in 2007, it was created to champion the strategic interests of Central London’s residents and businesses as well as to provide a platform for public policy experimentation and collaboration.

Fig 1. Unemployment and Economic Inactivity in the Central London Forward sub-region



**BACKGROUND AND CONTEXT**

Construction is a cyclical industry and as the wider economy has recovered construction has begun to rebound strongly. Across the UK total output is now close to its 2008 level and the number of jobs in the industry has reached 2.1m nationally, nearly 100,000 more than two years ago and at levels not seen before summer 2010.<sup>1</sup>

Central London is at the centre of this upturn and construction activity across central London represents one of the largest areas of economic regeneration activity in Europe, including but not limited to the following key sites:

- The Nine Elms Vauxhall (NEV) development alone will create 22,000 construction jobs and include a combined on-site workforce of 5,000 between 2015 and 2021 and a peak of 8,500 in 2016

<sup>1</sup> CITB Construction 2030 and Beyond

- The Elephant & Castle regeneration is estimated to create c. 1,080 FTE jobs in construction during the 13 year demolition and construction programme
- Kings Cross Central construction employment will see a peak workforce of c. 4,500 in Summer 2016
- Additional construction developments in Westminster/Victoria, New Fetter Lane, Broadgate and Fenchurch Street (City of London) will further boost this activity within the CLF area

Yet often local people have found it difficult to benefit from this activity and find work in the construction sector, despite higher levels of worklessness in central London boroughs. In part this is due to many local unemployed people not possessing the skills, work experience or relevant licences to practice in order to make a construction career a reality. The scale and range of opportunities available is not widely known to unemployed people in these local communities and the opportunities in the sector are not therefore widely recognised as an attractive employment proposition, leading to low interest, engagement and take-up of the range of opportunities available.

Employers suggest the mainstream education and training investment has failed to respond to business needs, either because of the focus on full qualifications which are often inflexible or unresponsive to employer demand or a qualification framework that rapidly becomes outdated as working practices and methods change. As a result, the sector itself continues to evidence high instances of skills mismatches with many of the key skills necessary to undertake modern construction jobs either in short supply locally or not currently delivered by public funded provision within the London area. Unfilled vacancy rates remain high in some areas despite local commitments from developers to draw on local labour where possible (through section 106 agreements) and only 27%<sup>2</sup> of the Central London labour force has Central London as their place of usual residence. This has necessitated employers in London drawing in labour from outside of its immediate or city-wide labour pool to meet their labour requirements with 73%<sup>3</sup> of the labour force drawn from outside the Central London area.

In response Central London Forward, in partnership with key developers, construction industry employers and London First have developed a pilot programme to:

- Enable local people to benefit from these opportunities by equipping them with the skills and support to find and sustain work in the construction sector; and
- Are developing a new sub-regional approach to forecasting and understanding future construction skills needs and working with industry to improve the delivery of Section 106 commitments across a broader Central London geography.

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<sup>2</sup> GLA Intelligence – Trends in the demand for labour and skills in London and the Central Sub-Region

<sup>3</sup> GLA Intelligence – Trends in the demand for labour and skills in London and the Central Sub-Region

Through this partnership we have analysed current provision availability and suitability, with the aim of developing an approach to meet the high-volume recruitment and skills needs identified in partnership with the employers and businesses delivering these key large-scale developments. It will also seek to meet the recruitment needs, where appropriate, of key future infrastructure developments.

## **PROJECT DESCRIPTION**

The Construction Careers programme funding value is £1,850,000. We wish to commission a delivery provider or consortium to work with 1000 long term unemployed<sup>4</sup>

or economically inactive individuals in the CLF boroughs. The primary performance objective is to move participants into sustained construction jobs or wider associated opportunities on construction sites (e.g. site management, admin or security roles) in the participating boroughs. The project will run for 2 years from November 2016 with an additional 9 months available in which to evidence and claim sustained job outcomes Central London Forward will provide the match funding and strategic management and oversight of the programme which will be commissioned and performance-managed on a day-to-day basis by London Councils.

The programme will deliver cross-borough Construction Careers brokerage support, combined with and supported by short-course, construction orientated pre-employment preparation, and will also deliver industry and occupation-specific cards and 'tickets'. It will deliver access to construction opportunities across CLF borough boundaries so that the construction employment and training opportunities that cannot be filled at a local borough-level are made available across CLF.

The Construction Careers programme will be further supported by a separate Construction Careers Forecasting and Management Database that will enable boroughs, providers and the wider construction sector to collaborate to better understand central London construction trends and pool local opportunities. This will be commissioned and delivered separately but will form part of the intelligence to help deliver better outcomes for our residents.

Applications will be assessed against Quality, the proposed Performance Framework and Value for Money. Specifically, we will be looking at the overall quality of the proposed intervention, including an understanding of the barriers facing local people to find work in the construction sector and approaches to overcome these, a comprehensive customer journey including extensive outreach activity, engagement and appropriate employment support including in-work support, sophisticated understanding of the construction sector including local opportunities and skills needs and an extensive employer engagement strategy.

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<sup>4</sup> ESF Definitions can be found in the Core Project Requirements Section

The relative weighting for the assessment of applications will be:

Topic	Weighting
<p><b>Quality</b> - of the proposed intervention, including an understanding of the barriers facing local people to find work in the construction sector and approaches to overcome these.</p> <p>In particular, there should be convincing rationale for why these interventions will drive successful outcomes for the Construction Careers’ Programme.</p>	60%
<p><b>Performance Framework</b> – the proposed output and outcome targets offered in the provider’s application against the 3 key metrics: <b>participant and employer engagement, Job outcome</b> and <b>sustained job outcome</b></p>	40%

With regards to the performance framework and price, we have intentionally left the outputs and outcomes open in order to invite proposals and offers against our key metrics, **participant and employer engagement, Job outcome** and **sustained job outcome**, within the total funding envelope. As a minimum, we are looking to work with at least 1,000 people over the programme period and are inviting providers to construct a performance offer in terms of jobs and sustained jobs for this group as part of the proposal. See. Fig 1.

We know that a key area to address is the low attraction and take-up of construction jobs, apprenticeships and training opportunities across the CLF footprint. A substantial marketing, outreach and engagement campaign, as well as thorough pre-employment preparation will therefore be essential features of the programme, to sell the industry, attract candidates and address a known low skills base (including delivering soft, employability skills) across all of the CLF boroughs to achieve the required outcomes.

The successful provider will therefore be required to deliver this initial profile raising, outreach and engagement as well as delivering an end to end customer journey that addresses skills needs, provides any necessary work experience opportunities, places participants into work and provides any necessary post-employment support to ensure sustained employment outcomes. Where appropriate this can be in partnership with local borough and college provision.

The provider will be responsible for strategic employer engagement of developers and contractors, working across CLF on opportunities and training requirements, and will harness and add value to existing employer

relationships held by boroughs. They will commission, design and deliver pre-employment support where required, including delivering competency tickets e.g. Abrasive Wheels, Traffic Marshall, Fire Warden tickets linked to job opportunities, and will work in partnership with boroughs to upskill, prepare and broker residents into construction sector jobs.

## **OVERVIEW OF MINIMUM REQUIREMENTS**

The following is a summary of envisaged minimum requirements but these are not prescriptive. It is up to the provider to set out the activity and make the case for how their approach will achieve the objectives and ambitions of the programme. Delivery activity should include:

### **i. Marketing and outreach**

- It is the provider's responsibility to engage CLF residents on the programme, therefore marketing and profile-raising of the sector along with outreach and engagement activity should be a major focus of the programme.
- This may include advertising, press, media, employer-led recruitment sessions, recruitment fairs and open days, leaflet campaigns, estate and community engagement events, site events, construction roadshows.

### **ii. Engagement and caseloading**

- An intensive period of engagement, labour market IAG, job readiness assessment, rapport and relationship building, motivation and confidence building.
- Caseload management, developing a caseload of candidates towards job readiness for known occupations and opportunities.
- Client contact, overseeing employability and skills development, provision referrals & follow up, arranging drug and alcohol testing, job matching, brokerage and aftercare.

### **iii. Pre-employment and skills preparation**

- The provider will be responsible for developing and maintaining labour market knowledge of relevant construction skills provision across CLF and commission/deliver provision to fill gaps.
- Commission or deliver short courses and industry cards and tickets which may include, but is not limited to: Hoist Operator Ticket, Slinger/Signaller (Banksman) Ticket, Crane/Lifting Supervisor, PASMA, Abrasive Wheels, Traffic Marshall, Fire Warden, MEWPs, Manual Handling, Working at Heights, Measurements and setting out, Reinforced Concrete and basic understanding, Working safely around plant and equipment, CSCS, SIA badge, Site supervision.
- The Service Provider will be responsible for providing any Personal Protective Equipment (PPE) needed to enable clients to safely access training or work experience where PPE is a requirement.

#### **iv. Brokerage and job placement**

- Deliver access to work experience placements, job interviews and employment opportunities, delivering interview preparation, practice and support and facilitating opportunities for extended interviews and work trials.
- Match and screen participants effectively into the jobs that best meet the needs of participant and employer.
- Broker access to JCP and/or provide wider travel support as appropriate.

#### **v. Post-employment support and tracking**

- Participants should be tracked and monitored to maintain engagement throughout the programme.
- In-work support should be provided as needed to ensure sustainment of employment, or self-employment for a minimum of 6 months.

### **CLF AND BOROUGH PARTNERSHIPS**

We expect the Applicant and the boroughs to work together collaboratively and develop interventions taking into account local activity. We also wish to avoid, wherever possible, direct competition or duplication of employment support with other ESF provisions. (See Added Value Section for some examples other provisions for construction in London). The Applicant should also be flexible and responsive to new developments and opportunities with the potential to impact on the delivery of Construction Careers and should work closely with local services including:

- local borough construction skills and brokerage services
- generic local employability programmes and CLF programmes including Working Capital
- Jobcentre Plus programmes and services
- Work closely with local delivery programmes serving the construction sector utilising borough premises for delivery (e.g. Camden Construction Training Centre) where appropriate.

We further expect the provider to attend relevant working and steering group meetings and workshops to provide and receive feedback and input to the ongoing development and delivery of the programme to ensure it continuously meets the needs of CLF residents and construction sector employers.

### **REQUIRED OUTCOMES AND OUTPUTS:**

#### **Outcomes**

- To provide a demand led proof-of-concept demonstration pilot, providing evidence to influence both the sector and local and national government, SFA and CITB towards delivering a nimble, responsive and industry-appropriate employment and training infrastructure, to better meet the needs of both the industry and Central Londoners

- To increase employment of the long term unemployed and economically inactive Central London residences in key developments across Central London.
- **1000 long term unemployed and economically inactive residents from the 8 CLF boroughs engaged** on a construction sector employment pathway
- **Participants in employment, including self-employment, within four weeks of leaving the programme** – participants gain construction sector employment (*provider to offer number gaining employment*)
- **Participants in sustained employment, including self-employment, for 26 weeks out of 32 weeks of gaining employment** (*provider to offer number sustaining employment*)

### **Outputs – to be captured and measured as Key Performance Indicators (KPIs)**

- Inactive and long term unemployed resident participants supported with IAG, pre-employment preparation/employability skills, drug and alcohol testing, work experience, caseloading, matching and screening to jobs and post-employment support
- Inactive and long term unemployed resident participants achieve relevant construction industry cards and 'tickets' that enable take-up of specific sector jobs for which these tickets are an industry, occupational or sector requirement
- Strategic-level engagement of employers and developers
- Support to businesses to recruit pre-prepared Central Londoners into employment across central London developments

### **ELIGIBILITY**

Eligibility is for **long term unemployed or inactive** residents of the eight CLF boroughs who are eligible for ESF funded support. ESF definitions state:

- **Economically inactive** - "Inactive" are persons currently not part of the labour force (in the sense that they are not employed or unemployed according to the definitions provided).
- **Long-term unemployed** Are persons usually without work, available for work and actively seeking work. Persons considered as registered unemployed according to national definitions are always included even if they do not fulfil all three of these criteria. The definition of Long term unemployed varies with age:

- Youth long-term unemployed (<25 years of age) = more than 6 months continuous spell of unemployment
- Adult long-term unemployed (25 years of age or more) = more than 12 months continuous spell of unemployment

Participants who are NEET (people aged 16-18) who are not in employment, education or training) are not eligible for the London Councils ESF Co-Financing Programme 2016-18.

## FUNDING AND PAYMENT MODEL

Payments for the Construction Careers programme will be on a payment by results/outcome payment model, weighted towards sustained job outcomes as the primary outcome-objective of the programme. The funding is therefore allocated against the following measures and service providers are asked to bid and provide evidence against the numbers and quality of outcomes they propose to deliver against each of these 3 programme elements.

Project Name	Central London Forward		
Geographical Location	Camden, Islington, Kensington and Chelsea, Lambeth, Southwark, Wandsworth, Westminster and the City of London Corporation		
Output and outcomes	<b>Number of Participants</b>	<b>Maximum Funding Available</b>	<b>Start and End Dates</b>
Engagement – <b>Participants registered, minimum 6 hours IAG and Individual Action Plan</b>	Applicants to propose volume	£600,000	Sept 2016 – June 2018
Job outcome – <b>Participants in employment, including self-employment, within four weeks of leaving project<sup>5</sup></b>	Applicants to propose volumes	£600,000	Oct 2016 - December
Sustained job outcome – <b>Participants sustained in employment for 26 weeks out of 32<sup>6</sup></b>	Applicants to propose volumes	£650,000	April 2017 – December 2018
Total		£1,850,000	

<sup>5</sup> ESF definition

<sup>6</sup> ESF definition