

Report



Cabinet Member for Education and Skills

Part 1

Date: 29 June 2017

Item No: 01

Subject European Social Fund Bids Priority Axis 1 – Youth Attainment and Employment

Purpose To update and seek approval from the Cabinet Member to commence formal delivery of the regional European Social Fund Inspire 2 Work Operation. Delivery will commence upon formal approval from the Welsh European Funding Office.

Author Work, Skills and Performance Manager

Ward City Wide (non Communities First areas)

Summary In October 2015 a Cabinet Member Report was approved supporting Newport City Council's application to the European Social Fund for the Inspire 2 Achieve and Inspire 2 Work Operations on behalf of Newport City Council, Cardiff Council, Vale of Glamorgan Council, Monmouthshire Council, Coleg Gwent, Cardiff and Vale College, Careers Wales, Melin Homes and Llamau. Newport City Council is the Lead Beneficiary (lead organisation) for the Inspire 2 Achieve Operation and is also proposing to be the Lead Beneficiary for the Inspire 2 Work Operation, managing the delivery and performance across the South East Wales region.

Newport City Council gained approval for the Inspire 2 Achieve Operation from the Welsh European Funding Office (WEFO), and began delivery in April 2016.

The Inspire 2 Work Operation led by Newport City Council, will include the following Joint Beneficiaries (partners): Newport, Vale of Glamorgan and Monmouthshire Councils, Melin Homes (Registered Social Landlord) and Llamau (Charity). In agreement with WEFO, the City of Cardiff Council will be phased in at a later date.

The Central Lead Team, employed by Newport City Council, currently consists of the following roles which will co-ordinate and monitor delivery of the Joint Beneficiaries within this Operation:

- Inspire Central Lead Manager
- Inspire Central Lead Finance, Monitoring & Governance Officer x 2
- Inspire Central Lead Administrator

The above posts are funded 100% through the European Social Fund, with the salary costs apportioned across the two Inspire Operations, 74% against Inspire 2 Achieve and 26% against Inspire 2 Work.

A summary of the Inspire 2 Work Operation is included in the background section of this document.

As the Lead Beneficiary for the Inspire 2 Work Operation, Newport City Council will be responsible for managing the performance of the Operation and overseeing the delivery of each Joint Beneficiary. This includes:

- Monitoring delivery of operational targets and outcomes as directed by Welsh European Funding Office (WEFO).
- Reporting of targets, outcomes and finances to WEFO.
- Collation of required evidence and documentation to support the targets, outcomes and finances. Communication to WEFO and cascading of information to consortium partners.
- Preparation for WEFO audits at a regional level.
- Development of legal agreements between Newport City Council as the Lead Beneficiary and the individual Joint Beneficiaries.
- Regional procurement processes where appropriate.

Proposal Update and seek approval from the Cabinet Member for Newport City Council to commence delivery of the Operation locally and act as Lead Beneficiary for the regional European Social Fund Inspire 2 Work Operation.

Action by Head of Regeneration Investment and Housing

Timetable In December 2014 the consortium of South East Wales Regional partners submitted an Operational Logic Tables (OLT) to the Welsh European Funding Office (WEFO) for the Inspire 2 Achieve and Inspire 2 Work Operations.

The OLTs provided a basic specification for each Operation, acting as an expression of interest to progress the development of a more detailed application. In 2015, the Welsh European Funding Office asked the regional partners to submit further detail in the form of business plans, which have been developed in several stages and in consultation with delivery partners and WEFO Officers.

Following Cabinet Member approval in October 2015, financial and delivery proposals for both Operations were submitted to WEFO.

On the 1st April 2016 Newport City Council received approval from the WEFO that the Inspire 2 Achieve Operation had been formally approved.

WEFO have provided Newport City Council with an anticipated start date for Inspire 2 Work Operation of January 2017.

The report was prepared after consultation with:

- Cabinet Member
- Head of Regeneration, Investment and Housing
- Head of Law and Regulations – Monitoring Officer
- Head of Finance – Chief Finance Officer
- Head of People and Business Change
- Chief Education Officer
- LSKIP (Learning Skills and Innovation Partnership)
- SEWDERB (South East Wales Directors of Regeneration Board)
- Local Authority Partners
- FE College
- Registered Social Landlords
- Third Sector Organisations

- WEFO (Welsh European Funding Office)
- SWYP Group (Skills, Work and Young People)
- Welsh Government (DfES)
- Careers Wales
- Youth Support Services Board

Signed

1. Background

- 1.1 The Council's Improvement Plan, Regeneration, Investment and Housing Service Plan and Economic Growth Strategy all highlight young people not in education, employment and training (NEET) and raising qualifications and skills as priorities for development. These are the key priorities within the European Social Fund (ESF) Operations that NCC are either delivering currently or developing for future delivery.
- 1.2 The priorities highlighted by Newport City Council are also key priorities for other Local Authorities across the region as identified by the Learning Skills and Innovation Partnership (LSKIP) South East Wales document (Attached within appendix 3)
- 1.3 European Social Funding across Wales is split into two distinct funding regions, West Wales and the Valleys and East Wales. Categorisation of each area is derived from GDP per capita compared to the EU average, and denotes the level of funding available.
- 1.4 The West Wales and the Valleys areas have access to greater levels of European Funding due to the area having higher levels of deprivation. The breakdown of Local Authority areas covered in South East Wales within the West Wales and the Valleys and East Wales regions is as below;
 - West Wales and the Valleys: Caerphilly, Torfaen, Blaenau Gwent, Merthyr Tydfil, Bridgend, and RCT.
 - East Wales: Newport, Cardiff, Vale of Glamorgan, Monmouthshire, Melin Homes and Llamau.
- 1.5 A South East Wales ESF group was established by NCC, with the purpose to identify need across the region, and develop potential proposals for funding to address this need. Through the East Wales working group, it was agreed that 2 proposed Operations addressing NEETs and those at risk of becoming NEET would be developed to address the priorities identified by LSKIP and WEFO.
- 1.6 It was also agreed that each Joint Beneficiary would be responsible for providing the required match funding and the evidence proving its eligibility for use on an ESF Operation. All Joint Beneficiaries will be responsible for monitoring their expenditure and ensuring the match funding is recorded appropriately and in line with WEFO guidance (this will be identified in a Relationship Agreement between all Joint Beneficiaries and Newport City Council as the Lead Beneficiary). Newport City Council as the Lead Beneficiary will be responsible for monitoring and validation of the information supplied by the Joint Beneficiaries before it is submitted to WEFO, the Central Lead Team have been recruited for this purpose.
- 1.7 All partners have identified eligible sources of match funding, however as discussed with WEFO the Operation is unable to secure this funding for the full 3 years of the Operation (due to external funding being used as match that is agreed annually). The Operation has been advised to identify match funding that will be available for year 1 and make assumptions for years 2 and 3. Match funding sources and time scales will therefore be subject to change throughout the lifetime of the Operation. If during the Operation a Joint Beneficiary has to withdraw their match funding and are unable to secure an alternative source they will be required to scale back their Operation accordingly, re-profiling their financial expenditure and outcomes. All Joint Beneficiaries (including NCC) are required to provide evidence approving the use of their match funding for the ESF Inspire 2 Work Operation.

2. ESF Programmes

2.1 Inspire 2 Work

This Operation led by NCC aims to reduce the number of 16-24 year olds who are Not in Employment, Education or Training (NEET) across the South East Wales region. Inspire 2 Work seeks to identify and address the needs of 16-24 year old NEET's, in bringing about sustainable integration into the labour market and thereby contribute to a reduction in youth unemployment.

2.1.1 Through a 'person centre' approach, the Operation aims to engage, support and enable NEET 16-24 years to gain a range of skills, qualifications and meaningful work placements to feel confident and motivated to enter into sustainable employment or further learning. Taking into account that young people have a number of barriers preventing them from entering employment or further learning, therefore the preferred delivery option gives the support and flexibility enabling the participant to succeed. The Operation will target intervention for those who are NEET across the 16-24 age range including:-

- 16-18 year olds: Identified through the Welsh Government 5 tier model, particularly those who Tier 1 (unknowns) or 2 (unable or have complex barriers).
- 19-24 JSA Claimants (non-work programme/work programme returners)
- 16-24 year olds who are NEET as identified by providers but not picked up by Careers Wales or Job Centre Plus
- 16-24 Vulnerable groups (e.g. BME, ESOL, young carers, young parents, homeless, pregnant, care leavers, young offenders, Roma) who are furthest from the labour market

2.1.2 The Operation has been designed to ensure that young people living in both non Communities First areas and Communities First areas have access to support and interventions which will help overcome barriers preventing them from gaining sustainable employment, reducing the number of NEETs across the South East Wales region.

2.1.3 The proposed outcomes for Inspire 2 Work are as follows:

2.1.4 Regional Delivery

Regional Outcomes over 3 years

NEET Participants (16 -24 years of age) engaged	792
NEET Participants (16 - 24 years of age) gaining qualifications upon leaving	188
NEET Participants (16 - 24 years of age) in education/training upon leaving	134
NEET Participants (16 - 24 years of age) entering employment upon leaving	200
Total	522

2.1.5 The regional Inspire 2 Work operation total value is £2,118,403 over the 3 years and is made up of £1,054,066 ESF grant and £1,064,843 of match funding. It is estimated, based on data provided by the Joint Beneficiaries that the Operation will support 792 participants, leading to 522 outcomes across the South East Wales region as broken down in the table above. The Operation is proposing a unit cost of £2675 per participant.

2.1.6 Participant targets and outcomes have been determined by Joint Beneficiaries through local consultation, data gathering and statistical research. The level of impact required to reduce the risk of NEETS in the region has also been gathered through wider consultation, source documentation and engagement with Jobcentre Plus, Engagement and Progression Coordinators, Careers Wales and LSKIP.

2.1.7 Newport Delivery

Newport Outcomes over 3 years

NEET Participants (16 -24 years of age) engaged	325
NEET Participants (16 - 24 years of age) gaining qualifications upon leaving	58

NEET Participants (16 - 24 years of age) in education/training upon leaving	56
NEET Participants (16 - 24 years of age) entering employment upon leaving	82
Total	196

- 2.1.8 Based on the funding rationale the Newport I2W delivery team will engage with 325 participants achieving 196 outcomes over the 3 years as detailed in the table below. The Operation in Newport will have a total value of £958,726, made up of £441,014 ESF grant and £517,712 of match funding.
- 2.1.9 Due to funding commitments and restraints within the Local Authority we are unable to commit match funding beyond the first year of the Operation but have made assumptions at WEFO's request for years 2 and 3. If we are unable to meet the level of Match Funding in additional years then the delivery model will be scaled back proportionately to satisfy the value of funding available.

Year 1 – Summary of Match Funding

Match Funding source	Availability of Match	Value	Rationale
Families First Grant	31 st March 2018	£93,618	3 FTE x Community Youth Workers
Youth Service Core Funding	Annual	£33,660	0.25 FTE x City Youth Worker, 0.2 FTE x Youth Service Manager, 0.25 FTE x Business Support Administrator
Youth Service Strategy Grant	31 st March 2017	£8,852	0.25 FTE x Youth Curriculum Tutor
Regeneration, Investment & Housing Core Funding	Annual	£6,103	0.1 FTE x Community Regeneration Manager
FR 40 Model		£37,060	WEFO Simplified Costs Option Model
Total		£172,571	

- 2.1.10 Financial and participant outcome data provided is based on accurate and up to date information, however this can be subject to change until the Operation is formally approved by WEFO. These changes will be communicated through cabinet member briefings and further reports.
- 2.1.11 Financial and participant data will be subject to further change once the Cardiff model is approved by WEFO and phased into Inspire 2 Work. Cabinet Member will be briefed on the progress of this.
- 2.1.12 **Bid Approval**
We are working with WEFO to ensure an approval that will enable the delivery of the Operation to start on the 1st February 2017.

3. Financial Summary

- 3.1 As the Lead Beneficiary NCC will be responsible for submitting the expenditure and outcomes achieved by the Joint Beneficiaries but will mitigate any risk by indemnifying ourselves against any undesirable actions by the Joint Beneficiaries through a robust legal agreement (Relationship Agreement, produced for use on the I2A Operation). The Relationship Agreement will place the responsibility of eligibility of match funding, outcomes and all financial expenditure with each individual Joint Beneficiary. The costs associated with NCC being Lead Beneficiary and employing the Central Lead Team will be fully recovered from ESF and contributions made by the Joint Beneficiaries.
- 3.2 As noted in 1.7, all Joint Beneficiaries have identified sources of match funding that will be eligible for years 1, 2 and 3 of the operation, but may not have been able to confirm this match for

years 2 and 3. Therefore match funding sources and time scales may be subject to change throughout the lifetime of the Operation. If during the Operation any partner has to withdraw their match and is unable to secure alternative funding they will be required to scale back their Operation accordingly, re-profiling outcomes and expenditure. Any surplus ESF may be redistributed (reprofiled) to other partners, subject to them providing additional match funding, or the overall operation and associated ESF downsized and reprofiled.

3.3 Total regional value and Match Funding breakdown.

3.3.1 Regional Delivery

I2W Operation	Year 1	Year 2	Year 3	Total
Total value	716,593	723,133	679,183	2,118,909
Match Funding	360,240	363,528	341,075	1,064,843
ESF	356,353	359,605	338,108	1,054,066

3.4 The Inspire 2 Work Operation contributes £146,977 ESF grant of which £104,984 is for the salary costs of the four proposed Central Lead Team posts over the 3 years, with the remaining £41,993 used for project delivery costs. Currently all posts have been recruited except the Central Lead Team Administrator which has been delayed pending approval of the I2W Operation.

I2W Operation	Year 1	Year 2	Year 3	Total
Total value	47,463	49,033	50,481	146,977
ESF Grant	23,603	24,384	25,104	73,090
Contribution by Joint Beneficiaries	24,629	24,629	24,629	73,887

3.4.1 The Relationship Agreement will ensure there is a contractual agreement between the Lead Beneficiary and each Joint Beneficiary to abide by the profiled contribution for the Central Lead Team costs.

3.5 Total Newport value and Match Funding breakdown.

3.5.1 Newport Delivery

I2W Operation	Year 1	Year 2	Year 3	Total
Total value	319,576	319,575	319,575	958,726
Match Funding	172,571	175,571	172,570	517,712
ESF	147,005	147,005	147,004	441,014

3.6 The Inspire 2 Work Operation will contribute £104,638 per year for the salary costs of the below posts within Newport Youth Service, the remaining £42,367 per year for project delivery costs:

1. Inspire City Youth Worker – currently coordinates delivery of the I2A Operation and will also coordinate delivery of the I2W Operation within Newport. The post is funded 50% by each Operation and was filled in May 2016 following the Youth Service consultation and the redeployment of a City Youth Worker.
2. Inspire Curriculum Tutor – this post will deliver accredited training to young people engaged through both the I2A and I2W Operation, supporting the qualification target for participants set by WEFO. The post will be funded 25% by the I2A Operation and 75% by the I2W Operation; recruitment for this post has been delayed pending approval of the I2W Operation.
3. Inspire Economic Inactivity Workers x 2 – these staff will be re-deployed from the Work and Skills department to provide 1 to 1 support to the participants engaged and continue delivery of the NEETs agenda through the I2W Operation. The posts will be funded 100% by the I2W Operation.

4. Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
If NCC does not take the lead there is a strong possibility that the Operation will not go ahead	H	H	By taking the regional role we are protecting this opportunity	Community Regeneration Manager
Operation not approved	L	M	NCC is working closely with WEFO and its partners and are confident on the success of the bids	Work/ Skills & Performance Manager
Match Funding not available	H	L	<p>NCC has worked with partners and departments to highlight available match funding.</p> <p>A legally binding Relationship Agreement will be signed by each Joint Beneficiary before delivery starts placing responsibility upon them for match funding their delivery and to provide a contribution to the Central team</p>	Work/ Skills & Performance Manager
Reduced budgets of identified Match Funding sources due to further austerity actions	M	M	<p>NCC and all Joint Beneficiaries have highlighted eligible sources of Match Funding; these sources are highlighted to the authority and WEFO</p> <p>WEFO are content to approve any business plan on this basis. Should match funding change, there will be an opportunity to re-profile the operation accordingly</p>	Community Regeneration Manager
Not enough resource available to deliver	H	L	Working with service managers and	Work/ Skills & Performance

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Operation targets			partners to gain relevant support at the correct levels	Manager
Duplication with other Operations	L	L	Communication with other proposed ESF projects and existing alternatively funded projects to ensure delivery is not duplicated within the Region	Work/ Skills & Performance Manager
Operation outcomes and indicators not being achieved	H	L	Outcomes have been set at realistic levels based on quantifiable need that already exists within Newport. Robust processes and networks will also support the achievement of outcomes	Work/ Skills & Performance Manager
Non-compliance with WEFO requirements – risk of claw back	H	L	Robust project management arrangements, regular reports to CM, legal agreements. Strong verification measures in place by WEFO from the outset reduce risk	Work/ Skills & Performance Manager
Joint Beneficiaries not providing relevant evidence to verify expenditure and outcomes	H	L	Implementing strong legal agreements between all partners	Work/ Skills & Performance Manager
Lack of communication regarding approvals and updates for the authority	H	L	Regular updates for to the cabinet member, briefing on changes and updates made with in the project design, finances, and governance	Community Regeneration Manager
Communication with Joint Beneficiates , completing the Business Plan with relevant accurate information and financial information	H	L	Meeting regularly with I2W Regional Working Group, provide updates to the group and finance partners and setting deadlines	Work/ Skills & Performance Manager
Joint Beneficiaries do not	M	L	Robust Relationship	Work/ Skills &

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
claim the profiled expenditure and receive the necessary ESF grant to contribute to the Central Lead Team costs			Agreement signed by each individual Joint Beneficiary, allowing the Lead Beneficiary to withhold the necessary ESF grant to cover the Central Lead Team costs	Performance Manager
Delay in receipt of ESF grant by WEFO and payment to Joint Beneficiaries due to extended MVT claim verification process	L	L	Robust Relationship Agreement signed by each individual Joint Beneficiary, allowing for delay in receipt of ESF grant	Work/ Skills & Performance Manager

5. Links to Council Policies and Priorities

5.1 The One Newport Single Integrated Plan (SIP) identifies key themes, identified as priorities as a result of the Unified Needs Assessment (UNA). The proposed ESF Operation will aim to provide interventions that address the Skills and Work theme of the SIP, specifically;

- Implement the Youth Engagement and Progression Framework to reduce the numbers of young people who are not in education, employment or training.
- Ensure young people have the basic and essential skills necessary to access opportunities and contribute to society.
- Improve the engagement of local employers within education and learning.
- Supporting young people to access employment opportunities, matching their skills to vacancies created through the Work Based Learning Academy.

6. Options Available and Considered

6.1 Commence delivery of the Inspire 2 Work Operation when formal approval is received from Welsh European Funding Office.

6.1.1 This option will provide Newport City Council with additional European Social Funding resources to identify and support young people, reducing the number of 16-24 year olds who are Not in Employment, Education or Training (NEET) across the South East Wales region.

6.2 To not commence delivery of the Inspire 2 Work Operation

6.2.1 Newport City Council will not access the available ESF grant to increase resources and deliver interventions to young people aged 16-24 who are Not in Employment, Education or Training (NEET).

7. Preferred Option and Why

- 7.1 Option 6.1 is the preferred option as this will allow us to shape the delivery of projects to meet Newport City Councils corporate objectives as set out under the One Newport plan.
- 7.2 Inspire 2 Work will create further resources funded externally through ESF. Leading on the operations across the South East Wales region will ensure that Newport receives over £1m in ESF funding between the operational delivery and the regional management of the programme over a 3 year period supporting the Skills and Work agenda.

8. Comments of Chief Financial Officer

- 8.1 The funding of the Priority Axis 1 – Youth Attainment and Employment program, along with the mitigation of financial risks to Newport City Council associated with working with partner organisations, have been reviewed with officers.
- 8.2 Lead Partner responsibilities should not be underestimated by the Council and the drawing up of a robust and comprehensive ‘partnership agreement’ that clarifies partner responsibilities for delivery, financial and other risks etc. is crucial to success and for protecting the financial position and other issues of this Council.
- 8.3 The lack of match funding, certainty across partners, over the full 3 years is worrying and ideally should be resolved at this early point. Whilst core budgets can be protected from further cuts over the next 3 years by the service area, there is less control over external grants. Having said this, it should still be possible to protect the elements that are required for this match funding with any future reductions having an impact on other parts of service delivery which depend on those grants. This could be confirmed as a strategy in going forward at this early point to provide the necessary comfort this project does require.
- 8.4 If the external grants were to cease completely, then that would create very significant problems for this programme. Given the financial position of the Council over the medium term, it will not be possible for the service area to fund any cessation of current external grant being used and the project would need to be reduced in scope as the report confirms.

9. Comments of Monitoring Officer

- 9.1 The proposed action is in accordance with the Council’s powers under the Local Government Act to enter into collaborative arrangements with other local authorities in relation to the joint discharge of functions and accordingly it is open to the Council to be the Lead Beneficiary for the Inspire to Work Operation (subject to formal approval from WEFO to commence delivery of the Operation).
- 9.2 However the Council will need to ensure that a formal agreement is in place with the partner authorities and bodies to enable it to act as the lead authority and also to ensure that the Council is adequately protected and indemnified in relation to costs , expenses and all liabilities arising out of this role and responsibilities under the funding arrangements. The Funding terms and conditions will need to be scrutinised to ensure that the Council will be in a position to perform and observe the same and to ensure that there is sufficient flexibility bearing in mind the uncertainty over match funding. It is understood that it is intended to secure a Relationship Agreement to ensure that the Council obtains all necessary indemnities and assurances.

10. Comments of Head of People and Business Change

- 10.1 The Inspire to Work programme aims to tackle young people who are not in education, employment or training (NEET) and to improve qualifications and skills levels. The provision addressed a gap in provision by focusing on non-Communities First areas where assistance is currently much less extensive. NEET levels, youth unemployment and low skills levels are well

established priorities for the Council and their partners and are connected to a range of poor long-term outcomes including mental health, offending, long-term unemployment and impact on families. Such a programme which adopts an integrated approach and focuses on prevention is fully in line with the sustainable development principles set out in the Wellbeing of Future Generations Act and is to be welcomed.

11. Comments of Cabinet Member

11.1 Cabinet Member has approved the report.

12. Scrutiny Committees

12.1 The delivery and performance of the Inspire 2 Work Operation will be monitored through PI and performance boards. The Regeneration, Investment and Housing Scrutiny Committee will have the opportunity to monitor the operations performance against the service indicators and the WEFO approved Business Plan.

13. Equalities Impact Assessment and the Equalities Act 2010

13.1 The Equality Act 2010 contains a Public Sector Equality Duty which came into force on 06 April 2011. The Act identifies a number of 'protected characteristics', namely age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership. The new single duty aims to integrate consideration of equality and good relations into the regular business of public authorities. Compliance with the duty is a legal obligation and is intended to result in better informed decision-making and policy development and services that are more effective for users. In exercising its functions, the Council must have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Act; advance equality of opportunity between persons who share a protected characteristic and those who do not; and foster good relations between persons who share a protected characteristic and those who do not. The Act is not overly prescriptive about the approach a public authority should take to ensure due regard, although it does set out that due regard to advancing equality involves: removing or minimising disadvantages suffered by people due to their protected characteristics; taking steps to meet the needs of people from protected groups where these differ from the need of other people; and encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

14. Children and Families (Wales) Measure

14.1 Although no targeted consultation takes place specifically aimed at children and young people, consultation on planning applications and appeals is open to all of our citizens regardless of their age. Depending on the scale of the proposed development, applications are publicised via letters to neighbouring occupiers, site notices, press notices and/or social media. People replying to consultations are not required to provide their age or any other personal data, and therefore this data is not held or recorded in any way, and responses are not separated out by age.

15. Wellbeing of Future Generations (Wales) Act 2015

15.1 The "Sustainable Development Principle" – 5 Ways of Working within the Wellbeing of Future Generations (Wales) Act 2015 have been considered through the Inspire 2 Work operation. The below demonstrates how the operation has considered and addressed those 5 principles:

- Long term: The operation will ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Consideration will be given to the seven well-being goals within the Wellbeing Act when delivering activity.

- Prevention: The operation aligns with the six key areas of the Youth Engagement and Progression Framework, focussing on early identification of those young people who are NEET and supporting them to re-engage with education, employment or training.
- Integration: The operation will ensure that delivery will align and impact on our wellbeing objectives, our wellbeing goals, other objectives and those of other public bodies.
- Collaboration: The operation has completed extensive consultation as noted in point 17 below to ensure it has considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives.
- Involvement: The operation has considered the importance of involving people with an interest in achieving the wellbeing goals with continual consultation and evaluation planned, ensuring that those people reflect the diversity of the City we serve.

16. Crime and Disorder Act 1998

- 16.1 Section 17(1) of the Crime and Disorder Act 1998 imposes a duty on the Local Authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.

17. Consultation

- 17.1 The operation has been developed by partners across 10 local authorities, using the Youth Engagement and Progression Framework and the gaps it has identified as the basis for need, as set out below from Youth Engagement and Progression Framework 2015:

- Identifying young people most at risk of disengagement.
- Better brokerage and coordination of support.
- Stronger tracking and transitions of young people through the system.
- Ensuring provision meets the needs of young people.
- Strengthening employability skills and opportunities for employment.
- Greater accountability for better outcomes for young people.

The operation has been designed to work in conjunction with other programmes and Welsh Government back bone projects and will not duplicate but compliment and add value, filling gaps in provision where there is a specific need. This includes the alignment of other operations such as:

Communities 4 Work – The operation will predominantly work outside Communities First and Communities 4 Work areas, focussing our activity on areas and participants that would not have the benefit of these programmes.

Traineeships – The operation will work with Work Based Learning providers to ensure young people have an exit route from the provision that supports their search for employment. This provides an alternative to further training and education and will bridge the gap between the engagement phase of traineeship and the employment offered through Jobs Growth Wales ensuring young people have been prepared appropriately.

Jobs Growth Wales – The operation provides a progression route to those post 16 participants engaged through the Inspire 2 Achieve operation that become NEET and require further interventions outside of full time education. Additionally the operation can dovetail into alternative ESF provisions such as Jobs Growth Wales by providing the preparation and qualifications required to successfully start and complete a Jobs Growth Wales placement.

Inspire 2 Work has engaged in detailed discussion with partners, including our equivalent Inspire 2 Work WWV partners, as below:

- Newport City Council has engaged specifically with Migration Officers to discuss concerns around engaging the Roma population in training and employment opportunities.
- Cardiff and Vale College have been engaged in discussions around being a co-financing beneficiary or procurement partner. Their need, along with the strong links already in place between the college and Vale of Glamorgan Council determined their preference to be engaged through procurement opportunities and existing partnership arrangements.
- Coleg Gwent cover both East Wales and West Wales and the Valleys, and therefore have been engaged both through the SE Wales HE/FE network, and through local discussion with regards to progression routes. It was important to ensure a consistent approach to this partnership arrangement across both Inspire 2 Work operations, and also the complimentary Inspire 2 Achieve operation.
- Lead officers have attended events held by the South East Wales Regional Learning Partnership (LSkIP), and the Lead Beneficiary sits on both P1 and P3 ESF Support Groups. Inspire 2 Work has engaged in the P3 Support Group along with other operational partners across the South East Region to enable further collaboration. The Support Groups enable the operation to engage with other local, regional, and national Operations (in development and delivery stages) that deliver in South East Wales to ensure complementarity, and to avoid duplication.
- The operation has considered Priority Axis 2 operations and the support for participants who are exiting the operation into employment but may require further training and qualifications to sustain employment.
- Local Authority partners have engaged with Communities First within their areas to discuss the Communities 4 Work operation that is specifically targeted to 16-24 year olds and how it can work in partnership with Inspire 2 Work.
- The proposal has been designed to work in conjunction with other programmes and Welsh Government back bone projects and will not duplicate but compliment and add value, filling gaps in provision where there is a specific need.

The following partners have been consulted, with their level of engagement set out below:

Organisation	Involvement
Newport City Council	Lead beneficiary
City of Cardiff Council	Joint Beneficiary
Monmouthshire County Council	Joint Beneficiary
Vale of Glamorgan Council	Joint Beneficiary
Llamau	Joint Beneficiary
Melin Homes	Joint Beneficiary
Monmouthshire Housing Association	Proposed delivery partner
Coleg Gwent	Interested in procured or referral opportunities
Cardiff and Vale College	Interested in procured or referral opportunities
Blaenau Gwent CBC ¹	Member of SWYP ² group Lead Beneficiary: WWV Inspire2Work
DFES ¹	Member of SWYP group
DWP ¹	Member of SWYP group
Public Health Wales ¹	Member of SWYP group
South East Wales Regional Engagement Team	Member of SWYP group
South East Wales Directors of Environment & Regeneration Group	Endorsement of proposals
Learning, Skills & Innovation	Endorsement of proposals

¹ Consultation was undertaken at a regional level, through the previously established SWYP group for the Inspire 2 Work model across the 10 Local Authorities (WWV and EW)

² Skills, Worklessness, Young People (SWYP) was a Task and Finish Group set up under SEWDER to look at opportunities for accessing EU Structural Funds across SE Wales

Partnership	
Careers Wales ¹	Consulted on proposals
Communities First	Consulted on proposals
Families First	Consulted on proposals

In addition, the following engagement and consultation activity has contributed to the development of the operation:

Local Authority partners

- Regular scheduled meetings and communication with key individuals.
- Attendance and participation in regional meetings for Skills, Worklessness and Young People (SWYP)
- Participation at regional monthly meetings of the East Wales ESF working group.
- Discussion at regional project management/ development meetings
- Newport City Councils Young People Education, Employment and Training forum
- Vale of Glamorgan NEET's Strategy Group
- Vale of Glamorgan CYP Programme Board
- Monmouthshire Business Employment Skills and Training (BEST) Partnership
- Monmouthshire 14-19 Curriculum Network Meetings
- Monmouthshire Post 16 Steering Group
- Regular meetings and communications with Youth Engagement and Progression Framework Coordinators.
- Regular communications with the Inspire 2 Work WWV lead partner through meetings, email, and telephone.
- Newport City Council Work Based Learning Academy Coordinator to ensure provision of work opportunities.
- Newport City Council Local Service Board – Work Based Learning Academy

Non LA partners

- All four Local Authority Local Service Boards
- Attendance and participation in regional meetings for Skills, Worklessness and Young People
- Coleg Gwent
- Cardiff and Vale College

18. Background Papers

- 18.1 Please see below as appendices the Inspire 2 Work business plan and Equality Impact Assessment.



BusPlan
Inspire2Work_EW_0_



EIA.docx

Dated: 29 June 2017