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## London Borough of Bromley

### PART ONE - PUBLIC

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**Decision Maker:** **RESOURCES PORTFOLIO HOLDER**  
**For Pre-Decision Scrutiny by Executive and Resources PDS Committee on**

**Date:** **Wednesday 12 October 2016**

**Decision Type:** Urgent Non-Urgent      Executive Non-Executive      Key Non-Key

**Title:** **BROMLEY YOUTH EMPLOYMENT SCHEME - PROJECT EXTENSION**

**Contact Officer:** Jane Bailey, Director: Education,  
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**Chief Officer:** Director: Education (ECHS)

**Ward:** (All Wards);

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1. Reason for report

On 26th March 2012, Council approved the setting aside of £2.26m in an earmarked reserve for Member Priority Initiatives. £500k was approved for a scheme to help tackle youth unemployment in the borough through supporting the creation of sustainable job opportunities.

On 31st January 2013, the Resources Portfolio Holder awarded the contract to deliver the Youth Employment Project to Bromley College of Further and Higher Education for the sum of £500k.

On 5th February 2014, the E & R PDS Committee supported the following proposals:

- a) to terminate the contract with the college for the delivery of the youth employment (STAR) project due to the College's inability to deliver the tendered number of outcomes
- b) to reallocate the residual earmarked reserve to continue to support the objectives of the project.

On the 14<sup>th</sup> July 2014 the Resources Portfolio Holder gave approval for the Bromley Education Business Partnership to commence delivery of the two year Bromley Youth Employment Scheme – YES (Phase 2).

This report clarifies that £128,590 is the amount of funds available following the deadline passing for residual claims from the Bromley College STAR project and identifies a proposal to

utilise the remaining funds to secure an initial one year extension (phase 3) of the Bromley Youth Employment Project.

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## **2. RECOMMENDATION(S)**

- 2.1 The E & R PDS Committee are asked to note and comment on the proposal to reallocate the remaining £128,590 to fund Phase 3 of the Bromley Youth Employment Scheme (YES).
- 2.2 The Resources Portfolio Holder is requested to approve the allocation of the remaining £128,590 to fund Phase 3 of the Bromley Youth Employment Scheme (YES).

### Corporate Policy

1. Policy Status: Existing Policy
  2. BBB Priority: Children and Young People Vibrant, Thriving Town Centres Not Applicable:
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### Financial

1. Cost of proposal: £128,590
  2. Ongoing costs: Non-Recurring Cost
  3. Budget head/performance centre: Earmarked reserves for Member Priority Initiatives
  4. Total current budget for this head: £128,590
  5. Source of funding: Earmarked reserves for Member Priority Initiatives
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### Staff

1. Number of staff (current and additional): Bromley Education Business Partnership (existing staff) 1 work experience placement coordinator and 1 graduate intern (additional and employed on a fixed term basis). Staff support from 0.2 FTE of Bromley Youth Support Programme staff.
  2. If from existing staff resources, number of staff hours: 5.2 FTE
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### Legal

1. Legal Requirement: None:
  2. Call-in: Not Applicable:
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### Customer Impact

1. Estimated number of users/beneficiaries (current and projected): 1,500 employers, 450 students, 25 unemployed young people in Bromley aged 17-24 placed into contracted employment, 50 work related learning opportunities to be created for young people in hard to reach groups.
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### Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable

2. Summary of Ward Councillors comments: Not applicable

### 3. COMMENTARY

Following the decision on 5th February 2014 by the E & R PDS Committee to terminate the STAR project contract with Bromley College for the delivery of support for youth unemployment, a two year period was established during which Bromley College could make claims for achievements against the STAR project funding. (The contract specification included a payment mechanism whereby funds were only released when evidence was provided to substantiate that specific outcomes have been achieved/delivered at the various stages of the project.) Funding was set aside to cover any outstanding claims.

The two year period has now passed and Audit has clarified that £128,590 remains available, following all claims having been satisfied.

After the STAR project, in July 2014 the Resources Portfolio Holder gave approval for the BEBP to commence delivery over two years of the Bromley YES project and awarded total funding of £260K. Accountability and progress have been monitored through a Project Board made up of key stakeholders, chaired by Jane Bailey, Director of Education. Regular progress reports highlighting achievements have been provided to the E & R PDS throughout the two year period.

The project funding has now come to an end and further funding is being sought to continue a new phase of the project.

The Youth Employment Scheme (phase 3) will include further key initiatives as follows:

- The particular success of the YES programme in supporting our 'corporate parent' role in assisting Children who are Looked after to access the workplace and improve their employment opportunities should remain as an opportunity. It should be expanded in line with the recommendations of the recent Post 16 Skills Plan: "Work Related Learning can play an important part in encouraging those from disadvantaged backgrounds to raise their aspirations and to consider professions that they may not previously have thought of. At a strategic level we should ensure that excluded groups, including looked after children, children with disabilities and young people in contact with the youth justice system have access to work related learning and other appropriate education, training and employment opportunities."
- The recent OFSTED report identified that "Too many care leavers are not in education, employment or training." In response to this, the OFSTED improvement plan identifies a specific piece of work with the YES project: "Develop a working protocol with the YES Project (Bromley Education Business Partnership) to increase opportunities and engagement of care leavers, including apprenticeships." Phase 3 of the YES programme would support this work.
- Further to this the OFSTED improvement plan identifies "Write a policy that sets out a requirement for all newly commissioned services to offer, where appropriate, work experience, work placements and/or apprenticeships to care leavers." The Bromley Education Business Partnership currently has responsibility for the safeguarding checks of work experience placements for students in the Borough, and is best placed to support young people's opportunities within the Apprenticeship 2020 vision. It will have a role to play in the implementation of that policy and this role will need funding support. The role encompasses, ensuring future commissioning work includes commitment to the apprenticeship agenda and that a range of apprenticeship qualification opportunities are offered to Bromley young people.

The new (phase 3) of the Youth Employment Project would represent a development from phase 2 and would have the key aims to:

- implement a borough wide Employer Engagement Programme to support the generation of employment opportunities:
- deliver a borough-wide 16+ Employability Support Programme which supports the wider participation of young people in education, employment and training agenda.
- provide programmes of work related learning support and employment opportunities for vulnerable young people including those who are Children Looked After or Leaving Care, Youth Offenders, Young Carers or those with Special Educational Needs and Disabilities.
- increase the offer of work experience placements and work related learning opportunities, traineeships and apprenticeships across LBB departments, partners and the community/voluntary sector.
- deliver Next Steps Employability Conferences to Bromley students in Year 12 on one year courses and Year 13 not going onto Higher Education to help with their employability and transition to the workplace. The tracking of these young people has a direct positive impact on the LBB NEET figures.

The draft proposal for Phase 3 of the YES programme is attached at Appendix 1. The programme would continue to have a management board chaired by Jane Bailey, Director of Education, and should funding be released for Phase 3, the management board would agree the final targets and key work of Phase 3 at their meeting on 02 November 2016.

We believe that to be successful, Phase 3 needs to be established for a two year period, as we are making a significant change to the work related learning opportunities for vulnerable young people and the apprenticeship agenda is ever changing, however, with the original Education Business Partnership led YES programme funding coming to an end, it is imperative that staffing and the support of partners is not lost whilst the possibility of year 2 funding for the next phase is sought, hence our request to have funding for year 1 of phase 3 to be released.

#### **4. POLICY IMPLICATIONS**

The project supports the Council's Building a Better Bromley priorities for 2014/16 linked to Regeneration, Supporting Children and Young People and Vibrant Thriving Town Centres.

#### **5. FINANCIAL IMPLICATIONS**

Following the cessation of the contract with Bromley College for the STAR project on 5 February 2014, all of the outstanding contract payments have now been finalised and a balance of £128,590 remains of the £240,000 allocated to the project.

This report is proposing to use the remaining balance to deliver Year 1 of Phase 3 of the Bromley Youth Employment Scheme programme, to continue to support the original aims of increasing young people's participation in employment, education and training.

Year 1 of the project will run from October 2016 to the end of September 2017 and will be used to cover salaries of a Placement Coordinator, a Graduate Intern, project management, as well as materials and events.

#### **6. LEGAL IMPLICATIONS**

At their meeting on 5<sup>th</sup> February 2014, the Executive and Resources Policy Development and Scrutiny Committee supported proposals, approved on 21 February 2014 for the termination of

the contract with Bromley College for delivery of the Bromley Youth Employment Project by providing three months' notice.

Following discussion between both parties a mutual agreement was reached to terminate the contract. Clause 21 of the contract Agreement permitted LBB to terminate the agreement by giving three months written notice. This notice was deemed served on 28<sup>th</sup> February 2014 and the Agreement was terminated on 31<sup>st</sup> May 2014. On the 14<sup>th</sup> July 2014 the Resources Portfolio Holder gave approval for the BEBP to commence delivery of the Bromley Youth Employment Project (Phase 2).

## 7. PERSONNEL IMPLICATIONS

The project is delivered a) through the permanent staff resource within the BEBP, YES programme funding maintains staffing levels within the permanent staff team and b) the recruitment of a work experience placement coordinator and a graduate intern per year. The salary plus on-costs for the two posts are included in the total project cost of £128,590.

Non-Applicable Sections:	[List non-applicable sections here]
Background Documents: (Access via Contact Officer)	<ul style="list-style-type: none"> <li>• Bromley Youth Employment Scheme – Progress Update, E &amp; R PDS 12 May 2016</li> <li>• Bromley Youth Employment Scheme– Progress Update, E &amp; R PDS 26 November 2015</li> <li>• Bromley Youth Employment Scheme– Progress Update. E &amp; R PDS 9 July 2015</li> <li>• Bromley Youth Employment Scheme – Progress Update. E &amp; R PDS 12 March 2015</li> <li>• Bromley Youth Employment Scheme – Executive and Resources PDS on 19 November 2014</li> <li>• ED15075 Bromley Youth Employment Scheme – Executive and Resources PDS on 5<sup>th</sup> June 2014</li> <li>• DFR 14/015 Bromley Youth Employment Scheme : Performance Update for Quarter 2</li> <li>• DRR13/133 Bromley Youth Employment Scheme = Update (November 2013)</li> <li>• Bromley Youth Employment Project – Renewal &amp; Recreation PDS on 10<sup>th</sup> July 2012, Executive &amp; Resources PDS on 14<sup>th</sup> June 2012</li> <li>• Full Council meeting held on 26<sup>th</sup> March 2012</li> </ul>