

Decision Maker: EXECUTIVE

Date: For Pre-Decision Scrutiny by the Renewal, Recreation and Housing Policy Development and Scrutiny Committee on Thursday 15 June 2023

Decision Type: Non-Urgent Executive Key

Title: UKSPF: PEOPLE AND SKILLS FUNDING

Contact Officer: Hal Khanom, Head of Economic Development
E-mail: hal.khanom@bromley.gov.uk

Chief Officer: Director of Housing, Planning, Property and Regeneration

Ward: All Wards

1. Reason for decision/report and options

- 1.1 This report provides a summary of the plans for the UKSPF People and Skills funding allocation accessed through Local London and seeks authority to accept the grant. The report sets out recommendations for the spend of the grant.
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2. **RECOMMENDATION(S)**

- 2.1 The Renewal, Recreation and Housing PDS Committee is asked to note the report and provide comments for consideration by the Executive.

The Executive is asked to:

- 2.2 Approve the acceptance of the allocation of the UKSPF grant funding totalling £534,800, approve for the revenue budgets to be adjusted accordingly, and approve for this funding to be used for the interventions set out in paragraphs 3.6 - 4.17.
- 2.3 Delegate authority to the Director of Education and the Director of Housing, Planning and Regeneration in consultation with the Portfolio Holder for Renewal and Recreation to move funding between the programmes to best respond to demand and ensure outputs and outcomes are met.
- 2.4 Note the additional monies already allocated to Bromley through existing programmes set out in 3.4

Impact on Vulnerable Adults and Children

1. Summary of Impact: The funding supports people excluded from economic participation.
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Transformation Policy

1. Policy Status: Existing Policy
 2. Making Bromley Even Better Priority:
 - (1) For children and young people to grow up, thrive and have the best life chances in families who flourish and are happy to call Bromley home.
 - (2) For adults and older people to enjoy fulfilled and successful lives in Bromley, ageing well, retaining independence and making choices.
 - (5) To manage our resources well, providing value for money, and efficient and effective services for Bromley's residents.
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Financial

1. Cost of proposal: £534,800 (grant funding)
 2. Ongoing costs: Not applicable
 3. Budget head/performance centre: To be set up
 4. Total current budget for this head: N/A
 5. Source of funding: UKSPF devolved by GLA to Local London
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Personnel

1. Number of staff (*current and additional*): N/A
 2. If from existing staff resources, number of staff hours: N/A
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Legal

1. Legal Requirement: Non-Statutory - Government Guidance
 2. Call-in: Applicable: Executive Decision
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Procurement

1. Summary of Procurement Implications: Any procurement arising from use of the grant is subject to the PCR 2015 and the Councils Contract Procedure
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Property

1. Summary of Property Implications: N/A
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Carbon Reduction and Social Value

1. Summary of Carbon Reduction/Sustainability Implications: N/A
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Impact on the Local Economy

1. Summary of Local Economy Implications: Substantial economic and social impact, focussed on supporting economically excluded people into employment.
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Impact on Health and Wellbeing

1. Summary of Health and Wellbeing Implications: Supporting financial independence.
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Customer Impact

1. Estimated number of users or customers (*current and projected*): Approximately 350

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 At Executive on 30 November 2022, the Council agreed the spend programme for the UK Shared Prosperity Fund noting that the scope of that decision did not include any allocations for the People and Skills priority, expected to be accessible for 2024-2025 only and determined through sub-regional partnership (SRP) decision making.
- 3.2 The Government has brought this forward for delivery to now take place from April 2023 to March 2025. £25M of the £38M funding for London will be going directly to SRPs, which in Bromley's case is Local London. The table below outlines how the London People and Skills funding will be allocated and what it must be spent on:

Programme	Proposed budget for 24/25	Lead authority
NEETs & at risk of NEETs	£9.5m	GLA
Career Hubs	£3.5m	GLA
Work and Health Programme (WHP) No Wrong Door (NWD) Targeted provision for excluded groups such as ex-offenders, homeless, refugees, carers.	£25m	SRPs
Total	£38m	

- 3.3 The three areas for the SRP spend were agreed in the UKSPF Investment Plan between GLA and Government. Of the £25M to SRPs, Local London has been awarded £7.93m. Local London is in the process of agreeing a broad prospectus with GLA on how this funding will be spent. £764,00 was used as the Government's calculation for Bromley to make up the total allocated to boroughs.
- 3.4 As agreed in the London Investment Plan, this money must be assigned to the 3 priority areas in the table above (No Wrong Door, Work and Health and targeted support for excluded groups). £99,320 will be spent on extending the existing Work and Health Programme in Bromley. This programme supports residents with health barriers towards work. A further £99,320 will be spent in Bromley on the No Wrong Door project, expanding the Integration Hub to provide a single officer for each Borough and 4% management costs towards Local London's management of the total grant.
- 3.5 The remaining £534,800 must be spent on targeted provision for groups excluded and is open to determination by LBB in conjunction with Local London. All spend and outputs must be delivered by March 2025.
- 3.6 The proportion of outputs and outcomes by borough has not been agreed and details of evidence requirements are not yet finalised. Programme outputs and outcomes are:

Outputs

Number of economically inactive people engaging with keyworker support
Number of people supported to engage in job-searching

Outcomes

Number of people engaged in job-searching following support
Number of people in employment, including self-employment, following support

Proposed use of funds and rationale

- 3.7 All proposals must be agreed with Local London.
- 3.8 It is recommended that the £534,800 is spent on (1) supporting cohorts that statutory services are already engaged with (SEND and Care Leavers) to complement revenue budgets and (2) catalysing on the opportunity to use external funding to establish an employment and skills hub within the borough.
- 3.9 Based on a resident remaining economically excluded for the rest of their working life, the average individual could potentially cost over £340,000 in direct welfare benefit costs over their life (2020 figures Stat Explore, NOMIS and ONS). This discounts any other costs associated with health and well-being, much of which is picked up by Local Government through statutory services.

In March 2023, London Councils surveyed London boroughs about their employment and skills services. The survey showed that the vast majority of London boroughs (88%) provide a local employment support service. Annual budgets for employment services varied between £75,000 and £5.4m. Boroughs identified Section 106 (69%), core council spending (48%) and the European Social Fund (ESF - 59%) as key sources of funding for their employment services.

- 3.10 Employment of people furthest from the labour market is a specialised field and a resource gap within the Council. Bromley did not access the ESF funding for employment and skills as it was not yet part of a sub-regional partnership. Core and Section 106 are constrained, thus UKSPF provides an opportunity for establishing an employment and skills focus in the borough with reduced risk, creating a borough delivery mechanism for the effective use of future employment and skills funding post UKSPF.

3.11 Targeted provision for SEND (£200k)

- 3.12 National policy and recent local stakeholder engagement describes the barriers faced by young adults with a special educational need or disability (including mental health conditions) who are seeking to find, remain or progress in vocational training or work.
- 3.13 Through the Internships Work project funded by the Department for Education, the Council is seeking to enable more young adults with additional needs, to benefit from a supported internship per year by 2025. A key element of this project includes developing strong working relationships between parents, young people, education, health, and social care (children and adult) services, employment services, schools, colleges and training providers. All partners are engaged in the SEND Employment forum and are signed up to a shared vision of increasing the number of supported internships.
- 3.14 No single organisation can resolve the above issues and barriers alone. Bromley Council needs to work collaboratively across council services and with a range of stakeholders to utilise our different strengths and assets.
- 3.15 UKSPF people and skills funding will be used to:
1. Extend the work of the Internships Work programme to strengthen other employment pathways and opportunities for young adults with SEND who are economically inactive.
 2. Develop a key working model to support young adults into employment.
 3. Develop, deliver, and monitor an evidence-based employment brokerage service for all young adults with SEND.

4. Work with the Council to become a disability confident employer and develop a Supported Internship programme within the Council.
5. Develop a local employer engagement strategy, and good relationships with local large employers as well as SMEs providing a wide range of opportunities for young adults with SEND including work visits, tasters, placements, and paid work.

Sustainability: At the end of UKSPF funding the Education team has that this SEND project will be operationalised into practice and sustainable from within existing resources.

3.16 Targeted provision for Care Leavers (£75K)

- 3.17 Externally commissioned programme of specialist advisor support prioritising young care leavers 18-24 who are furthest from the job market and at risk of becoming even more isolated. The programme will support them to establish healthy and meaningful connections, build a strong peer-community network and find the confidence and support needed to move into sustainable employment, training, and education.
- 3.18 There are currently 278 young care leavers aged 18-25 supported by Bromley Council. Of this group, 88 young people are broadly eligible for UKSPF employment support. Of those we have 9 young people in custody (3%) and a further 17 (19%) working in the cash economy mainly to supplement benefits or because they do not have regularised immigration status. This project could support about 50 young care leavers over the project period.
- 3.19 Employing a trauma-led approach, the programme will engage young people through social activities and participatory initiatives, before introducing them to broader services focusing on employability skills training and helping them move into employment, education and training. It will assist young individuals with their personal and professional development, thereby creating alternative routes into self-sustainability.
- 3.20 Sustainability: After the end of the UKSPF funding, funding for continuing this can be applied for through the Flexible Support Grant fund and other funds managed by the DWP. This would require a named individual in LBB to submit an application and manage the commissioned contract.

3.21 Bromley Employment and Skills labour shortage programme £259,600

- 3.22 LSEC will deliver an Employment and Skills labour shortage programme within the London Borough of Bromley supporting economically inactive residents to look for and move into work or education placements. The programme will be located at the newly refurbished Orpington Campus which provides excellent transport access and links to the local community.
- 3.23 The first priority is to concentrate on those local jobs in Bromley which are experiencing huge shortages in labour. Currently locally there are significant vacancy levels in health and social care and hospitality and catering which are proving hard to recruit to and impacting the success of the local economy.
- 3.24 A broader aspiration, longer term than this funding, is to link the programme into LSEC's work across the subregion on green skills and with green employers. This is considered secondary because the eligible cohort are furthest from the labour market for whom a pathway for journeys into high value jobs will take longer than the timeframe for achieving job outcomes from this fund. This funding however will enable this longer term impact.
- 3.25 The programme will work collaboratively with LBB, DWP and wider third sector organisations from across the borough to help shape and guide the referral process in order to identify residents in need of support. Those referred will receive personalised support, designed to find

the best progression pathway to progress into work ensuring we get the right people into the right jobs. The programme will work with key local employers to confirm local skills needs and employment gaps, producing jobs boards and skills maps required to become employed in the roles.



3.26 The option of establishing an in-house employment and skills brokerage team was considered but dismissed as high risk and undeliverable from a stand-still position within the time frame.

3.27 Sustainability: As LSEC deliver the employment and skills hub at its campus, it will be able to access further employment and skills funding from national sources at the end of UKSPF. The borough can also choose to use the programme as the delivery mechanism for future UKSPF or other employment and skills related funding accessed through Local London.

4. IMPACT ON VULNERABLE ADULTS AND CHILDREN

4.1 Substantial impact on vulnerable adults as UKSPF criteria is exclusive to those who are economically excluded. Targeted focus on supporting care leavers and SEND adults towards work supplements existing revenue budgets in statutory services.

5. FINANCIAL IMPLICATIONS

5.1 The report is seeking a decision to drawdown from the UKSPF grant funding and approve this funding to be used for the interventions set out in paragraphs 3.6 – 4.17.

5.2 The UKSPF grant will fund all works set out in the interventions meaning there should be no financial impact on the council.

6. LEGAL IMPLICATIONS

6.1 This report seeks approval from the executive

- I. To allocate UKSPF grant fund totalling £534,600 on (1) targeted provision for SEND and care leavers (£275,000) and (2) Bromley Employment and Skills Labour Shortage Programme (£259,600)
- II. To delegate authority to the Director of Education and the Director of Housing, Planning and Regeneration in consultation with the Portfolio Holder for Renewal and Recreation to move funding between the programmes to best respond to demand and ensure outputs and outcomes are met
- III. Note the additional monies already allocated to Bromley through existing programmes set out in 3.4

6.2 Section 1 of the Localism Act 2011 provides a power for local authorities to act in any way they see fit provided that action falls within the law (the general power of competence). This would include any action calculated to be in the best interests of the council's local area.

6.3 The Council has the power to receive and spend any Government Grant outlined in this report. The Council will need to adhere and comply with all terms, conditions, and obligations accordingly.

7. PROCUREMENT IMPLICATIONS

The report is seeking a decision to drawdown from the UKSPF grant funding and approve this funding to be used for the interventions set out in paragraphs 3.6 – 4.17. Any procurement arising from use of the grant is subject to the PCR 2015 and the Councils Contract Procedure Rules and consultation with Corporate Procurement must be sort on any specific procurement arising.

8. IMPACT ON THE LOCAL ECONOMY

8.1 Substantial economic and social impact, focussed on supporting economically excluded people into employment.

Non-Applicable Headings:	Transformation/Policy; Personnel; Property; Carbon Reduction; Health and wellbeing; Customer impact; Ward councillor views.
Background Documents: (Access via Contact Officer)	[List any documents used in preparation of this report - Title of document and date]