



London Borough of Hammersmith & Fulham

Cabinet

8 MARCH 2010

LEADER

Councillor Stephen Greenhalgh

LBHF AND FUTURE JOBS FUND (FJF) SCHEMES

Wards
All

Central Government's Future Jobs Fund seeks to support the creation of jobs for long term unemployed young people and others who face significant disadvantage in the labour market.

LBHF has been successful in two FJF partnership bids and this report seeks authority for LBHF to enter into agreements to programme manage and deliver 145 jobs open to H&F residents.

CONTRIBUTORS

Regeneration &
Housing Strategy, CSD
DFCS
ADLDS

Recommendations:

That LBHF:

1. Acts as accountable body for the 'Employing Partners' third sector partnership FJF bid and enters into a contract with the Department of Work and Pensions to deliver 65 jobs, training and employment support services funded by £422,500 DWP/FJF funding for this purpose.
2. Uses 'Employing Partners' FJF funding to commission third sector agencies through service level agreements to create new jobs and employ job seekers allowance claimants (JSA) in line with FJF criteria.
3. Directly employs 80 JSA claimants as part of a second FJF scheme (West London Working) and enters into a contract with LB Ealing, accountable body for this scheme, to secure full reimbursement of £221,080 after three months employment from their agreed DWP/FJF funding.

HAS A PEIA BEEN
COMPLETED?
YES

1. BACKGROUND

- 1.1 In the last budget statement the Government announced a commitment to 'Back Young Britain', which included the £1bn 'Future Jobs Fund' (FJF) programme aimed at supporting young people back into work. Specifically, Future Jobs Fund is a job creation scheme for:
- young people age 18 to 24 years old who have been on Job Seeker Allowance (JSA) for a minimum of 26 weeks and
 - unemployed people over 25 years of age living in 'hotspot' areas (areas with unemployment rates 1.5% higher than the national average).
- 1.2 FJF jobs will last for a minimum of six months and a payment of £6,500 per job is available for salary, training support, management and financial administration.
- 1.3 LBHF is a partner in two successful FJF schemes - Employing Partners and West London Working - which will fund and create up to 145 jobs for residents.
- 1.4. This report details both schemes and outlines the recommended role of the Council in each scheme.

2. 'EMPLOYING PARTNERS' – LBHF/THIRD SECTOR CONSORTIUM SCHEME

- 2.1 The Council, in partnership with a consortium of Hammersmith and Fulham third sector organisations, has been successful in winning a bid to the DWP to fund a local Future Jobs Fund Scheme named 'Employing Partners'. The consortium is led by Urban Partnership Group (UPG), Nicholls Training, H & F Volunteer Centre and Renaissance Skills Centre (RSC) and the scheme entails these agencies matching new voluntary and community sector vacancies with appropriate JSA claimants and then seconding successful applicants into jobs.
- 2.2 'Employing Partners' seeks to offer jobs in a range of community and voluntary organisations and social enterprises covering health & social care, youth work, green jobs, customer care, business administration and IT. Furthermore, residents who have been claiming job seekers allowance for over 6 months and are either under 25 years of age or living in wards with the highest levels of unemployment will be targeted, ie. Wormholt & White City, College Park & Old Oak, Shepherds Bush Green.
- 2.3 The consortium agencies will serve as employers, and in this way smaller community groups will be able to benefit from a seconded member of staff. A number of third sector organisations have already indicated interest in providing vacancies and these include Community & Voluntary Sector Association (CaVSA), London Skills Academy, H&F Mind and Third Age Foundation. As the

FJF initiative seeks to benefit the community these third sector organisations are ideally placed to fulfil this objective.

2.4 Consortium partners are required to create 65 new jobs which will predominantly be trainee jobs for a minimum of 32 hours per week. Funding at a minimum wage, which is £5.80 per hour, plus 12.5% London weighting, is available for six months. and FJF employees will be offered training and support. Officers are currently costing the on-costs and training budget which will be met from the £6,500 available per job created.

2.5 The scheme works with Job Centre Plus, which will identify eligible candidates (JSA claimants) and refer them to the consortium employers for interview and possible job offer. The estimated number of jobs created over the course of the project are profiled as follows:

Mar 2010	Apr	May	Jun	Jul	Aug	Sep	Oct-Dec	Jan-Mar 11
15	10	10	10	5	5	10	0	0

2.6 The 'Employing Partners' FJF scheme will deliver the following key outcomes:

- Actual paid employment and work experience for 65 unemployed residents during March 10 – March 11
- Support and employability skills advice for 65 people to assist them in securing work at the end of the scheme
- Support and employability skills advice for an estimated 150 plus unsuccessful candidates to assist them in securing alternative work, training or volunteering.
- Real assistance to over 25 third sector organisations delivering vital services to residents in the community
- Opportunity for all eligible residents living in unemployment hotspots to benefit from work tasters/experience
- Reduction in the number of JSA claimants, at least 65, reducing the unemployment rate in the borough and deprived areas specifically

3. 'EMPLOYING PARTNERS' PROGRAMME MANAGEMENT

3.1 DWP Funding for the 'Employing Partners' scheme is available from January 2010 and officers are currently working to ensure all programme management arrangements are in place. The Economic Development team in Regeneration & Housing Strategy will lead this scheme and have a good track record of

programme management, having successfully managed the LDA Area Programme £2.7m in 2007/09.

3.2. As the accountable body, the Council will be required to:

- ensure that good financial systems are in place to monitor the project and track the spend and achievements of the third sector employer.
- Develop an SLA with the Third Sector Partnership outlining the delivery protocol, recruitment programme, monitoring procedures and financial arrangements.

3.3 The Third Sector Consortium partners will:

- liaise with JCP to source appropriate JSA claimants;
- interview and appoint successful applicants;
- act as employer, undertaking payroll and managerial responsibilities
- be accountable to the Council for expenditure, beneficiary monitoring and robust programme management in accordance with the SLA.

3.4 The Council is currently liaising with DWP regarding the contract and funding arrangements. DWP funding will be released to LBHF as follows:

- 0% of the total contract value released on the signing of the contract, i.e. £84,500
- 20% for unit costs of jobs; this will be paid continuously on a monthly basis one month before each job begins, ie. £1,300 per person
- The remaining 60% value of the Grant will be paid upon actual individuals employed, at a weekly rate of £212 per individual

3.5. The Council will release funding to consortium partners in line with these terms and in accordance with the SLA. and monitoring requirements, including receipt of signed weekly forms confirming actual employment.

4. 'WEST LONDON WORKING' - WEST LONDON FJF

4.1 The London Borough of Hammersmith and Fulham is a key partner in the West London Working (DWP West London City Strategy Pathfinder) FJF project which has been successful in bidding for 300 jobs across West London. 80 of these jobs have been earmarked for Hammersmith and Fulham residents and these will be created across the Council and third sector.

4.2 Jobs have been drawn up in the following service areas:

- Children’s Services; Sports Leadership
- CSD: Housing & Community Support
- Housing Options
- Human Resources
- Adult Social Care
- Regeneration: Economic Development
- H&F Homes

4.3 The five West London Boroughs have committed to creating 100 jobs by the end of March 2010. These jobs will be of community focus and will up-skill Future Jobs candidates and improve skills and experience.

4.4 The London Borough of Ealing is the accountable body for this programme and LBHF will act as the employer for the 80 H&F jobs. The posts are fixed term for 6 months and the Council will directly employ the jobseekers. Members are asked to agree this arrangement with full periodic reimbursement from the London Borough of Ealing.

4.5 The London Borough of Hammersmith and Fulham will be required to create a total of 80 new jobs which will predominantly be trainee jobs for a minimum of 32 hours per week. Funding at a minimum wage, which is £5.80 per hour, plus 12.5% London weighting is available for six months and FJF employees will be offered training and support.

4.6 Job Centre Plus will identify eligible candidates (JSA claimants) and refer them to LBHF for interview and possible job offer. The estimated number of jobs created over the course of the project are profiled as follows:

Mar 2010	Apr	May	Jun	Jul	Aug	Sep	Oct-Dec	Jan-Mar 11
35	10	10	10	4	4	7	0	0

4.7 The ‘West London Working’ FJF scheme will deliver the following key outcomes:

- Actual paid employment and work experience for 80 long term unemployed residents during March 10 – March 11
- Support and employability skills advice for 80 people to assist them in securing work at the end of the scheme
- Support and employability skills advice for an estimated 150 plus unsuccessful candidates to assist them in securing alternative work, training or volunteering
- Opportunity for all eligible residents living in unemployment hotspots to benefit from work tasters/experience

- Reduction in the number of JSA claimants, at least 80, reducing the unemployment rate in the borough and deprived areas specifically

5. 'WEST LONDON WORKING' PROGRAMME MANAGEMENT

- 5.1 London Borough of Ealing is the accountable body (AB) for this project; therefore all vacancies are submitted to the London Borough of Ealing who will then forward to Job Centre Plus to advertise.
- 5.2 The AB will take responsibility for coordinating the administrative tasks for this project.
- 5.3 The London Borough of Hammersmith and Fulham will:
 - liaise with JCP to source appropriate JSA claimants;
 - interview and appoint successful applicants;
 - act as employer, undertaking payroll and managerial responsibilities
 - be accountable to the London Borough of Ealing for expenditure, beneficiary monitoring and robust programme management in accordance with the SLA.
- 5.4 As Ealing is the AB for this scheme, they will receive the funding direct from DWP. LBHF will need to submit timesheets for FJF placements to Ealing Council in order to release funding for each FJF placement in two instalments: one at 3 months; and the second payment on completion of FJF job and submission of all paperwork

6. OTHER FUTURE JOBS FUND SCHEMES

- 6.1. Groundwork UK has also secured FJF contracts nationally and sub-regionally and has pledged to deliver 60 jobs to Hammersmith and Fulham residents.

7. COMMENTS OF THE DIRECTOR OF FINANCE AND CORPORATE SERVICES

- 7.1 The proposed schemes would be fully funded from the Future Jobs Fund Scheme sponsored by the Department for Work and Pensions (DWP).
- 7.2 It is proposed that the Council acts as the accountable body for the Employing Partners scheme. The Council currently acts as the accountable body for a number of externally funded programmes. It is not yet clear as to the exact terms of the arrangement, though the report proposes to enshrine this within an SLA agreement to be drawn up.

7.3 As referred to in Section 3.4 above, the £422,500 funding will be paid 40% in advance and 60% upon recruiting, and therefore there are no cash flow implications for the Council.

8. COMMENTS OF THE ASSISTANT DIRECTOR (LEGAL AND DEMOCRATIC SERVICES)

8.1 Officers should ensure that the SLAs with the third sector consortium partners contains all necessary back-to-back provisions with the grant agreement with the DWP.

8.2 It is advised that Legal Services reviews the Employing Partners FJF scheme DWP grant agreement and the SLAs with the third sector consortium partners before the projects starts to ensure that the Council's position is adequately protected.

8.3 It is also advised that a written agreement is entered into with LB Ealing regarding the provision of funding for the West London Working scheme and that Legal Services is consulted in relation to this agreement.

LOCAL GOVERNMENT ACT 2000
LIST OF BACKGROUND PAPERS

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department/ Location
1.	Employing Partners FJF Bid	Kim Dero x 4229	CSD – 4 th fl 145 King St
2.	West London Working FJF Bid	Kim Dero x 4229	CSD – 4 th fl 145 King St
3.	DWP Correspondence and contracts	Kim Dero x 4229	CSD – 4 th fl 145 King St

CONTACT OFFICER:	NAME: Kim Dero EXT: 4229
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