

West Dunbartonshire Council

Report by Educational Services

Education Services Committee: Nov 2012

Subject: More Choices, More Chances Activity: Approval for single tender process

1. Purpose

- 1.1** To provide members of the Committee with information on the West Dunbartonshire More Choices More Chances activity. This report provides background information on retrospective activity provided by TIGERS (Training Initiatives Generating Effective Results Scotland) and Action for Children with approval sought by committee to nominate providers for Single Tender.

2. Recommendations

- 2.1** The Committee is asked to:
- a) agree that both TIGERS and Action for Children are nominated as providers meeting the requirement for the single tender process. Both intended allocated funds would fall below £50,000 per annum with TIGERS provision costing £40,000 (with £20,000 going direct to beneficiaries for allowances and travel costs) and Action for children costing £30,000, with the total going direct to beneficiaries in wages, allowances and travel.
 - b) note the contents of this report

3. Background

- 3.1** The Scottish Government outlined its strategies to reduce the proportion of young people not in education, employment or training (*NEET*) in the policy document, *More Choices, More Chances (MCMC)*. The MCMC strategy was launched alongside the Workforce Plus strategy which outlines the Government's employability framework for Scotland.
- 3.2** The West Dunbartonshire MCMC Partnership Group has representation from almost all of the key partners and is led by a senior manager from Educational Services on behalf of the Council and Community Planning Partners (CPP).
- 3.3** In 2012 Scottish Government launched *Opportunities for All* an explicit commitment to offer a place in learning or training to every 16-19 year

old who is not currently in employment, education or training. Opportunities for All provides existing national and local policies and strategies with a single focus to improve young people's participation in post 16 learning or training, and ultimately their employment, through appropriate intervention and support until at least their 20th birthday.

- 3.4** The Action for Children: Youthbuild National programme has been successful in securing investment funding from Inspiring Scotland to cover the costs for project delivery within 7 of the MCMC hotspot areas until 2017 (Including West Dunbartonshire). This funding was approved on the basis that each benefiting local authority (or its partners) facilitated a match contribution to meet the local beneficiary costs. In effect this means that funding is doubled, and that everything which the Council contributes, passes straight to the candidate.
- 3.5** TIGERS are a well established and respected training provider and employment broker who specialize in the delivery of training programmes and in the shaping and preparing of unemployed persons for employment entry and sustainability of employment by qualifications or wrap around skills. They have gained a strong reputation for successfully delivering high achievement rates for learners and employer partners from the base adage of "know your client."

4. Main Issues

Action for Children

- 4.1** Youthbuild is a 39 week construction training project specifically designed and tailored for young people who are already in connected with targeted services, such as social work, criminal justice or formal care settings and those who are at risk of requiring intensive support. The Youthbuild model provides the project participants with recognised qualifications and a full time job at the end of their training. The training lasts for a total of 39 weeks, 13 weeks paid at the training allowance and 26 weeks as an employee of a contractor or a designated sub-contractor. Trainees receive the industry rate for the job during that time from the contractor. 50% of this is subsidised reflecting the additional time the contractor is required to provide to assist the trainee to become qualified.
- 4.2** Action for Children has successfully delivered outcomes, with over 80% of young people sustaining and completing the YouthBuild programme. Youthbuild has also voluntarily delivered 6 week programmes for winter leavers in our High schools and has assisted West Dunbartonshire Council to support young people enrolled on Activity Agreements.
- 4.3** The MCMC partnership group was involved in the selection of provision required in our area through the Inspiring Scotland initiative. The council and its partners were made aware at the outset of the need to financially support beneficiary costs of this Project. This was approved due to the

unique nature of the Action for Children model, extra funding that they bring to the area and their expertise in working with excluded groups of vulnerable young people.

- 4.4** Funding from CPP, via the conduit of MCMC, has been allocated to Action for Children in the past using the following criteria: identified need at a local area; organisation has a proven track record; experience of working with identified cohort and, delivers value for money. The Action for Children activity is monitored through a local steering group which includes partners from West Dunbartonshire such as: Throughcare, Social work, Skills Development Scotland, Action for Children and Skillseekers. Performance is measured using this platform and is further complemented by CPP performance and monitoring framework with submission of quarterly and annual reports.

TIGERS (Training Initiatives Generating Effective Results Scotland)

- 4.5** There is an identified shortage of Modern Apprenticeships (MA) or opportunities within the construction sector for young people. This problem was further exacerbated by young people identifying these opportunities as their preferred choice (Skills Development Scotland, database: collation of data on each individual 16-19year old) . A consortium of local partners in collaboration with the Council, identified TIGERS as an organisation that could deliver MA's for our young people at a cost of around £2000 using Carillion and Scottish Water as host employers. The average cost of an apprenticeship on the open market can range from between £7,000 - £7,500.
- 4.6** TIGERS, in a unique Joint Venture with Carillion, have created over 200 Apprenticeships within the past three years in the construction and related industries under a Host Employer Model. The model plots a pathway framework for young people by shaping and preparing through Get Ready for Work and Local Authorities Initiatives. The scheme works through a blend of being supported in a training centre and work experience placements on sites leading to sustainable employment.
- 4.7** TIGERS have a successful completion rate of over 95% completing initial training and over 90% completing a Modern apprenticeship and sustaining employment with host employers.

As a result of this achievement by TIGERS and a shortage of construction related opportunities within West Dunbartonshire, the MCMC partnership group approached TIGERS and requested an indicative proposal with suggested costings to deliver 20 Modern apprenticeships within construction for a cohort which were difficult to place elsewhere. This delivery model follows the same principles as the national training programme Get Ready for Work but support a cohort who are not eligible for inclusion of the national training programme

- 4.8** Due to the unique nature of and specificity of the TIGERS and Action for Children programmes, they are considered to be the best way forward to deliver employability to a challenging group of young people within their chosen careers. The annual cost of both programmes taken together is £70,000 which is a sum that exceeds delegated authority. However, the unique nature and added value of both programmes is such that it is felt appropriate to seek approval for single tender status for each provision under Standing Order 34(4)(C).

5 People Implications

- 5.1** No West Dunbartonshire council posts are directly or indirectly affected by this provision or outcome of decision.

6. Financial Implications

- 6.1** The MCMC partnership group was awarded £172,000 funding from CPP/ESF for financial year 2012/13. It has been agreed by the MCMC partnership group that the provision outlined above meets the needs of particular cohorts of MCMC young people within West Dunbartonshire. Approval for single tender would ensure compliance with grant conditions.

7. Risk Analysis

- 7.1** The risk associated with either Tigers or Action for Children not continuing with their programmes is that this could result in vulnerable young people not continuing on their work placements. Continuity of service delivery is a major concern and although not an issue until this year funding would be required to ensure that young people already placed on the programmes would not lose valued placements.

8. Equalities Impact Assessment (EIA)

- 8.1** No significant issues were identified in the screening for the potential equality impact of this report. The Activity focuses on groups of vulnerable young people who are in a negative post school destination or at risk of entering a post school negative destination.

9. Consultation

Legal Services, Section 95 officer, and Procurement have been consulted with over the content of this paper.

10. Strategic Assessment

- 10.1** The information from this report demonstrates that vulnerable young people are being supported and are therefore better equipped to benefit from employment, training or education opportunities thereby contributing to the priority relating to improvement in economic growth and employability. The report also outlines methods by which the life chances of young people are being improved.

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Appendices: None

Background Papers: None

Wards Affected: All wards