

DELEGATED POWERS REPORT NO.**1752**

SUBJECT: Apprenticeship training grants for Small - Medium Sized Employers to meet the employer element of the training costs for Barnet 19 to 24 year old NEETs

Control sheet

All of the following actions MUST be completed at each stage of the process and the signed and dated report MUST be passed to the Governance Service for publishing

All reports		
Governance Service receive draft report	Name of GSO Date	Jeremy Williams 30/07/2012
Governance Service cleared draft report as being constitutionally appropriate	Name of GSO Date	Jeremy Williams 30/07/2012
Finance clearance obtained (<i>report author to complete</i>)	Name of Finance officer Date	Kerry-Anne Smith 05/07/12
Staff and other resources issues clearance obtained (<i>report author to complete</i>)	Name of Resource officer Date	Rena Abrahams 03/07/12
Strategic Procurement clearance obtained (<i>report author to complete</i>)	Name of SPO Date	Nanette Young 19/06/12
Legal clearance obtained from (<i>report author to complete</i>)	Name of Legal officer Date	Steven Strange 16/07/12
Policy & Partnerships clearance obtained (<i>report author to complete</i>)	Name of P&P officer Date	Andrew Nathan 14/6/12
Equalities & Diversity clearance obtained (<i>report author to complete</i>)	Name of officer Date	Andrew Nathan 14/6/12
The above process has been checked and verified by Director, Head of Service or Deputy	Name Date	Jay Mercer 16/07/12
Signed & dated report, <u>scanned or hard copy</u> received by Governance Service for publishing	Name of GSO Date	John Murphy 31/07/2012
Report published by Governance Service to website	Name of GSO Date	John Murphy 31/07/2012
Head of Service informed report is published	Name of GSO Date	John Murphy 31/07/2012
Key decisions only:		
1. Expiry of call-in period	Date	N/A
2. Report circulated for call-in purposes to Business Management OSC members & copied to Cabinet Members & Head of Service	Name of GSO Date	N/A

ACTION TAKEN BY CABINET MEMBER (EXECUTIVE FUNCTION)

Subject Apprenticeship training grants for Small - Medium Sized Employers to meet the employer element of the training costs for Barnet 19 to 24 year old NEETs

Cabinet Member: Leader of the Council

Date of decision 23/07/12

Date decision comes into effect 23/07/12

Summary	This report seeks approval to the making of one-off grants to various training providers, to a maximum aggregate sum of £125,000, to meet the employer element of the training costs for Barnet 19 to 24 year old NEETs.
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Officer Contributors Elaine Runswick, 14-19 Lead, Children's Services

Status (public or exempt) Public

Wards affected All

Enclosures None

Reason for exemption from call-in (if appropriate) Not applicable

Key decision No

Contact for further information: Zoreena Daniels 0208 359 2011

Serial No. 1752

1. RELEVANT PREVIOUS DECISIONS

- 1.1 Cabinet 20 June 2012 (Decision Item 6) resolved a skills and employment package of targeted time limited support to help young people into employment, including those classified as NEET. Cabinet also resolved that the Leader of the Council be authorised to agree any minor changes to the Skills, Employment and Enterprise Action Plan and proposed support package in order to ensure effective delivery.

2. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 2.1 This project will support young people into employment and is aligned with the council's commitment within the Corporate Plan to developing a Skills and Enterprise action plan that engages local businesses and partners to improve employment opportunities for residents, including focusing on young people not in education, employment or training (NEET) or who are at risk of becoming NEET.
- 2.2 The purpose of this project is to reduce the number of young people not in employment, education or training (NEET) aged 19-24 and increase the supply of Apprenticeship opportunities in the borough. This meets the Council's objective to ensure Barnet is a 'successful London suburb'.

3. RISK MANAGEMENT ISSUES

- 3.1 An area of immediate concern is the number of Barnet's 16 to 24 year olds who are Not in Education, Employment or Training (NEET) as a consequence of the current economic climate. By working with local partners to deliver a targeted, time-limited package of support for young people, the council can channel limited resources to good effect
- 3.2 All grants are made subject to the council's Standard Conditions of Grant Aid, with which applicants are required to signify their compliance by signing a written undertaking. Amongst other things, the conditions cover how awards are spent, allowing council officers a right of access to proof thereof, and requiring notification of any change in an organisation's circumstances which significantly affect its finances, operations or grant entitlement. The council reserves the right to withhold payment of any approved grant, or to demand full or partial repayment, if it appears that an organisation has failed to comply with any of the conditions attached to the award.
- 3.3 The shift towards greater community-led involvement in the delivery of services has involved some relaxation in the attitude traditionally taken to compliance with eligibility criteria before an award is recommended. Whilst all applicants are expected to satisfy basic governance requirements, such as having an independent management committee, it is accepted that community-led and self-help groups often require the support of a parent organisation or other agency. In cases such as these, account is taken of other relevant factors, such as knowledge of a supporting agency and mechanisms to manage an applicant's financial affairs. All applicants are expected to work towards full independence within a reasonable period.

4. EQUALITIES AND DIVERSITY ISSUES

- 4.1 Of particular cause for concern is the fact that 41.6% of the total number of NEETs have been NEET for 1-2 years and 9.2% of NEETs were not ready/willing to work or learn. Targeted marketing and support, particularly in more deprived areas in the west of the borough, will aim to focus on some of these harder to reach groups who have been NEET for a longer period of time.
- 4.2 All voluntary and community organisations grant-aided by the council are required to demonstrate that they have an equal opportunities policy covering users, staff and volunteers, which promotes equal treatment for all, irrespective of their age, disability, gender, sexuality, ethnic background, faith, health, language or social and economic background.
- 4.3 As the council moves towards a greater emphasis on commissioning and awarding of contracts, voluntary and community organisations are required to demonstrate how their activities support the council in meeting its equalities obligations.

5. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 5.1 This project will be funding apprenticeship training costs for up to 65 NEET young people aged 19-24. A total of £125,000 will be funded from the £1 million Barnet Skills, Employment and Enterprise Action Plan aimed at supporting 16-24 year old residents and employers. This is being funded from the 'Service Priorities Fund' which was agreed as part of the council's budget for 2012-13.
- 5.2 There are no other staffing, ICT or property implications in the context of this report.
- 5.3 Budget and management of the process and payments to the training providers will be carried out by the existing staff in the council's 14-19 Team.
- 5.4 The project will be monitored by a partnership steering group with representation from Children's Service, Chief Executive Service, Regeneration, HR, Procurement, and the Youth Support Service.

6. LEGAL ISSUES

- 6.1 None

7. CONSTITUTIONAL POWERS

- 7.1 Council Constitution, Part 3, Responsibility for Functions, Section 3 (Responsibility for Executive Functions) - section 3.2 details the responsibilities of Cabinet Members and provides that the Leader of the Council may discharge any function of the Executive.

8. BACKGROUND INFORMATION

- 8.1 Many small businesses are reluctant to offer apprenticeships to young people over the age of 19 as the Government currently pays 100% of the training costs for apprentices aged 16-18 and 50% of the costs for those aged 19-24. To remove this

barrier the council will support Small-Medium Size Employers (SMEs) by providing funding for the remaining 50% of the training costs of apprentices they take on aged 19-24. This will help to reduce the financial burden on small employers during this difficult economic time and act as an incentive for SMEs to recruit Barnet residents aged 19-24.

9. LIST OF BACKGROUND PAPERS

- 9.1 Cabinet paper – The Barnet Skills, Employment and Enterprise Action Plan 2012 - 2015. This paper can be accessed via the link below
<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=119&MId=6575&Ver=4>

10. DECISION OF THE LEADER OF THE COUNCIL

I authorise the following action:

- 10.1 To approve making one-off grants to various training providers from the 2012/13 Service Priorities fund to a maximum aggregate sum of £125,000, to meet the employer contribution towards the training costs of apprentices aged 19-24, subject to the Council's Standard Conditions of Grant Aid.**



Signed

Leader of the Council

Date

23/07/12