

DELEGATED POWERS REPORT NO.**1753****SUBJECT:** Grant to South London Business Apprenticeship Training Agency (SLB ATA) for capacity building and marketing of Barnet ATA**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 19/6/12
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 Grant to South London Business Apprenticeship Training Agency (SLB ATA) for capacity building and marketing of Barnet ATA

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 for the making of a grant of £100,000 from the 2012-13 Service Priorities fund to South London Business Apprenticeship Training Agency to develop and promote the Barnet Apprenticeship Training Agency to employers and young people in order to increase the supply of local Apprenticeships.
---------	--

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. 1753

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 16-24 and increase the supply of Apprenticeship opportunities in the borough. This meets the Council's objective to ensure Barnet is a 'successful London suburb'.
- 2.3 By working in partnership with Barnet Apprenticeship Training Agency (Barnet ATA) and Barnet and Southgate College this proposal supports the corporate plan priority to provide better services for less money, and the corporate objective 'to manage resources and assets effectively and sustainably across the public sector in Barnet'.

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 The grant of £100,000 is being funded from the 'Service Priorities Fund' which was agreed as part of the council's budget for 2012-13. The budget of £100,000 will not be exceeded.
- 5.2 Payments to the provider will be made in arrears for outputs achieved and evidenced.
- 5.3 Staffing will be covered by the Barnet ATA. There are no other staffing, ICT or property implications in the context of this report.
- 5.4 The project will be monitored by a steering group with representation from:
South London Business Apprenticeship Training Agency (SLB ATA), Chief Executive
London Borough of Barnet, 14-19 Lead
Barnet and Southgate College, Director of Performance and Planning
- 5.5 The ATA will report to the steering group every term through an update of achievements against the project outcomes.
- 5.6 Development costs will be met by the SLB ATA at no cost or risk to the borough. A grant of £100,000 from the 2012-13 Service Priorities fund will be used to fund for a limited fixed period the employment by the SLB ATA (not the Council) of a dedicated Sales Executive who would focus on Barnet employers, fund dedicated marketing materials, design, advertising and events.

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 There is wide acceptance in the public, private and voluntary sector that apprenticeships are an effective way to increase the skill level and employability of young people. Being in employment also helps to build self-esteem, confidence and resilience, reducing dependence on state support. Apprenticeships also bring many benefits to an employer by developing skilled and loyal employees. However, many small businesses are reluctant to offer apprenticeships, due to the perceived difficulties in employing an apprentice and the risk that an organisation takes on with their employment. To remove these barriers the Government set up the ATA model. Through this, independent companies directly employ an apprentice and absorb all employment risks. Young people are then placed with local businesses offering apprenticeships, which then pay a fee to the ATA for this service.
- 8.2 South London Business established an ATA with the support of the National Apprenticeship Service in 2009. The SLB ATA is a not-for-profit Community Interest Company ("C.I.C"). SLB ATA already operates across London and also has apprentices in other parts of the UK placed with host businesses.
- 8.3 SLB ATA has expanded its operation into Barnet. It was felt that a dedicated Barnet branding for the ATA and partnership work with the council and Barnet and Southgate College to promote apprenticeships to business and young people would be more productive to increase the number of apprenticeship vacancies in Barnet.
- 8.4 Barnet ATA is used to actively promote apprenticeships to employers and young people, and inform employers of the various 'Department for Work and Pensions' (DWP) employer incentives available to them under the new Youth Contract. There have already been expressions of interest in the ATA model from schools and voluntary sector organisations, and local businesses that attended the council's business breakfast event held in April illustrating existing demand.
- 8.5 There is an existing memorandum of understanding between the Council, Barnet and Southgate College and SLB ATA to create the Barnet brand. The Children's Service wants to build on this existing partnership and use the ATA as a vehicle to engage with local employers to take on apprenticeships in accordance with the report to cabinet mentioned in section 1.1 of this report.

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 a grant of £100,000 from the 2012-13 Service Priorities fund to SLB Apprenticeship Training Agency, to develop and promote the Barnet ATA to employers and young people in order to increase the supply of local Apprenticeships, subject to the Council's Standard Conditions of Grant Aid.**



Signed

Leader of the Council

Date

23/07/12