

ANGUS COUNCIL

INFRASTRUCTURE SERVICES COMMITTEE 24 NOVEMBER 2009

SUBJECT: TOWARDS EMPLOYMENT TEAM PROGRESS REPORT

REPORT BY THE DIRECTOR OF INFRASTRUCTURE SERVICES

Abstract: The purpose of this Report is to report on progress of the Towards Employment Team (TET). This programme has continued to build on the work of the former Working for Families programme and to develop its remit to address the current economic difficulties facing the citizens of Angus.

1 RECOMMENDATION

1.1 It is recommended that the Committee:

- i. Note the changes in provision that have been made by the TET programme in response to the current economic downturn
- ii. Acknowledge the success that TET has achieved in working towards their yearly targets as outlined in appendix 1
- iii. Note the invaluable contribution that TET are making to the employability services offered to Angus residents, and that should the current levels of activity continue they are expected to exceed their key performance targets for 09/10 and
- iv. Note that funding for this service has only been secured until end March 2011 from the Fairer Scotland Fund

2 INTRODUCTION

- 2.1 TET was introduced in Angus in 2006 where for the first 2 years of its delivery it was funded by the Scottish Government through its Working for Families Programme. In 2008 the funding for TET was merged with MCMC, the Community Regeneration Fund, and the Community Voices Fund to form the Fairer Scotland Fund.
- 2.2 To date funding for the service has been secured through the Fairer Scotland Fund until the end March 2011.
- 2.3 The Committee is referred to Article 22 of the Infrastructure Services Committee of March 06 and to the previous Committee Report No 99/07 which records amongst other recommendations, the requirement to provide a half yearly report to the Committee on the progress of the TET programme.

3 TOWARDS EMPLOYMENT TEAM REMIT

- 3.1 Following on from the success of the Working for Families project (Report 445/09), and in response to the worsening economic climate, a pilot programme has been established to broaden the client base of TET.

- 3.2 This pilot has included those who have been affected by redundancy and not solely the former TET clients i.e. those with families.
- 3.3 In order to test the demand for this new client group, and to ensure that there was no duplication of service provision, this pilot was undertaken in conjunction with Arbroath JobCentre Plus and was therefore implemented in the Arbroath area.
- 3.4 In addition to this pilot project, the Personal Development Fund offered by TET has also been reviewed to offer additional support for training to those who are closest to the labour market.

3.5 PACE

- 3.6 In addition to the services above, TET is also working in partnership with the Partnership Action for Continuing Employment (PACE) redundancy support services. This service, which provides support to employees when an organisation is facing redundancy issues, is lead by Jobcentre Plus and Skills Development Scotland, with input from other public sector agencies.
- 3.7 For example, when the Two Sisters Food Group in Letham, announced in the summer that 95 workers jobs were at risk, TET attended with JobCentre Plus, Angus College and Volunteer Centre Angus to provide workers with benefits and practical employability related advice.
- 3.8 At the time of this intervention it is worth noting that due to the high number of migrant workers employed by the company, the TET key worker with responsibility for migrant workers was also available to offer specialist advice on the complexities of the benefits system facing this client group.

4 RESULTS AND WAY FORWARD

- 4.1 The demand for the skills and knowledge of the TET Key Workers has continued to increase dramatically as the economic conditions across Angus have been hit by the overall downturn in the economy.
- 4.2 The Scottish claimant count measure (*those people out of work and claiming Jobseeker's Allowance [JSA] expressed as a percentage of working age population - Source Office of National Statistics*) increased by 54,300 over the year to a total of 128,100 for June 2009. The claimant count rate for Scotland was 4.6% in June 2009. In June 2008, the claimant count measure in Angus was 1.9%. From June 2008 to June 2009 the measure increased by 953 extra claimants to 3.4% - significantly lower than the Scottish figure but nevertheless a significant increase for Angus. By October 2009 the measure had increased further to 4.8% in Scotland and 2.3% in Angus - an increase of 500 extra claimants over the previous year but again significantly lower than the Scottish figures proportionately.
- 4.3 In October 2009 the Angus measure of JSA claimants per unfilled jobcentre vacancy was 3.9%. The measure for Scotland was 6.7%. In October 2008 the measure for Angus was 6.0% as compared with 2.8% for Scotland – a significant reversal in the figures. The number of vacancies notified to JobCentrePlus in October 2009 for Angus was 274. In Scotland the figure fell, from 33,511 in October 2008 to 26,685 in October 2009. However in Angus the decrease of 212 (from 486 the previous October) was more marked proportionately.
- 4.4 The TET Key Workers have responded to this challenge by taking on additional client groups and by further broadening their knowledge and experience of employability services. The figures in Appendix 1 demonstrate how successful TET has been in achieving this goal.

- 4.5 In the first six months of service this year, TET have already met or exceeded almost all of their yearly targets. However, at this point it should also be noted that despite a reduced level of money advice support they feel they have also been able to sustain the quality of the service provided.
- 4.6 In addition to this they have also seen a change in the skills levels of a number of their client group registering with the programme. A number of these clients have come from skilled professions that have unfortunately been affected by job loss.
- 4.7 In order to sustain the current level of client activity that TET has been involved in, it is important that they continue to work closely with other employability related service providers to ensure that clients utilise the best possible services on offer in Angus.

5 FINANCIAL IMPLICATIONS

- 5.1 There are no financial implications arising directly from the recommendations contained in this report.
- 5.2 Future funding to allow this project to continue will require to be considered in the context of 2011/12 revenue budget setting process.

6 HUMAN RIGHTS IMPLICATIONS

- 6.1 There are no Human Rights implications arising from this report.

7 EQUALITIES IMPLICATIONS

The issues dealt with in this Report have been the subject of consideration from an equalities perspective (as required by legislation). An [equalities impact assessment](#) is not required.

8 SINGLE OUTCOME AGREEMENT

- 8.1 This report contributes to the following local outcome(s) contained within the Single Outcome Agreement for Angus.
- We realise our full economic potential with more and better employment opportunities for our people
 - We have tackled the significant inequalities in Scottish Society
 - We have improved the life chances for children, young people and families at risk

9 CONSULTATION

- 9.1 The Chief Executive, Director of Corporate Services, Head of Law & Administration and Head of Finance have been consulted in the preparation of this report.

10 CONCLUSION

- 10.1 Due to the increasing numbers of people that are being affected by the economic downturn in Angus it is important to acknowledge the invaluable contribution that TET is making to assist those affected back into employment. This report demonstrates the demand for the TET services as well as the excellent results achieved for the people and wider economy of Angus.

**ERIC S LOWSON
DIRECTOR OF INFRASTRUCTURE SERVICES**

NOTE

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.

ECDEV/DV/AM/FM
27 October 2009

AGENDA ITEM NO 13**Report No 869/09
Appendix 1****TET Results form 01/04/09 to 30/09/09
Working for Families results for 08/09 included for comparison**

Targets and Outcomes	Baseline WfF 08/09 Figures	TET targets for 09/10	TET results as 30/09/09
Number of Clients Registered and Receiving Key Worker Support	351	300	288
Number of clients accessing Flexible Childcare fund	95	70	65
Number of clients accessing Personal Development Fund	175	80	158
Number of clients accessing Angus Employability Grants	n/a	No target	30
Number of clients entering full time employment	39	30	37
Number of clients entering part time employment	36	35	32
Number of clients entering self-employment	2	5	4
Number of clients improving/sustaining current employment position	35	50	44
Number of clients entering training or education	48	90	68
Number of clients entering voluntary activity	10	20	44

 FIGURES FOR WORKING FOR FAMILIES (APRIL 2009 TO SEPTEMBER 2009)

NUMBER OF CLIENTS FROM 01.04.08 TO 16.07.08	15
BENEFIT CHECKS CARRIED OUT	11
TAX CREDIT QUERIES DEALT WITH	5
DEBT CASES DEALT WITH	4

AMOUNT OF DEBT RESCHEDULED	
POSTCODE	AMOUNT
DD7	£12244.25

BENEFITS AWARDED			
POSTCODE	AWARD	AWARD x 52 (weeks)	APREARS
DD11	£33.20	£1726.40	£1800.00
DD10	£20.00	£1040.00	£1056.80
DD8	£49.10	£2553.20	
DD7	£46.06	£2395.12	£1000.00
TOTAL	£148.36	£7714.72	£3856.80

AGE OF CLIENTS	
18 - 24	2
25 - 59	13
NO AGE LISTED	1

ETHNIC ORIGIN	
SCOTTISH	6
WHITE - OTHER	6
NONE LISTED	4

FAMILY COMPOSITION	
MARRIED WITH CHILDREN	1 WITH CHILD AGED 11 TO 15
	1 WITH CHILD UNDER 11 AND 1 AGED 16 – 17
MARRIED WITHOUT CHILDREN	3
SINGLE WITH CHILDREN	2 WITH CHILD UNDER 11
	2 WITH CHILDREN AGED 11 – 15
	1 WITH CHILD AGED 16 – 17
SINGLE WITHOUT CHILDREN	3
CO-HAB WITH CHILDREN	1 WITH 2 CHILDREN UNDER 11 AND 1 AGED 16 – 17
SEPERATED WITH CHILDREN	1 WITH 1 CHILD UNDER 11 AND 1 CHILD 11 – 15
	1 WITH 2 CHILDREN UNDER 11 AND 1 CHILD 11 – 15
NO FAMILY COMPOSITION LISTED	2

AMOUNT OF CHILDREN	15
UNDER 11	5
11 – 15	7
16 – 17	3