

2nd April 2009: National Employment & Health Innovations Network

Improving the public sector employment prospects of disadvantaged people

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<http://www.idea.gov.uk/idk/core/page.do?pagelid=7653411#content>



Purpose

Explain the approach in Lancashire:

– **Colleagues not functions:**

- HR and Economic Development
- LCC and wider Lancashire Public Sector partners

– **Business case not targets:**

- LAA/ CAA
- Business case as a driver, meeting targets is the end result

Economic Development & Enterprise Block Lancashire LAA



Lancashire Local Area Agreement Priorities

5-Priorities for the LAA including:

1. Improved Economic prosperity
2. Health & Wellbeing
3. Education, Training & Skills

Lancashire LAA Targets

Economy targets include:

- **Skills**

- Level 2 skills (NI-163)
- Level 4 skills (NI-165)
- Apprentices in public sector

- **Worklessness**

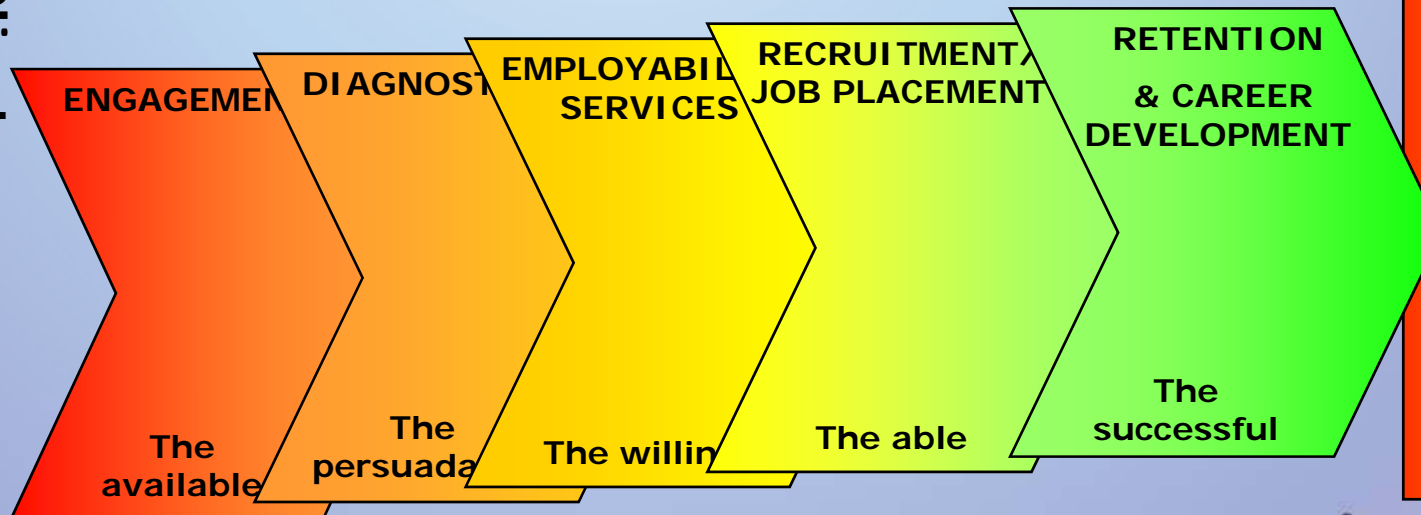
- Long term incapacity and lone parent claimants
- Out of work claimants (NI-152)
- Out of work claimants in the most deprived communities (NI-153)

NI 153 – Demand and Supply Side Progression Model

NI 153- out of work benefits in most deprived communities

Supply Side

Client



DEMAND SIDE

Increase Demand through Local Employer Partnerships and increase the number of people in employment in Lancashire

Employer

Economic Development & Enterprise Block Lancashire Local Area Agreement



Some early observations:-

Annual cost of incapacity benefit	£7,750
Average length of claim	8 years
Stretch target 480 into jobs	480
480 x £7750 x 8years =	£29,760,000
Average length of claim for 480	2 years
480 x £7750 x 8years =	£7,440,000
Potential Savings of Intervention	£22,320,000
Pump Priming Grant costs	£80,000

Our Approach

- Recognise opportunity of LAA to look across key issues at what the Public Sector delivers and how it uses its resource.
- Assess role of Public Sector as Employer of Apprentices and Benefit claimants.
- Approach all HR in public sector through North West Employers Organisation. Decision to pilot approach in County Council.

LCC HR- Roles

- Partner in the Local Area Agreement
- Corporate HR member of the LAA Economic Development & Enterprise Theme Group as key public sector employer
- Key employer in the public sector
- A key employer in Lancashire
- Member of JCP Focused Partnership Group for Preston City Centre

LCC HR- The Business Case

- Corporate Plan Priority – Core Purposes
- Succession Planning
- Improved Age Profile
- Reflective Workforce
- Social Inclusion
- Community Engagement
- Equality and Diversity
- Upskilling workforce/Skills Pledge
- Regeneration
- Partnership Working
- Agency Spend

LCC Agency Staff

2007/08 Agency Staff Neutral Vendor

- £8.164m spend
- £569,000 saving (2006 prices)

2009 Agency Staff 2nd Generation Contract

- 'Goes Live' 2nd March 2009
- Further savings (estimated £440,000)
 - To redirect work opportunities from agency to economic development priorities and social inclusion priorities
 - Expansion to Lancashire partners

What is an Apprenticeship?

- ▶ Apprentices have a two year placement allowing for a breadth of experience
- ▶ All apprentices undertake NVQ's up to Level 3 with our Providers
- ▶ Apprentices are placed in various locations throughout the Authority in Business Administration and many other types of Apprenticeships

Approach to Apprentices

- Converting eligible employees
- Appointments
- Vacancy Management
- Prior Consideration
- Talent Pool
- Interviews Ongoing



Apprentice Certificate Presentation for those who passed their NVQ Level 2 and 3 in Business Administration

Current Figures

WE CURRENTLY HAVE



Individual Awards

- North West Apprentice of the Year 2008
- 2007/8 APSE Highways and Street Lighting Apprentice of the Year

APPRENTICES ON PROGRAMME

Future Horizons – Pre-Apprenticeship

- The young person works with NLTG on an e2e (entry to employment) programme to improve their employability skills.
- 8 week placement in Lancashire County Council to enhance their work experience for anything from 16 to 30 hours per week.
- Work towards the City and Guilds Employability and Personal Development qualification.
- Currently 18 young people are accessing the pilot programme

Future Horizons

- The intention is that at least 50% of the young people will be successful in securing an apprenticeship. We are exploring the opportunity of linking in with the LCDL supported Apprenticeship scheme for some of our young people as well as our own Business Admin apprenticeships.



WorkStart- 'the Public Sector Work trial'

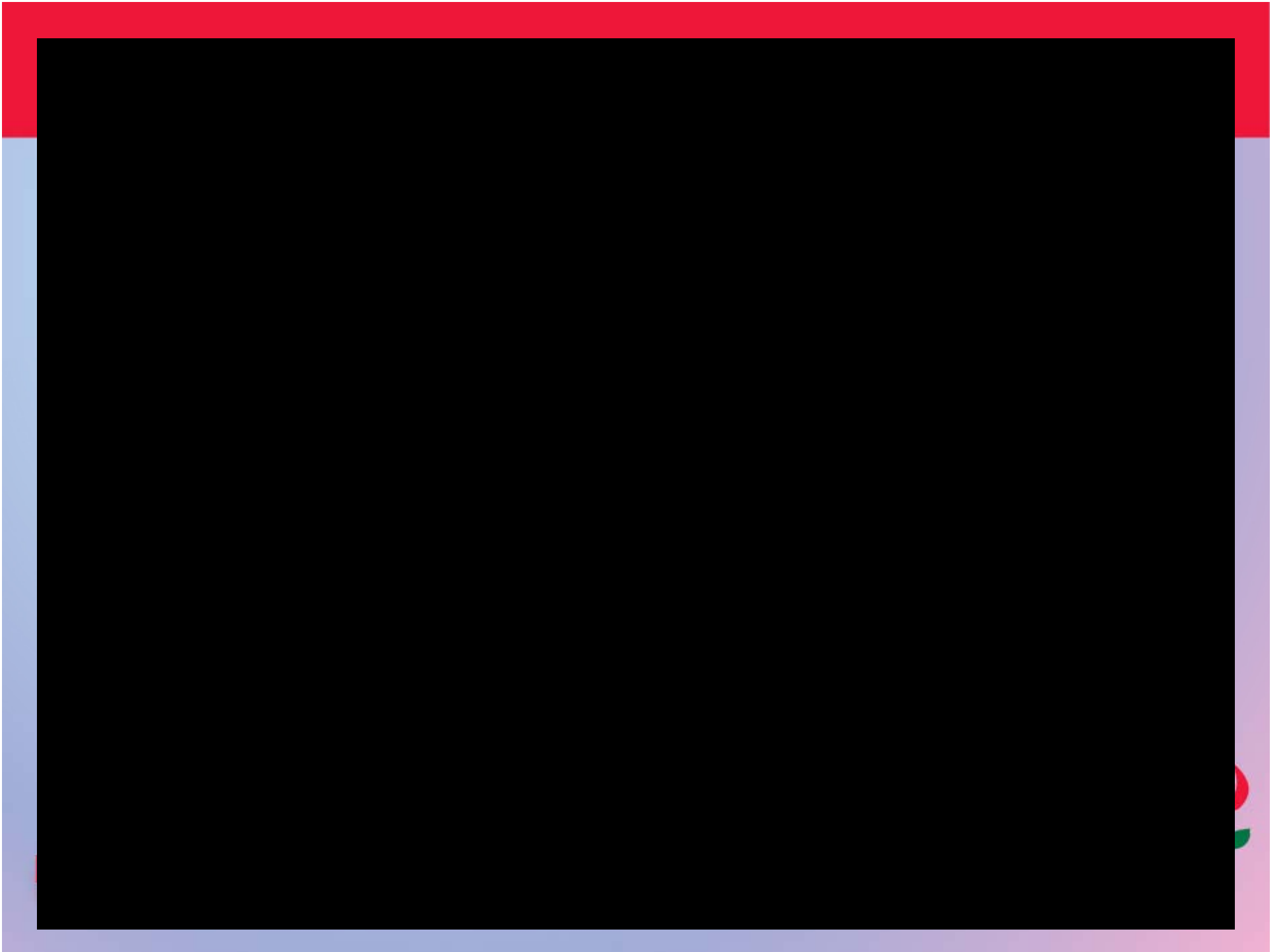
- Claiming I.S. / I.B. for +6months (JSA and ex-offenders to follow)
- Living in Lancashire
- 30 days placement
- Paid Travel & Subsistence Allowance
- Work Reference upon Completion
- Certificate of Participation
- Opportunity to apply for LCC jobs as they arise

Real People – A Real Difference

- Kirsty
 - “It's hard to get back into office work when you don't have recent experience. You have to convince someone to give you an opportunity. The WorkStart placement with the NoW card team proved I could do the job, I applied and got it!.”

Real People – A Real Difference

- Lorraine
 - now working on reception at County Hall.
- “Having been out of work for 17 years, I found working full-time a bit of a shock to the system but have settled into the routine. I really appreciate the experience and training I am getting on placement and feel so much more confident”.



Progress so far...

- Devised, implemented and incorporated lessons learnt within Lancashire County Council
- 49 placements arranged
- 34 participants have secured employment
- Including 5 who have secured a Business Admin Apprenticeship
- Including 19 participants have secured employment after engaging with Adult Learning pre-placement

Elaine Anderson- JCP Personal Adviser



- "WorkStart gives our customers the opportunity to prove to an employer and to themselves that they are capable of competing in and contributing to the local labour market. Adult Learning supports our customers through the job application process which provides them with valuable 'jobsearch' skills that can only increase their chances of employment. My customers tell me that everybody should have the opportunity to do Workstart".

Good Practice Partnership Events and Newsletter with District Councils, NHS, Police, Fire



- Team Lancashire
- Expansion to district and unitary partners

Next Steps

- Future Horizons/ NEET and Looked After Children
- Future Horizons+
- WorkStart+
- Job Seekers allowance/ex-offenders
- Equality and Diversity Strands
- Continue to link with Corporate Regeneration/
Economic Development
- Networking nationally
- Continued dissemination of Lancashire County
Council's model

The Win Win

- Saves money
- Meets LAA, improves CAA
- Meets HR priorities:
- Streamlines and strategically coordinates partner engagement;
- JCP office contact, ring JCP clients
- Changes lives

And finally...

Key messages:

- “colleagues not functions or separate organisations”

- “a business case not targets”

Questions

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